



Board and CEO Services



Design **Build** Attract

Empowering the people at the top.

Where organizational performance begins.

When boards, CEOs, and leadership teams thrive, entire organizations succeed with them. By the same token, the effectiveness of organizations is often hindered by the individual and collective performance of the board, the CEO or the senior team.

Korn Ferry's Board and CEO Services help companies holistically navigate and resolve challenges unique at the top to empower you to maximize effectiveness, and design, build, and lead a high-performing organization.

45+ years
serving the world's
leading organizations
and providing trusted
counsel to CEOs,
boards, and senior
teams.

Korn Ferry is uniquely positioned to:

- ▶ Take a holistic, integrated view of your business strategy, organization, leadership, and governance needs.
- ▶ Provide a full range of tailored board and CEO services including board search, CEO search, CEO and board assessment and development, CEO succession, executive leadership development, and board effectiveness.
- ▶ Deliver research-based, innovative solutions to the most strategic challenges.
- ▶ Identify and develop the next-generation of leaders.
- ▶ Globally and seamlessly provide a range of closely-linked services, including C-suite, director, and board teams coaching; CEO succession planning; and board effectiveness consulting.

Maximizing leadership impact.

Addressing the challenges that matter most.

Korn Ferry's Board and CEO Services consultants help CEOs and their senior leaders with challenges that range from the CEO's individual impact as leader, to refining governance, to aligning and enabling senior leadership to execute strategy.

We work with boards to maximize their success with critical board responsibilities, such as strategic choice, CEO succession, and oversight of the talent assets; as well as provide support and expertise on operational issues that address board composition and dynamics, CEO evaluation, director assessment and development, and overall board performance.

Korn Ferry can set your leaders up to successfully address the critical issues they face running their business, including:

- ▶ New CEO or top team turnover.
- ▶ CEO and multiple-generation leadership development.
- ▶ CEO search and marketplace understanding.
- ▶ M&A restructuring.
- ▶ New business strategy.
- ▶ Market disruptions.
- ▶ Performance and impact.

Board effectiveness.

High performance begins with the board.

Boards often struggle with alignment, focus, CEOs, team dynamics, and interpersonal relationships. Boards that overcome their challenges work together as an effective team and make solid strategic decisions.

How effective is your board?

Korn Ferry research indicates that there are three key elements that influence board effectiveness. We work with you to address each one.



Korn Ferry's approach is to focus on these three elements in concert, while helping to build an effective governance model. We have an extensive portfolio of proven proprietary tools and methodologies, and science-based assessments that predict fit and gauge performance. Together, we work to accelerate and streamline the effectiveness of the board.

When the board is most effective, it sets the stage for the most effective CEO.

CEO effectiveness.

Drive bigger impact.

When you're the CEO, your skills, ability to influence, decision-making process, and executive presence are either your biggest advantages or hindrances. Your power lies in maximizing your effectiveness, and leveraging your time and relationships with your senior team, stakeholders, board, and public.

Like all great CEOs, you continually ask: how can I do it better?

We help you answer that.

Trusted guidance.

No two CEOs are alike. You have honed your leadership style and executive presence to align with your personality and values.

Our experienced C-suite consultants tailor their approach to meet your individual style and preference for a confidential, trusted advisor engagement. We speak your language, understand the pressures you face, and work to help you achieve a greater impact while balancing your personal and professional life.

Put Korn Ferry's team behind your team.

We have been trusted advisors to more CEOs of the world's leading brands than any other advisory firm. We offer wise counsel based on scientific research and senior-level consultants who personally understand the pressures you face, the politics you navigate, and the adjustments you can make to be more effective than ever.

CEO effectiveness consulting



CEO impact.

We work one-on-one with CEOs to optimize leadership effectiveness, impact, and legacy critical to the performance of organization. This includes executive coaching, personal development planning, and advisory services. Our senior executive consultants are seasoned and understand the trust and confidentiality required at the C-suite level.

Strategic intent and alignment.

Using rigorous, research-based methods, we help executive teams devise and articulate a clear, ambitious, and compelling purpose, direction, and business model for the organization, as well as align roles with business strategies and operating structures. We can also help you assess and properly plan for the organization's risk tolerance.

Top team effectiveness.

We help optimize performance through team composition, diversity, individual development, team dynamics, and management processes, both individually and collectively.

Governance.

By enabling CEOs and senior teams to assess structural and decision-making issues and navigate toward more effective governance, we help them find answers to critical questions, such as whether they have the right people in the right positions and whether their management routines are appropriate and efficient.



Why Korn Ferry?

Trusted for success. Chosen for impact.

Choosing an advisory firm involves deciding whom to trust on a deep level. While we are the largest global leadership and talent consulting and search firm, we believe the reason our clients partner with us is because our solutions generate long-lasting personal and organizational results that drive success and improve performance. Can our competitors say that? Well, yes, they can.

What they cannot say is that they have the depth and breadth of research-based expertise and insight, as well as the comprehensive experience of seasoned consultants who have worked across every industry and market. Korn Ferry is the only firm that can link deep research with proven processes and customized approaches. We address every problem you face. And not only can we provide a solution for you, we have done so, repeatedly.

As important as technical expertise is, so is rapport. Korn Ferry consultants understand the nuances of working with boards, CEOs, and senior teams and build positive relationships of trust, integrity, and transparency.

With Korn Ferry's team behind your team, you'll have the insight, processes, and expertise you need to maximize effectiveness and performance.

About Korn Ferry

At Korn Ferry, we design, build, attract, and ignite talent. Since our inception, clients have trusted us to help recruit world-class leadership. Today, we are a single source for leadership and talent consulting services to empower businesses and leaders to reach their goals. Our solutions range from executive recruitment and leadership development programs, to enterprise learning, succession planning, and recruitment process outsourcing (RPO).

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