



KORN FERRY

Executive Recruitment



Design Build **Attract**

No margin for error.

The most powerful business decision you will ever make is selecting the executives you hire.

There are thousands of executive candidates who could fill a leadership role in your organization. There is only one who will do it best.

We find the one.

Executive recruitment requires a sophisticated blend of scientific assurance to mitigate risk, and the subtle art of human relations and insightful experience to ascertain true fit. Your organization cannot afford to hire the wrong executive.

With Korn Ferry Executive Recruitment, you rest assured that you won't.

40% of new executives fail within the first 18 months, mostly due to poor fit.

This is 100% preventable.

Half of the Fortune 500 trust Korn Ferry for executive recruitment.

- ▶ **Peer approach delivers a high-touch, high-value candidate experience.**
- ▶ **Groundbreaking Four Dimensional Executive Assessment provides the most holistic perspective on the market today — covering candidates' competencies, their personality traits, what drives them, as well as the experiences that are aligned to the role.**
- ▶ **Full Executive Onboarding support ensures executives hit the ground running.**
- ▶ **Executive Coaching services accelerate development for continual high performance.**

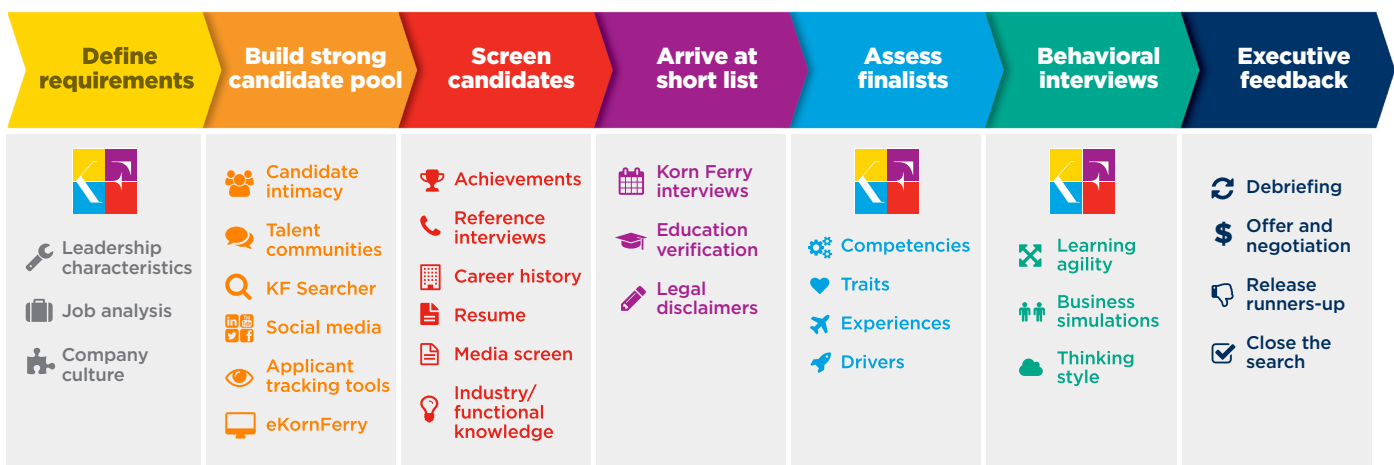
No stronger ally in the war for talent.

Korn Ferry has successfully placed more of the world's top executives than any other recruitment firm.

Lester Korn and Richard Ferry firmly believed that a search should be conducted only by practitioners who intimately knew the industry, the issues facing the position, the candidates capable of effectively operating in the role and, as important, within the culture of the client's organization.

For 45 years, these time-tested hallmarks have remained at the heart of every Korn Ferry engagement. We have built upon our pioneering approach through improvements in science and technology to remain the most trusted executive search firm in the world.

Korn Ferry has been ranked as the No. 1 executive search firm worldwide since 1990, when industry tracking firm HSZ Media started monitoring the industry.



The most complete view of your talent.

Historical human behavioral best practices and innovative scientific insight yield precise results.

Deepest industry and functional expertise.

Our 500+ global executive search practitioners are dedicated solely to specific industries and/or functional roles. Their experience and knowledge of your talent market, competition, and unique requirements and demands for executives within your industry gives you an unparalleled advantage in recruiting top executive talent. There simply is no substitute for experience.

High-touch, high-value approach by seasoned peers.

