Workforce Performance, Inclusion and Diversity
The 21st century demands more.

The challenges facing businesses and talent today are unprecedented. What are you doing to overcome them?

Competition for growth and relevance in a volatile economy are the norm today. Many companies struggle as they reinvent their brands, strategies, and budgets to adapt. With every challenge, organizations face a choice: be defeated or overcome.

We believe there’s a third choice. Thrive. Challenges present opportunities. Not only to innovate new ways of providing market value, but new ways of leveraging the full potential of your people.

Korn Ferry’s Workforce Performance, Inclusion and Diversity solutions help you ignite the power in your people to thrive in a world of challenges.

What challenges are impacting your organization’s ability to activate your business strategy?

**Business challenges:**
- Globalization
- Market growth
- Industry transformation
- Regulatory changes
- Product innovation
- Technology shifts
- Cost pressures
- New types of competition
- Mergers and acquisitions

**Talent challenges:**
- Shortages of talent skilled to meet organizational needs
- Connecting and collaborating globally
- Organizational flattening creating broader spans of control
- Building an inclusive culture
- Managing across multiple generations
- Lack of managers with skills and focus on people development
- Developing and retaining future leaders
- Changing workforce priorities and a new definition of career success
It’s time for a shift.

Employee engagement is key to organizational performance.

To thrive, organizations need their entire workforce – people at all levels and roles – engaged and continuously stretching, growing, and utilizing new skills.

Engaged employees are dedicated to solving challenges, are innovative, passionate about success, and go the extra mile in their contribution. They give more of themselves because they care more.

Give your employees a reason to care.

By creating an inclusive environment where diversity is embraced and every employee is able to realize their full potential and impact the organization’s success, you create the conditions for people to engage and thrive.

70% of U.S. workers are not engaged or actively disengaged.

Gallup

$450-550B is the cost of disengagement in the U.S. alone.

Forbes

30% of the workforce who are engaged carry the load for driving innovation and high performance.

Washington Post
Empower every employee
to realize their full potential.

Development drives engagement.
Korn Ferry has more than 30 years of experience helping organizations drive engagement by leveraging the unique backgrounds, experiences, styles, and perspectives of a diverse mix of talent.

We work with your organization to develop and deliver scalable solutions that support intentional development and engagement of your workforce, help ensure you have the right mix of talent for your business (and that the mix is working well), and ensure effective selection and onboarding of that mix of talent enterprise-wide.

Three core beliefs are the foundation of our approach:
- All of your people have the capacity to learn and grow.
- Development is the key.
- Shared responsibility is the way to drive real change.

Three part process for igniting your workforce:
- Assess the current state.
- Develop change strategies and implementation plans.
- Develop and deliver scalable solutions that fit your organization.
**Workforce Performance, Inclusion and Diversity Services.**

**Organizational Needs Assessment.**
This comprehensive process leverages Korn Ferry’s proprietary IP, methodologies, and expertise to assess and analyze the factors within your organization’s culture and environment that drive high performance, inclusion, development, and engagement. The discovery of specific strengths and opportunities in this process is used to inform our change strategy recommendations.

**Key components:**
- **Organizational Audit**
  Large scale organizational assessment to determine the organization’s current state in terms of talent inclusion, diversity, development and engagement.
- **Root Cause Analysis**
  Targeted study to discover the underlying causes of a specific talent challenge.

**Change Strategy and Action Planning.**
Our consultants work with you to develop a change strategy roadmap that outlines the business case for change along with key talent levers and metrics. This strategy is translated into specific actions for execution at the appropriate level in the organization – for instance, corporate, business unit, location, or targeted talent population.

**Key components:**
- Define the business case for change and prepare leaders to communicate it.
- Develop a change strategy roadmap with key talent strategies and metrics.

**Workforce Development Planning and Engagement.**
To help employees at all levels around the world achieve a high level of performance and engagement, we offer a variety of customizable programs and scalable tools for career development and planning.

**Key components:**
- TalentDevelopment®
- TalentCoaching®
- Leader as Coach
- Development Pipeline
- Efficacy Series
- Forte
- Korn Ferry Leadership Architect™
- TalentView® of Leadership Performance
Diversity and Inclusion Suite.

Korn Ferry’s global Diversity and Inclusion services include consulting, as well as training programs and tools. We work with your organization’s leadership to establish a diversity and inclusion infrastructure such as councils and employee resource groups. We also offer global diversity and inclusion programs and scalable tools for the entire workforce, along with differentiated development solutions for traditionally underrepresented groups.

Key components:
- Cultural Dexterity™
- Breakthrough Cultural Competence™ in Health Care
- Managing Inclusion™
- Appreciating Differences™
- Vectors™
- Collaborating Across Generations™
- Efficacy Series
- Success Path Pairs and Teams
- Mentoring and Sponsorship Programs
- Breakthrough Inclusion™

Workforce Selection and Onboarding.

Our Selection and Onboarding services help you select the best talent for your business from the broadest pool, and ensure they are set up for success from day one. These processes drive measurable results, including reduction in turnover and increase in job offer acceptance, as well as a measure of protection against legal issues related to hiring.

Key components:
- TalentSelection®
- Inclusive Recruiting™
- Inclusive Recruiting & Hiring™ e-learning
- SuccessPath™ Pairs for Onboarding
- Interview Architect
Why Korn Ferry?

Empowering every employee to engage and achieve their maximum potential is critical to thriving in an environment of unprecedented challenges. Korn Ferry is the world’s largest and leading provider of global talent management and diversity and inclusion solutions.

Our depth of expertise in retaining, developing, and advancing traditionally underrepresented talent helps you ensure you have the talent mix you need to compete and thrive in today’s demanding market. Our research-based and time tested services and products encompass a holistic perspective on talent engagement, performance, development, and succession.

With Korn Ferry, you will ensure that you are providing the necessary conditions to inspire and motivate every employee to deliver on the full value of their contribution to your organization.
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.