

# Identify the right leaders to drive your business

## How to assess fit - before the leader is in role

Global HR and business leaders have long cited leadership as a top talent issue. The Korn Ferry Real World Leadership Study\* confirms this, with findings including:

- 63% of organizations say that a lack of well-suited traits and dispositions is the biggest cause for concern in failed promotions.
- Only 17% of organizations are confident that they have the right leadership to deliver on strategic priorities.
- Many new executives need at least six months to become fully productive in their roles; yet 53% of organizations expect optimal performance in less than six months.

### Our Solution

Aimed at mid-level leaders and above, our solution harnesses the power of our best-in class Success Profiles to identify the readiness of individuals for immediate leadership positions. Designed to provide a clear view of leaders both within and external to the organization, it provides data-driven assessment insights into skills and personality fit with key leadership roles.

## BENEFITS

### For the organization:

- Confidently and accurately identify high-performing leaders using a scientific and data-driven approach.
- Understand your leadership talent pool to be able to place and promote the right individuals into the right roles to drive your business forward.
- Drive targeted and individualized leadership development focused on assessment insights.

### For the individual:

- Gain insights on personal fit with specific leadership roles, development gaps, and how to close these.



### How the assessments work:

- Individuals are assessed against a Success Profile of competencies, traits and drivers to provide targeted and detailed insights into fit to role.
- 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.
- Assessment outputs provide deep, valuable insights about an individual and require trained interpretation.

### What are the outputs?

- **Interview guide** - A tailored collection of interview questions, based on a participant's assessment responses, that provides a standardized interview approach.
- **Candidate report with development** - A broad and deep view of the participant to evaluate fit to role and priorities for development gaps to strengthen performance.
- **Learning Agility report** - Insight into the five factors of Learning Agility. This is the willingness and ability to learn from experience, and subsequently apply that learning to perform successfully under new conditions. In the increasingly dynamic and complex business environment, the ability to adapt and handle unforeseen situations effectively is more important than it has ever been.
- **Risk factors** - Risk factors may derail the participant from success in a role. A high score on a risk factor provides an early indicator that proactive development may be helpful.
- **Individual report** - A detailed view to provide a participant with feedback on their skills, characteristics and motivations - to build both general self-awareness and engagement with development opportunities.

### Also available:

If you are looking for more detailed insights on Learning Agility to inform leadership development conversations, we have an add-on report available. The Learning Agility Coaching Report provides in-depth insights on each of the five factors of Learning Agility, plus tips on strengthening abilities and an editable development planning section.

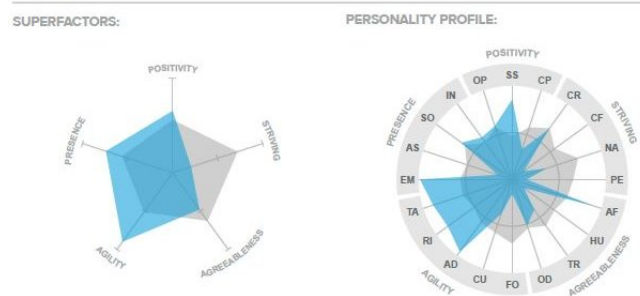
### Alex Sample Competencies

Alex perseveres when things don't go smoothly and stays positive and focused despite setbacks. Individuals like Alex enjoy experimenting with new ideas, learn from failures and successes, and apply lessons to solve problems in new ways. They respond flexibly and adopt an approach that best meets the demands of different situations or challenges.



### Alex Sample Traits

Alex thrives on complex, potentially unsolvable problems and is likely to experiment with different solutions. Individuals like Alex strike a balance between autonomy and collaboration. They prefer to set their own pace and likely devote more attention to processes than outcomes. They also tend to be approachable and comfortable taking charge, motivating and influencing others. Alex is likely to maintain focus on the present, have a calm demeanor, and have a healthy balance of realism and positivity.



### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.