Korn Ferry Leadership Architect™
Global Competency Framework

Align talent, activate strategy, and build a solid foundation for a sustained talent advantage.
In today’s volatile business environment, having talent with the right skills at the right time is essential for success but difficult to guarantee. A majority of CEOs globally say they are concerned about the availability of key skills as a business threat,¹ and more than one-third report difficulty filling positions because skilled talent isn’t available.²

And in the workforce today, only about 30 percent of high performers are also high potentials. The remaining 70 percent have what it takes to succeed now, but they lack at least one critical component necessary for future success.³

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We make it easy for you to:

**Engage every user.** Korn Ferry Leadership Architect™ uses clear and accessible language to drive global usability with highly relevant, high-impact content that’s easy to understand and act on.

**Get trusted guidance.** With decades of research driving the Korn Ferry Leadership Architect™ framework, you get deep, trusted insights into what matters most at every leadership level.

**Support your strategy.** Our content is configurable to emphasize the unique skills and behaviors that drive performance in your organization and your industry.

**Bring your strategy to life.** When you activate your strategy with Korn Ferry Leadership Architect™, you align your talent strategy with your business strategy to meet your organization’s needs and create a foundation for the future.

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**What is Korn Ferry Leadership Architect™?**

Consulting Approach for Korn Ferry Leadership Architect™

Global Competency Framework

### Foundation of Competencies

<table>
<thead>
<tr>
<th>Business &amp; Talent Strategy Alignment</th>
<th>Competency Strategy</th>
<th>Competency Modeling</th>
<th>Competency Implementation</th>
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<tbody>
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<td><strong>BUSINESS &amp; TALENT STRATEGY ALIGNMENT</strong></td>
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<td>The two- to three-day Talent Strategy Consulting evaluates the strengths, weaknesses, and importance of your talent management ecosystem relative to your business strategies.</td>
<td>The two half-day Competency Strategy Sessions are a discovery and decision process for ensuring successful implementation of the structure, content, management, and use of leadership competencies.</td>
<td>With “fast-track”, Korn Ferry flagship Competency Modeling Approach, our experienced consultants use proprietary filters, card sorts, and other products to rapidly create and tailor competency models that meet your organization’s unique industry and business needs/challenges.</td>
<td>Korn Ferry can strengthen your succession, development, selection, performance, diversity, and inclusion efforts through world-class products, solutions, and intellectual property linked to competencies and the Korn Ferry Leadership Architect™, such as:</td>
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<td>A resulting talent strategy road map helps you prioritize the key talent initiatives — such as competencies or succession — needed to optimize business results.</td>
<td>They help identify and plan the desired impact on leadership culture, talent processes, and HR systems. We also review change management strategies/options.</td>
<td>Other flexible approaches are available based on your situation.</td>
<td>Competency Implementation Services ensure the transfer of files/models into key HR systems that help gain enterprise-wide adoption of competencies via:</td>
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<td>Competency Implementation Services ensure the transfer of files/models into key HR systems that help gain enterprise-wide adoption of competencies via: awareness communications/ trainings, “Train-the-trainer” sessions/certifications.</td>
<td>Other marketing, training, and change management collateral, such as iconography.</td>
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**With Korn Ferry Leadership Architect™, you can address your talent challenges.**

<table>
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<th>Aligning globally</th>
<th>Innovating products</th>
<th>Building market share</th>
<th>Responding to rapid change</th>
<th>Transforming the organization</th>
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<td>Address and expand a global view of your talent strategy that better values individual and cultural differences.</td>
<td>Target your specific industry requirements to ensure that your talent is prepared to succeed in your market.</td>
<td>Reach consensus quickly and reduce time to assess, address, and close talent gaps.</td>
<td>Empower employees to own their development and support executives in key deployment and promotion decisions.</td>
<td>Build executive confidence in the capabilities of existing leaders to power the organization into the future.</td>
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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). Visit www.kornferry.com for more information on Korn Ferry, and www.kornferryinstitute.com for thought leadership, intellectual property, and research.