

Talent Strategy Consulting

Korn Ferry Leadership Architect™ Global Competency Framework

Unleash your talent strategy.

Many organizations struggle to achieve results because the relationship between their goals and their people processes are murky or nonexistent. Yet an organization's strategies — e.g., mergers and acquisitions, innovation, growth in new channels and markets — are all activated by people who must be aligned and engaged if they are to drive a strategy to eventual success.

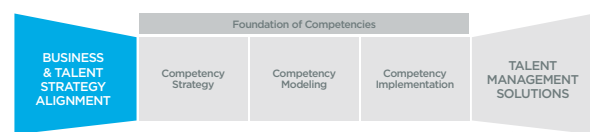
Overview.

Korn Ferry Talent Strategy Consulting provides an intensive, efficient, and collaborative process that enables you to first hone in on the talent implications of your core business strategies, and then confidently define, prioritize, and sequence the critical talent capabilities needed to activate strategies and drive their execution. This intensive process is powered by a unique combination of:

- ▶ Experienced talent strategy consultants.
- ▶ Highly practical, proprietary tools.
- ▶ Research-based insights into key performance drivers.

Process.

Korn Ferry's consultants collaborate closely with your team of HR and business executives to listen to and understand your business and talent objectives. Together, we identify and prioritize the talent implications of your strategies and provide actionable recommendations. These are based on a combination of input from you, industry best practices, world-class intellectual property, and consultative experiences. The key output is a set of talent strategy priorities, which defines the highest-priority talent capabilities and initiatives — at which the organization needs to excel — so your strategies can be realized.



At a glance:

- ▶ Utilizes an efficient process that allows you to take action quickly.
- ▶ Instills confidence via a team of Korn Ferry consultants hand-selected for their specific industry insight and deep talent management expertise.
- ▶ Stimulates consensus-building dialogue among your organization's leaders to break down silos and empower them to set a common vision for how to enhance leader performance and achieve business results.
- ▶ Engages your team in assessing your talent process and pinpointing the gaps that are the biggest risks to the success of your organization's strategy.
- ▶ Generates actionable talent strategy recommendations that are backed by Korn Ferry's scientific data and tailored by experienced consultants to fit your unique organizational needs.
- ▶ Focuses talent development investment and reduces redundant or unnecessary spend.

Korn Ferry Talent Strategy Consulting provides a **collaborative, accurate process to ensure that organizations focus their talent investments** where they will have the greatest impact on business results.

How your organization will benefit:

Korn Ferry uses a combination of proprietary, IP-based tools, consulting expertise, and your insights to align your unique business strategies to critical organizational capabilities. A self-evaluation of your organization's effectiveness against these key capabilities helps you prioritize what talent management efforts are needed to close gaps. The end result is a set of talent strategy priorities that guides your organization on the path to activate its business strategies.

1

Proprietary strategy decoder

Identifies the critical talent capabilities necessary to execute your chosen strategy.

2

Unique talent heat map

Visually displays the strengths and weaknesses of critical organization and talent capabilities and informs the talent strategy.

3

Talent skill-importance matrix

Prioritizes where to concentrate resources and shapes the talent strategy.

4

Talent strategy priorities

Details recommended action steps that will build organizational capabilities in "high importance/low skill" talent areas; enables execution of the organization's strategy.

