

Breakthrough Inclusion

From workplace diversity to business transformation.



Breakthrough Inclusion is an innovative, multimodal inclusion and leadership program that delivers the best of Korn Ferry's renowned diversity and inclusion content—without classrooms, trainer travel, or lectures.

Today's global leaders know that leveraging diversity and inclusion—the distinct skills, backgrounds, experiences, and perspectives of their workforces, suppliers, and customers—is key to achieving and sustaining competitive advantage. However, without an intentional approach, inclusion becomes less of a performance multiplier and more of a scapegoat for culture clash among individuals, teams, functions, and regions. Breakthrough Inclusion is an innovative new approach to inclusion that uses storytelling and technology to reach employees at every level of your organization and keep them thinking about, talking about, and acting on the program's objectives.

Breakthrough Inclusion program elements.

The Breakthrough Inclusion program helps individuals and leaders build cultural fluency, broaden relationships, and increase performance through an innovative, story-driven approach to skill development. This self-driven, new learning experience is ideal for companies who need to:

- Leverage employees' distinct uniqueness.
- Expand "go-to" performance across functions and teams.
- Reduce creative development and market lead time.
- Build a reputation as a global employer of choice.
- Understand, penetrate, and grow new markets.
- Drive and sustain competitive advantage.

At a glance:

- 100% online; a non-traditional, non-classroom learning program.
- Highly customizable program with 45+ program elements.
- Accessible via LMS, several thousand learners can be supported at a time.

Large-scale, no classroom, highly interactive, and story-based, the **Breakthrough Inclusion program provides best-in-class content from Korn Ferry.**



Managed and accessed via a Learning Management System (LMS), whether existing in your organization or new, you choose the learning assets that meet your learner and technology needs and preferences. The story unfolds and you gain critical insights and build skills with immediate, on-the-job applicability.

Breakthrough Inclusion appeals to multiple generations of learners and all types of learning styles with its mix of modalities. Program assets are highly customizable and include:

- **Video webisodes:** the program is driven by an engaging global team drama, which features relatable characters and business challenges, in a series of professionally-produced, multi-location episodes.
- **Scribe videos:** accessible, memorable animations that get to the essence of the program’s concepts and models.
- **eLearning modules:** Korn Ferry Hay Group’s highly regarded interactive learning, available off-the-shelf or customized.
- **Podcasts:** pre-recorded, on-demand learning that expands on the concepts introduced by the scribe, eLearning, and video assets.
- **Social learning:** community-based feedback and collaboration optional.



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Who should attend.

People managers, individual contributors, current and potential diverse-by-design team members. Designed for large-scale implementations and can accommodate several thousand learners simultaneously.

Program length.

The program generally requires several months to complete (we recommend three to six months as ideal). Korn Ferry partners with you to understand your learning audience and customize the delivery schedule and messages. The learning assets are then released to learners according to this pre-determined schedule and are available to revisit/bookmark for the duration of the program.

Learning methodologies.

Includes storytelling, interactive learning modules, self-assessment, development toolkits and exercises, and a social learning platform. Assets include videos, eLearning modules, animations, podcasts, blogging, message boards, and more. Optional compliance and comprehension checks are available.

Language.

English. Translation services available on request.

Custom options/technical specifications.

Korn Ferry offers LMS hosting services with the current content optimized for Saba’s Unified Learning Suite. We can also help you determine how to use your existing LMS and social platform or explore additional technology options.

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.