

Your Leadership Aspiration



Organizations are facing a leadership shortage; only 17% of executives are confident that their organization has the right leadership capabilities it needs.

The majority of executives (53%) expect their managers to be performing at their optimal level within six months. But leadership is becoming increasingly more challenging with managers having to manage a multigenerational and geographically diverse workforce, in complex matrixed organizations.

Becoming a manager for the first time is daunting, before you even consider all of these added pressures. So, the fact that less than half (42%) receive any kind of formal training to help them transition into this vital role is concerning to say the least. It shows that all too often, people 'fall,' 'jump,' or are 'pushed' into management roles without having stopped to think about whether this is the right decision for them, and what they now need to do in order to achieve success.

All too frequently in our work with senior executives, we hear what a major difference it would have made to their careers, had they been taught the fundamentals of being a good manager at the very beginning—as opposed to 10 years in, on a senior leadership training program. So, we've combined our knowledge of the fundamental behaviors, skills and knowledge needed to make a successful transition from individual contributor to manager with what we know about how people learn best, to create Your Leadership Aspiration—an interactive, reflective, and engaging online development program for new and aspiring leaders.

Why 'Your Leadership Aspiration?'

- It addresses the skills and knowledge, and the fundamental behaviors that new managers need in order to be successful.
- Theories and concepts are brought to life with lots of exercises and tasks, giving participants a chance to practice what they learn.
- It tackles the challenges faced by today's manager—more matrixed structures, less intact teams, managing more varied stakeholders and a multigenerational workforce.

Main elements:

- A two-part online program to get new and aspiring managers on the path to success.
- Interactive, reflective, and engaging.
- Designed to introduce the fundamentals of the management role, and provide more detailed guidance on the skills critical to becoming an effective manager.
- Built on 70 years of research, using our proven methods and practices, combined with innovative techniques.
- Participants walk away with a series of improvement actions to take back to the workplace.
- Keep a track of your people's progress, with our on-demand reporting tool.

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How the program works.

This self-paced program is available online and is made up of two parts. Both parts allow participants to learn at their own pace, understand their own context, and give them insights to apply their learning in the workplace.

Part one: 4 modules in 4 hours.

Designed to introduce the fundamentals of a management role.

Module 1: Making the first leadership transition

Module 2: Managing others

Module 3: Understand yourself & your team

Module 4: What to do now?

This includes:

Helping new or aspiring managers to explore what it means to lead others and whether a management role aligns with their own goals, aspirations and values.

- Demystifying and analyzing what the best managers do and helping participants create a bridge between who they are, where they fit, and what leadership means for them.
- Giving participants the skills, tools and insights to bring the best of themselves to their new role.

Part two: 6 modules in 12 hours.

Provides more detailed guidance on the skills critical to becoming the most effective manager they can be.

Module 1: Introduction to leadership effectiveness

Module 2: My role in organizational strategy

Module 3: Planning & organizing your team's goals & strategy

Module 4: Improving and maintaining performance

Module 5: Leading, influencing & inspiring your team

Module 6: What happens next?

This includes:

Provide individual and team clarity to help deliver the organizational strategy.

- Improving and maintaining a high level of team performance.
- Enabling and engaging their team towards organizational success.
- Understanding the organizational culture in order to influence effectively

By the end of this two-part program, participants will be able to:

- Make an informed decision about whether management is the right next step for them.
- Understand the different skills and behaviors required to achieve successful outcomes.
- Translate their organization's strategy into meaningful terms for their team.
- Put into action their robust personal plan to help them continue to develop in their new role.

For organizations, the program:

- Helps your managers perform more effectively in their role sooner, so you see results faster.
- Improves employee engagement, with more successful first-time managers who feel supported and can better manage the climate in their teams.
- Offers an affordable way of developing and retaining high potentials with leadership ambition; and helping you decide who is ready to make the move into the management ranks.
- Allows you to offer a comprehensive, consistent training program throughout your organization, for all new and emerging leaders, no matter where in the world they are located.
- Helps you develop a strong pipeline of future leaders.

Want to know more?

Find out more about how your organization can benefit from our leadership development services. Contact globalsolutions@kornferry.com

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.