

Human Resources Center of Expertise

Identifying an organization's next generation of leaders is critical to driving business success today and in the years to come. We help our clients build their organizational talent depth in support of succession planning initiatives by identifying, attracting, and securing key professionals at the mid- to-upper levels of management.

As one of Korn Ferry's central talent acquisition segments, our Professional Search practice leverages an international team of consultants, the most extensive candidate database in the industry, and innovative recruitment technologies to perform our searches. Korn Ferry's assessment platform, KF4D, complements the functional and industry expertise of our consultants by measuring traits, drivers, and competencies to ensure the right cultural fit to our clients. We follow a time-tested and consultative process to identify, screen, present and place emerging leaders in both single-search and multiple search projects.

Korn Ferry Futurestep's Human Resources Center of Expertise is a highly specialized group of professionals who focus on conducting human resources searches. The team, with its deep functional expertise, is seamlessly integrated with its Korn Ferry Executive Search counterpart, the Human Resources Officers Practice.

HR Leadership

Leveraging industry and functional expertise, our organizational experts place leaders in Chief, Vice President, Director, and Management roles. With proprietary databases, methods and tools focused on talent sourcing, development and assessment, we identify and engage the right emerging leaders to support

HR COE SNAPSHOT

- 400+ human resources searches conducted globally
- Team is a composite of executive search and human resources experts

REPRESENTATIVE ENGAGEMENTS

- CHRO, Asian Art Museum
- HR Director, Hillspire
- Global Head of Talent Acquisition, Jazz Pharmaceuticals
- HR Director, Jazz Pharmaceuticals
- Director of Human Resources, Lennox
- Head of HR, LATAM, Alcon
- Head of HR, Zix
- Vice President of Talent Acquisition, Senior Lifestyle Corporation
- Senior Director of Organizational Development, American Association of Critical Care Nurses
- Director of L & D, Capital One
- Director of Talent Management, Galderma
- Director of Executive Recruiting, J & J
- Director of Staffing, Quintiles
- Head of Total Rewards, CA Water Service
- HRBP, Cetera
- Manager of Compensation and Benefits, The Rockefeller Foundation



each client's unique business goals.

Once we have found talent with the right skills and experience, we look to ensure a cultural fit. Studies show that one of the primary reasons leaders fail on the job is not a lack of skills but a poor cultural fit with the organization. By delivering a full picture of the candidate - one that takes into account who he or she is in addition to what they can do - KF4D enables us to gauge cultural fit and increase the likelihood of a successful placement.

We apply the same rigorous methodologies, tools and processes to identify critical talent at the Junior, Midlevel, Senior and Principal levels across all areas of the HR function including: Strategic Human Resources Business Partner, Talent Acquisition, Compensation and Benefits, Training and Development, and Talent Management.

Trends across the HR Function

The profile for a best-in-class HR leader continues to evolve with globalization, an increasingly complex business environment and the need for strategic leaders who can navigate change.

Traditional vs. strategic: As pressure mounts to deliver talent management strategies tailored to the growth initiatives of a business, a talent gap is growing in organizations where more traditional HR functions reign. Looking to close the gap, companies are willing to invest in strategic HR leaders who can carry the business forward in addition to improving and scaling HR processes, delivery, service and systems. However, the demand is growing as more companies begin upgrading the HR function and competition is fierce.

Change management: The evolution of HR requires leaders with strong transformation and change skills; every company is now looking for "change management experience." Due to the complexity and increasing demands on the HR function, technical HR acumen and deep business savvy are necessary requirements.

Globalization: As companies continue to extend the scope of their operations across geographies,

organizations are seeking candidates who have led teams disbursed across regions and supported global businesses, within fast paced, high growth matrix environments.

Complexity: The decision tree that HR leaders face in order to help manage and motivate a workforce has become highly complex; just consider all the facets of today's HR function: organizational effectiveness, organizational development, compensation, benefits/wellness, employee relations/engagement, retention, and culture transformation.

As technology continues to evolve as an enabler of HR, providing more accurate trend information, data and analytics, HR leaders can make proactive and predictive decisions. But the amount of data can be overwhelming and understanding how information can be used for maximum gain isn't always obvious. HR leaders who can leverage innovative technologies and big data to manage the complexity of today's HR function will be highly desirable candidates.

Industry Expertise

Amid our extensive HR experience, we have specialization across key market segments, including: Technology, Financial Services, Life Sciences, Consumer, Industrial, and Healthcare.

Our team operates as a cohesive unit with one principal interest: to be a trusted advisor to clients in all aspects of recruiting HR professionals and leaders who will deliver lasting impact. We focus on achieving real business outcomes for our clients and emphasize solutions tailored to their unique needs and requirements.



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