Talent Strategy and Organizational Alignment
A strategy is only as strong as its execution.

How effectively does your talent execute your business strategy?

Your strategy tells people how you will achieve your business goals. Yet, unless talented people understand your strategic objectives and are aligned to execute against them, you fail to move forward and perpetually end up short of reaching your goals. This results in unrealized commercial gains, and internal frustration and disengagement.

Strategy and talent need to be mindfully aligned so that you have the right people, in the right place, at the right time, focused on the right goals.

Korn Ferry’s Talent Strategy and Organizational Alignment solution helps you to powerfully link your talent strategy to your business strategy. It provides your organization the competitive edge needed to move your business forward and win.

Only 5% of employees understand their company’s strategy, making successful execution nearly impossible.

Organizations could achieve a 60% increase in value if they were to realize their strategy’s full potential.

Only 30% of organizations are good at seizing new, strategic opportunities.

Harvard Business Review

Forbes
Make strategy execution the rule, not the exception.

Activate business strategy through talent strategy.

1 Understand the business strategy.
What are the big picture goals? What talent do you need to achieve those goals? For example, high-growth companies will need different qualities in their leaders than companies undergoing restructuring to achieve their growth goals.

2 Analyze the talent strategy.
What talent is needed to achieve your goals? What are the pivotal, mission-critical roles? Where do you have this talent now? Where are the gaps? Who can be developed and who needs to be brought in externally?

3 Align talent strategy to business strategy.
How will you organize and define roles so that your talent supports your strategy? Who needs to be focused on which goals? What communication and development needs to happen across the company so that all employees are leveraging their full capabilities to realize the greatest impact?

4 Execute on strategy.
Are goals being met? What metrics are tracking performance? Are high-potential leaders developing and when will they be ready to step into more advanced roles? Is the business performance on track?
Talent Strategy and Organizational Alignment.

Enhance business transformation, activate strategies, and drive growth.

Talent Strategy Consulting.
Start here if you are unclear of the relationship between your business strategy and the talent strategy, or if you want to clarify what your talent strategy should look like to drive execution.

Organizational Alignment.
Optimizes organization performance by ensuring that structure follows strategy.

Key components:
- Intensive, multi-day onsite workshop that creates stakeholder understanding and buy-in as you hone in on the talent implications of core business strategies.
- Research-based strategy decoder that accelerates the drawing of connections from strategy to talent implications to priorities.
- Efficient, highly collaborative process that ties together insight from your internal stakeholders with Korn Ferry’s proprietary talent data, and our consultant’s real-world industry expertise.
- Talent strategy prioritization that provides a roadmap of what to do and when in identifying, prioritizing, and building organizational capabilities most critical to your business strategies.

Key components:
- Comprehensive review of key drivers for aligned action.
- Includes strategy for converting plans to action and organizing for success.
- Focuses on processes to clear the pathway and the people who ignite talent.
- Builds a framework for a culture of engagement and reviews critical technology needed to support alignment.
Korn Ferry Four Dimensions of Leadership and Talent.

Performance, engagement, and culture are all driven by a deep understanding of people. The Korn Ferry Four Dimensions of Leadership and Talent framework provides a complete picture of the individual qualities that drive performance and engagement. This comprehensive framework, anchored by research on talent at all levels, addresses the foundations of human behavior: traits, drivers, experiences, and competencies.

Korn Ferry is also building out a set of tools that will leverage this framework. Examples of such tools include the Korn Ferry Leadership Architect™ Global Competency Framework and associated products, Korn Ferry’s measures of potential, and Korn Ferry’s simulation-based, readiness assessment services.

Talent Analytics.

See and hear the story that your data is telling you about how aligned your talent is with what you need to execute your business strategy. Which strategies have the talent to support them, and which are at risk? What are the implications for adjusting your talent strategy to better execute your business strategy?

Key components:

- Establish and augment profiles that define success for specific roles.
- Identify gaps between the leaders you have and the leaders you need.
- Pinpoint key qualities to select and promote against, and target development.
- More accurately identify high-performers.
- Take the guesswork out of your most important talent decisions.

Key components:

- Provides a mirror to view aggregate historical data.
- Uses the lens of root cause analysis to understand what drives the current state.
- Leverages data to make predictions and inform workforce recommendations.
- Combines your data with Korn Ferry data, to show you how you compare with key benchmarks.
- Leads to recommendations about talent strategy, including what to build and what to buy.
Why Korn Ferry?

Your team and their understanding of your business and industry environment are essential to talent planning and realizing the promise of your organization’s vision and strategies. But when speed, quality, and confidence in industry-relevant talent insights matter, trust Talent Strategy and Organizational Alignment services from Korn Ferry to deliver real value.

A combination of experience and evidence-based expertise.

If “context is king,” then content is queen. Korn Ferry’s deep industry experience in this area provides you with the wisdom weathered by challenging experiences in the context of specific industries, including yours. At the same time, our research database, rich in data on leadership talent across all levels, especially senior levels, gives you access to unparalleled insight on what matters most in terms of performance, development, and the promotion of talent through the ranks. This fuels the consistent, globally-calibrated content needed to drive your organization’s selection, development, promotion, and performance reward decisions. It also fuels the rich content needed to provide accurate individually-relevant development insight.

Strategy activation, not strategy paralysis.

Talent matters. Aligned talent matters more. Talent momentum matters most. We also understand what kinds of support and guidance are likely to be most effective. With the Korn Ferry Talent Strategy and Organizational Alignment solution, you can overcome talent strategy inertia, activate strategy, and turn the promise of potential into realized performance.
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.