Korn Ferry High Potential Accelerator

Transforming high potential to executive-ready.
High potentials are an integral part of your future business success.

The markets of today and tomorrow are fundamentally different from those of yesterday. Global transformations demand agile leaders who step up to challenges with purpose, confidence, and vitality. This is increasingly critical in a business environment characterized by structural change. With the current climate of globalization, an aging workforce, relentless competition, disruptive innovation, and unprecedented talent and marketplace diversity—ensuring a ready supply of leaders has never been more challenging.

High potentials are your organization’s greatest source of innovation, agility, strategic excellence, and inclusive leadership—and will drive the organization’s future success.

Are your high potentials:

• Ready to drive strategy, innovation, and growth at an enterprise-wide level?

• In possession of the right practical development experiences necessary to strengthen the executive bench and talent pipeline?

• Agile enough, with the right acumen to change culture to align with business strategy?

• Globally-minded enough, with crosscultural agility to navigate across diverse cultures in an inclusive way?

• Service-driven leaders armed with the ability to grow sustainable and socially conscious organizations?

At a glance:

▶ Korn Ferry High Potential Accelerator is a non-academic, practical leadership development program that creates a flexible yet rigorous learning experience, designed to prepare high-potential talent from the director through vice president level, for enterprise level roles.

▶ Over the course of six months, participants will spend eleven days in-residence, across three learning modules, interconnected by coaching, on-the-job learning, and peer mentoring.

▶ Program participants are immersed in a profound personal and professional transformation that fast tracks their ascent to the executive bench.

▶ This program leverages Korn Ferry global faculty, leading instructional design based on research and data analytics, best-in-class assessments, a whole person approach to development, and an enterprise-wide dedication to innovation, creativity, and market relevance.
So who are these high potentials?

High potentials are your executive leaders of the future. They are people who constantly seek out new challenges and opportunities to learn—and who gravitate toward organizations that can help them develop and grow. They are also people who can have a disproportionately large impact on your business, due to their high levels of motivation and the fact that they thrive on change.

So, what do organizations need to provide to engage their high potentials? Applied, practical, and easily transferrable business learning and development within the context of the organization’s business priorities, plus consistent and frequent stretch opportunities. While continuous development, mentorship, and coaching are essential, ongoing development assignments with increasing scope, scale, access, and exposure will engage and empower high potentials to get invested in problem solving and leading through the organizations’ greatest challenges. Finally, their career development is greatly enhanced by the involvement of high profile, internal and external stakeholders.

What do high potentials offer?

- Contribute three times more than their peers.
- Inspirational motivation levels, plus aspiration and a thirst for knowledge.
- Thrive on change and challenge.
- Actualize and transform development experiences to impact the organization.
- Self-motivated and dedicated to their ongoing leadership development.
- An average time of 18 months in a role.

What do high potentials want?

- Love to learn, but appreciate autonomy in the learning process.
- 90% seek highly visible development opportunities that give them access to the executive leadership suite and governing bodies.
- Pursue organizations that will help them grow and thrive.
- Need to move through a series of demanding jobs every 18-24 months.
- Gravitate toward organizations whose workforce represents the vast diversity in society.
Korn Ferry High Potential Accelerator.

Korn Ferry High Potential Accelerator is a six-month immersive leadership development journey, designed specifically to prepare high-potential leaders to take on broader senior executive leadership roles.

Our mission is to help organizations to close strategically risky talent gaps—by accelerating the readiness of high-potential leaders. Korn Ferry partners with organizations to deliver an immersive, business-relevant, integrated program that provides leaders with the insights, experiences, relationships, perspectives, and tools they need to strengthen and realize their capacity to lead.

As the global war for talent continues, a proven leadership development solution is required for organizations to successfully address capability gaps in their talent pipeline and hasten the readiness of their executive bench.

This high-impact program helps organizations build critical leadership capabilities through a blend of learning strategies that are designed to neutralize the volatility, uncertainty, and complexity of today’s working environment, while helping high-potential talent not only accelerate effectiveness in their current roles, but also readiness for future roles.

