

CXO Optimization

A portfolio approach to talent.



Today's C-suite leaders are tasked with executing a complex, nuanced technical agenda while ensuring that the strategic alignment drives business results. Yet, they often must rely on a collection of individuals that were assembled over time and without strategic intent or specific purpose. A top-performing function that creates competitive advantage requires the right people in the right roles at the right time, working in concert to maximize their collective capabilities and potential.

CXO Optimization leverages over 4 million assessment results to identify the most differentiating competencies, experiences, traits, and drivers for C-suite leaders and their teams. By distinguishing technical roles from pivotal roles, and experts from athletes, we optimize individual and team performance alike.

Our extensive market expertise provides real-time insight into the competitive landscape to add an outside-in lens for solving talent needs. Our CXO Talent Heatmap empowers Boards, CEOs, and C-suite leaders to optimize performance through thoughtful capability-building on both an individual and collective level.

Answer your most critical talent questions with our data-driven methodology:

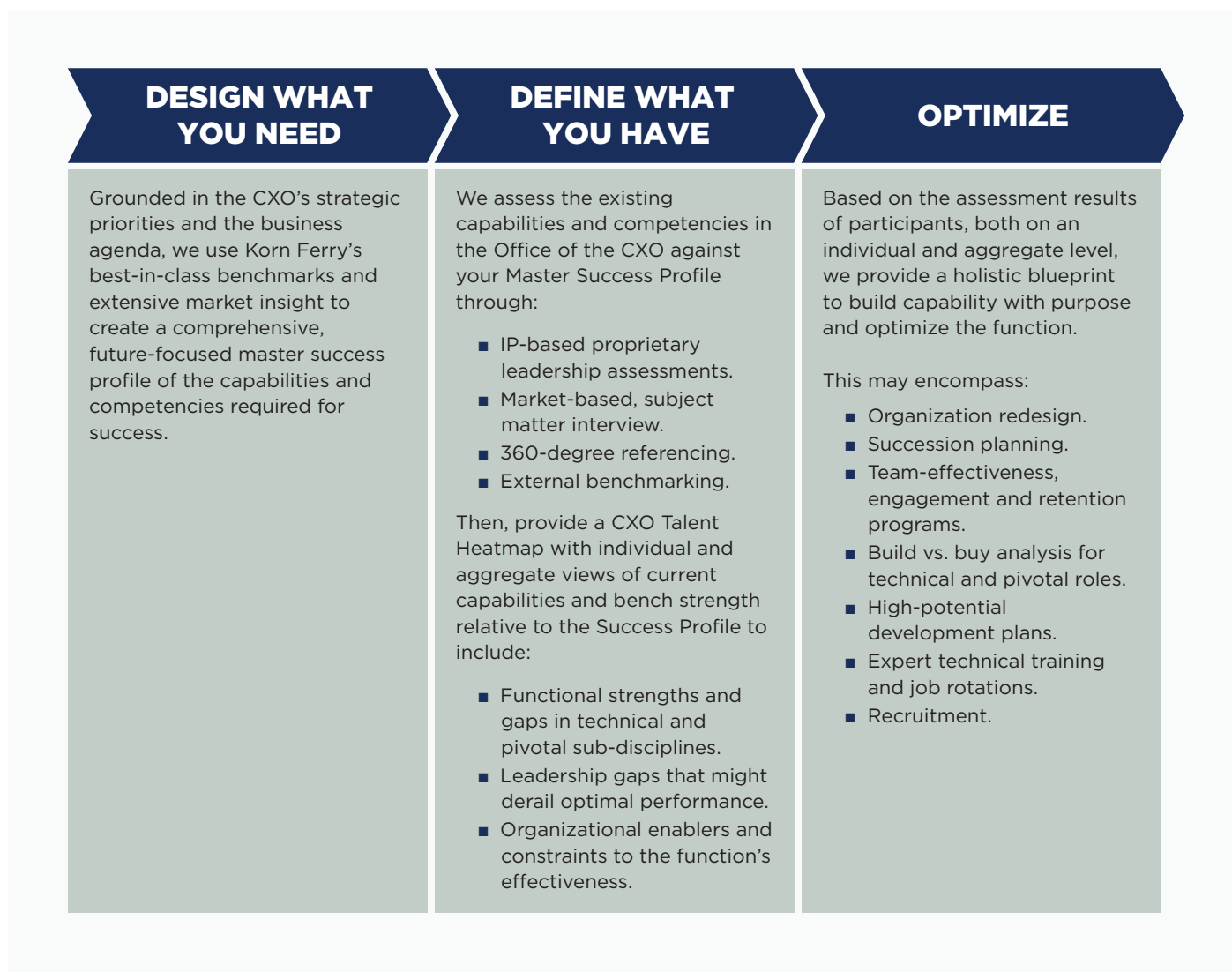
- Do I have a successor now? Can I develop one from my existing team?
- What capabilities and competencies do we have and what will we need in the future? Can we build what's missing?
- Do we have the best possible structure in place? What are our competitors doing?
- What is the systemic risk if key individuals leave? How much would it cost, and how difficult would it be, to replace them?
- How do I invest in my most-valued technical experts while developing individuals with the most potential?

Optimize performance in key business functions:

- Digital
- Finance
- IT/Operations
- Human Resources
- Marketing
- Risk
- Supply Chain
- Legal/Compliance
- Sales
- Cyber-Security

CXO Optimization leverages over 4 million assessment results and real-time market insights to optimize individual and team performance.

Our approach



Client outcomes

We've helped our clients face quickly-evolving business and regulatory environments by creating organizational restructures that match the needs of the business climate; avoid disruption and disintermediation by identifying the individuals who can drive strategic change; and transform their core business functions into strategic partners to the Board & CEO.

Our bespoke process targets your most critical talent needs, arming all stakeholders with a deliberate development plan to optimize the performance of your people and maximize the potential in your function.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.