KORN FERRY®

Professional development for maximum impact.

Where's your development focus?

We know that with limited L&D budgets many organizations prioritize development activities around high-touch interventions for leadership and senior levels within the organization.

However, the impact of employee development on both talent retention and productivity throughout the organization is well documented; most engagement research shows that learning opportunities, professional development and career progression are among the top drivers of employee satisfaction – in addition to the more obvious benefit of driving higher performance.

Through scalable self-assessment, our professional development solution now makes it possible to influence the development of every level in your organization.

Develop talent for high performance – at all levels in the organization

Suitable for both senior talent and lower levels within the organization, our assessments are designed to measure combinations of competencies, traits and drivers. These generate rich development insights plus an action planning guide to help individuals succeed both in their specific role and in their careers more generally.

Benefits

For the organization

- A scalable development option to build high performance and enhanced engagement throughout the breadth and depth of the organization.

For the L&D team

- A low touch way to optimize use of assessments to significantly enhance the quality of development planning and execution.

For the manager

- Content individualized to team members, to structure meaningful development discussions.

For the individual

- Key data, action plans and self-guidance to own their own development – both for their current role and general career growth.

How the assessments work

- Individuals are assessed against a Success Profile of competencies, traits and drivers to provide targeted and detailed insights into development needs.

- Success Profiles are our research-based and validated portfolio of what makes an individual successful in thousands of roles.

- Configurable to make them specific to a role, level or organizational outcome, Success Profiles enable you to identify the skills, characteristics, and preferences of high performers.

Features

Self-service assessment

- Off-the-shelf.

- Personalization options.

What can be measured?

- Competencies, traits and drivers.
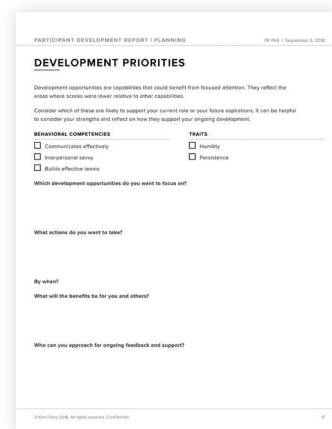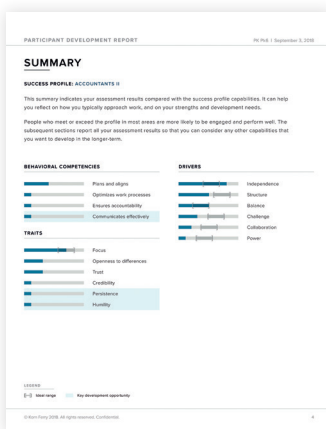
What are the outputs?

- Participant development report.

- Report is simple enough to use as self-guided interpretation, or with feedback from line manager or your L&D team.

Participant development report

- Shows the manager how a participant rates against the Success Profile – identifying highest and lowest scoring capabilities.

- Helps the individual consider how they typically approach work, reflect on successes and development areas, and plan for their longer-term development for a future role or situation.

More than just a diagnostic tool

- Contains practical guidance with built-in development content.

- Includes development suggestions for lowest scoring capabilities.

- Provides space to identify development priorities and capture/modify an initial development plan within the document.

kornferry.com/talent