The program will impact your organization by:

- Strengthening, engaging, and retaining a bench of agile leaders.
- Preparing participants to step into and succeed in executive roles within 18-24 months.
- Enabling participants to activate strategy and drive business results amid shifting markets.
- Helping participants create meaningful connections within and beyond the organization.
- Invigorating teams, increasing organizational agility, and optimizing talent.
- Closing succession pipeline gaps, increasing retention, and reducing the cost of attrition.
- Building and growing a thriving, diverse executive talent pool.
Key elements of the program.

Leadership experts, business coaches, and leaders teaching leaders create a non-traditional, applied learning, context-bound development experience. High Potential Accelerator offers blended, technology-enabled learning that is swift, self-paced, and flexible. The time spent in-residence serves as the “skills laboratory” for applied learning throughout the six-month program and beyond. Each participant designs a mission-critical assignment which they complete throughout the program, applying what they learn in-residence to accelerate achieving their mission. It’s the mission that creates the development intensity they experience over the course of the program, in their everyday work.

The learning journey includes three multiple-day workshops, connected by applied learning, executive mentorship, coaching, and community engagement. Faculty, instructional designers, and coaches work together to create a seamless development experience that address each leader as a whole person—connecting principles of personal, interpersonal, organizational, and purposeful leadership together into one journey. Korn Ferry anchors the program in three stages of leadership development:

**Shaping leadership:** The first module stresses personal leadership, business strategy and execution, financial acumen, decision-making, and communications. Through simulation and coaching, participants build their ability to lead through all stages of problem-solving, strategy development, and execution. In this module, each participant develops a plan of execution for their mission-critical assignment.

**Extending and stretching leadership capacity:** Through immersive learning, participants develop their ability to listen, influence, and align the priorities of distinct organizational stakeholders including shareholders, customers, and employees. In this module, leaders strengthen their global, customer-centric lens while learning to inspire employee engagement and commitment through diversity and inclusion. Participants report on the progress they’ve made toward their mission and recalibrate their approach based on new perspectives and lessons learned to realize mission success.

**Realizing and sustaining success:** The final stage of leadership requires an acute ability to lead through change with energy, personal vitality, and positive outlook regardless of the volatility and uncertainty in the marketplace, the organization, or the participant’s role. This session begins with capstone presentations, and then develops each participant’s ability to lead through change, and communicate effectively and proactively through all stages of change. In this phase of development, participants craft their long-term development plan to continue to apply and evolve the skills they’ve learned in the program to reach sustainable success.
The Korn Ferry advantage.

- **Contextual and immersive development**: Context-based, applied, and experiential learning create engaging, highly collaborative, and business relevant development journeys that drive sustainable outcomes and measurable ROI.

- **Whole-person approach**: Korn Ferry’s Four Dimensions of Leadership and Talent—skills, experiences, traits, and drivers—provide a complete picture of the individual qualities that drive performance, engagement, and leadership effectiveness. This framework builds leaders from the inside-out and the outside-in.

- **Best-in-class consultants, advisors, coaches, and faculty**: Top leadership development thinkers, engaging facilitators, and seasoned coaches with cross-industry expertise add rigor to development experiences, and heighten self-awareness and leadership impact for participants.

- **Global presence**: Our global experience and understanding of industries, markets, and cultures elevates the relevance of development programs and services for leaders, teams, and organizations.

- **Data-driven insight**: We take a big data approach to leadership development—drawing on nearly 50 years of analytics and over 2.5 million professional assessments—recognizing what separates success from derailment for leaders in any role, function, industry, region, or organizational culture.

- **Shared responsibility**: This approach involves and aligns internal stakeholders, managers, and mentors as proactive supporters and coaches in the development of program participants to help them successfully identify and tackle potential obstacles to their fullest performance and potential.

- **Inclusive leadership**: We facilitate strategic and operational shifts in leadership and talent management processes to create cultures of development that unleash the potential of the workforce. Our programs address issues such as unconscious bias and conscious inclusion in both talent identification and development.

