

viaEDGE™ Learning Agility Self-Assessment

Talent and Performance
Management

Learning agility is defined as the “*ability and willingness to learn from experience and apply that learning to perform successfully in new situations.*” Distinct from intelligence—learning agility is the single, best predictor of high potential.

Agile learners tend to know what to do when they don't know what to do. They are today's and tomorrow's most successful leaders ...

THE ART
SCIENCE
OF TALENT

Identify the Strategic Few Who are Learning Agile and Best to Lead

A suite of three Korn/Ferry learning agility assessments

Many leaders fail because they depend too much on what made them successful in the past, rather than learning new behaviors required for success in new situations. They are not *learning agile*.

More than 20 years of research confirms learning agility is the core factor differentiating high-potential talent from high-functioning performers. While both are critical to an organization's success, their career paths should be different.

High potentials are agile learners. They like experimenting and pushing beyond boundaries. Naturally self-reflective, they actively seek feedback and objectively evaluate their experiences.

High performers are technical experts in a defined area — with years of sustained, superior performance.

Korn/Ferry has led the industry in developing learning agility assessments. Choices Architect® — provides a 360° view to validate high potentials for development and succession planning. Learning From Experience™ (LFE) — is a highly structured interview methodology to quantify a job candidate's learning agility.

Introducing viaEDGE™

viaEDGE is the third Korn/Ferry offering to assess learning agility. Designed for ease



of use with large groups of individuals, viaEDGE is a self-assessment, resulting in low administrative impact on an organization. Rigorous verification scales control for over/under individual ratings, providing an actual confidence index for each completed assessment.

Multiple ways to use viaEDGE:

- ▶ Assess internal talent for placement of high potentials (including early career, emerging talent), key job assignments, succession plans, and to support development and coaching
- ▶ Aid in external candidate hiring decisions for roles where learning agility is a core requirement
- ▶ Identify managers most likely to succeed in international assignments

Learning agile individuals learn most from developmental job experiences; thus, knowing who they are helps organizations accelerate their leadership development.

Like all of Korn/Ferry's learning agility assessments, viaEDGE provides scores on four dimensions:

- ▶ **Mental agility** — comfortable with complexity
- ▶ **People agility** — skilled communicator who can work with a diversity of people
- ▶ **Change agility** — like to experiment and are comfortable with change
- ▶ **Results agility** — deliver results in first-time situations

But viaEDGE goes further, also measuring:

- ▶ **Self-awareness** — the depth to which an individual knows himself or herself, and recognizes skills, strengths, weaknesses, blind spots, and hidden strengths. *A recent study cites self-awareness as the #1 predictor of executive success.*

The viaEDGE assessment takes 25-30 minutes to complete. Results include a short summary report, with a detailed report and interpretation provided through Korn/Ferry certified coaches.

Recent research estimates **between 19% and 25% of high potentials plan to leave their jobs in the next year**, compared to 10% in 2006. Identifying these individuals — before they go — is critical to an organization's success.

Korn/Ferry Learning Agility Assessments	viaEDGE™	Choices Architect®	Learning From Experience™ (LFE)
Overview	Self-assessment to provide insight into learning agility and assist in determining potential	Multi-rater assessment used to identify and validate high potential	Structured interview protocol to quantify the job candidates' learning agility
Talent Audience	Internal or external	Internal	External
Uses	<ul style="list-style-type: none"> • Succession • High-potential identification • Development • Selection (for roles requiring learning agility) 	<ul style="list-style-type: none"> • Succession • High-potential identification • Development 	<ul style="list-style-type: none"> • Selection
Learning Agility Assessment Factors	Five factors: <ul style="list-style-type: none"> • Mental agility • People agility • Change agility • Results agility • Self-awareness And overall learning agility	Four factors: <ul style="list-style-type: none"> • Mental agility • People agility • Change agility • Results agility And overall learning agility	Four factors: <ul style="list-style-type: none"> • Mental agility • People agility • Change agility • Results agility And overall learning agility
Accuracy	Incorporates mechanisms that determine the accuracy of an individual assessment score	Ratings can be affected by the selection of raters e.g., training in evaluation methods, fatigue	Requires interviewers be highly skilled and trained in the LFE methodology



For more information about viaEDGE

visit <http://store.lominger.com>
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 or 1-952-345-3610 (International)

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