The science of recruitment relies on proven methodologies. Yet, we also believe that the candidate's experience of the process is critical to nurturing a high-value perception of your organization. Our seasoned practitioners mindfully interact with candidates in a peer-to-peer relationship that fosters respect, transparency, and trust.

C-level executives hired using Korn Ferry's assessment tools are eight times more likely to be promoted than those placed without them.*

*Based on sample of 286 C-level executives placed in North America by Korn Ferry. More than half of those in the sample were placed using Korn Ferry's proprietary assessment tools in addition to traditional screening methods; the remainder were placed using only traditional screening methods.

Using assessments to make superior hiring decisions.

Thanks to the Korn Ferry 4D Executive Assessment, the recruitment experience — for you and your candidates — is now smarter, more engaging and easier to manage than ever before.

▶ **World-leading**

This is Korn Ferry’s most credible tool yet for evaluating talent.

▶ **Powerful**

It puts an incredible range of Korn Ferry expertise at your fingertips and gives you unprecedented levels of control over the assessment process.

▶ **Convenient**

Korn Ferry’s 4D Executive Assessment works on any device and offers all the real-time functionality and convenience of an app.

▶ **Validated**

Predictions are made based on years of research and the results of over 2.5 million assessments.

▶ **Sophisticated**

Rich visual representations of assessment results offer you the industry’s deepest insights into every candidate.

Consumer	Financial	Industrial	Life Sciences	Technology
Consumer Products	Asset Management & Alternative Investment	Automotive	Biotechnology	Cloud
Digital	Consumer & Commercial Banking	Aviation, Aerospace & Defense	Healthcare	Communications
Marketing Services & Advertising	FinTech, Electronic Trading & Transaction Services	Chemicals & Process Manufacturing	Life Sciences Contract Services	Digital
Media & Entertainment	Insurance	Diversified Manufacturing	Medical Devices	FinTech, Payments & Transaction Processing
Retail	Investment Banking	Energy	Pharmaceuticals	IT Professional Services
Sports	Real Estate	Infrastructure, Construction & Services		Software
Travel, Hospitality & Leisure	Wealth Management	Logistics & Transportation		Systems & Devices
		Mining, Minerals & Metals		

Roles & Specialties					
	▶ Associations	▶ Education	▶ IT Officers	▶ Private Equity	▶ Supply Chain Management
	▶ Boards & CEOs	▶ Financial Officers	▶ Legal	▶ Risk	▶ Sustainability
	▶ Corporate Affairs	▶ Government	▶ Marketing	▶ Sports	
	▶ Cybersecurity	▶ Human Resources	▶ Nonprofit		

Safeguarding leadership investment.

Korn Ferry provides holistic leadership services to support executive success from day one.

Onboarding support.

Korn Ferry Onboarding services safeguard your investment in executive hires in the first 100 days and provide a solid support to ensure executives have the resources they need to succeed and contribute faster.

Studies show that executives who participate in a structured onboarding program are 69% more likely to stay with their organization after three years.

Executive coaching and development.

Growth and development do not end when an executive is hired into a new role. Korn Ferry's executive coaches provide customized, targeted development support to help executives build on their leadership skills and acquire the mindsets and skills they need to continue to provide advanced leadership to your organization.

It takes 6.2 months for a new executive to reach the break-even point.



The Korn Ferry difference.

As the global leader in executive recruitment, we have conducted hundreds of thousands of executive searches across the globe. Our seasoned professionals know how to enhance the process and what will derail it. We rely on science's indisputable ability to provide concrete insight into candidates, yet we never lose sight of the fact that we're in the people business.

Which is why our clients count on us not only for the reliable results we deliver, but also for the *way we deliver* those results. It's the experience of the process for both the candidate and the organization that we consciously craft and uphold. We seek the best in people and believe in human potential. Candidates who are not the right fit for your organization today, may be in five years. It's the relationships we build and continually nurture with candidates and clients that allow us to be a true executive recruitment partner.

Together with you, we drive a distinct executive talent advantage.

Because, at the end of the day, the most powerful business decision you will ever make is selecting the executives who will lead your business.

About Korn Ferry

At Korn Ferry, we design, build, attract, and ignite talent. Since our inception, clients have trusted us to help recruit world-class leadership. Today, we are a single source for leadership and talent consulting services to empower businesses and leaders to reach their goals. Our solutions range from executive recruitment and leadership development programs, to enterprise learning, succession planning, and recruitment process outsourcing (RPO).

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