- **Service learning**: Imbedding service learning into development fosters a sustainable, purpose-driven, and socially conscious mindset across the workforce, increasing engagement, and elevating organizational performance and impact.

- **Measurable results**: We drive for results aligned to each organization’s business strategy through our award-winning programs for the C-suite, senior executives, high potentials, and first-level leaders.
What to expect.

Korn Ferry High Potential Accelerator provides a demanding and collaborative learning experience that challenges future leaders to redefine success and learn how to bring their vision to life on the job.

<table>
<thead>
<tr>
<th>Pre-work</th>
<th>Module one</th>
<th>Module two</th>
<th>Module three</th>
</tr>
</thead>
<tbody>
<tr>
<td>Webinar launch</td>
<td>Personal leadership</td>
<td>Agility and diverse perspective</td>
<td>Capstone event</td>
</tr>
<tr>
<td>Assessments</td>
<td>• Self and situational awareness</td>
<td>• Learning agility</td>
<td>• Final mission presentation</td>
</tr>
<tr>
<td>Mission assignment</td>
<td>• Defining career/personal excellence</td>
<td>• Inclusive leadership</td>
<td>• Organizational impact</td>
</tr>
<tr>
<td>• Manager</td>
<td>• Coaching</td>
<td>• Leading through systems</td>
<td>• Executive and peer feedback</td>
</tr>
<tr>
<td>• Candidate</td>
<td>• Evening: Cohort dinner</td>
<td>• Employee engagement</td>
<td>• Self-evaluation</td>
</tr>
<tr>
<td>Readings</td>
<td>Business strategy</td>
<td>• Simulation</td>
<td>• Coaching</td>
</tr>
<tr>
<td>Financial acumen and decision-making</td>
<td>• Executive expert insights</td>
<td>• Coaching</td>
<td></td>
</tr>
<tr>
<td>• Simulation</td>
<td>• Mission planning</td>
<td>• Evening: The Agile Leader</td>
<td></td>
</tr>
<tr>
<td>Influence and communications</td>
<td>Financial acumen and decision-making</td>
<td>Organizational alignment</td>
<td>Initiating change</td>
</tr>
<tr>
<td>• Simulation activity</td>
<td>• Executive expert insights</td>
<td>• Shareholders perspective</td>
<td>• Leading change forum</td>
</tr>
<tr>
<td>• Executive presentation preparation</td>
<td>• Simulation</td>
<td>• Customer-centric lens</td>
<td>• Driving results through change</td>
</tr>
<tr>
<td>• Coaching</td>
<td>• Coaching</td>
<td>• Global leadership</td>
<td>• Sustaining change</td>
</tr>
<tr>
<td>Moving to action</td>
<td>Financial acumen and decision-making</td>
<td>• Diversity and innovation</td>
<td>• Immersion</td>
</tr>
<tr>
<td>• Presentation to executive team</td>
<td>• Financial acumen and decision-making</td>
<td>• Immersive learning</td>
<td>• Sustaining self</td>
</tr>
<tr>
<td>• Mission critical planning</td>
<td>• Evening: Alignment in a Dynamic World</td>
<td>• Evening: Alignment in a Dynamic World</td>
<td>Communicating change</td>
</tr>
<tr>
<td>5 days</td>
<td>Mission acceleration</td>
<td>Long-term leadership</td>
<td>• Peer to peer coaching</td>
</tr>
<tr>
<td></td>
<td>• Report, feedback, and recalibration</td>
<td>acceleration plan</td>
<td>• Listening, collaborating, and inspiring</td>
</tr>
<tr>
<td></td>
<td>• Development planning</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Leading self to lead others</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Coaching session</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>3 days</td>
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<td>3 days</td>
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Peer-to-peer accountability partnerships: Leader’s toolkit

Coaching

Mission critical: Individual applied learning

6
About Korn Ferry

Korn Ferry is the preeminent authority on leadership and talent. For nearly half a century, clients have trusted us to recruit world-class leaders. Today, we are their partner in designing organizational strategy and developing their people to achieve unimaginable success.

For more information, visit www.kornferry.com