Executive Coaching

Accelerate the development of your executives through a formal coaching approach that delivers behavioral change.

Effective executive coaching is not remedial. Organizations are increasingly turning to executive coaching as a principal means of developing their leadership teams in order to produce extraordinary results and retain their most important executive assets. Our emphasis in coaching is on executives who are high performing and who are strategic to the future of your organization. In the past fourteen years, Lore has coached more than 15,000 executives from a variety of Fortune 500 companies and professional service firms.

Korn/Ferry offers your organization carefully selected executive coaches who can provide global, scalable, consistent services to your high-potential and senior executives. Our coaches are known for their business acumen coupled with their creativity. Our process is built to measure and stretch our coaches to constantly improve. They are trained and coached to be adaptable while helping to align the individual’s goals with your organization’s goals. K/F coaches are carefully recruited, trained, coached and supervised. We have certified over 230 coaches around the world, including many who are licensed psychologists, many who are active or retired professors, and many who are retired executives with extensive real-world business experience. What this means for you is that for every coaching engagement, we can ensure that our coaches will be well matched to your executives and aligned with your business strategy.

Benefits of Executive Coaching

▸ Increase the skill level and knowledge for leaders who must confront a complex and ever-changing business environment
▸ Ensure the success of leaders in the early stages of their new leadership positions
▸ Maximize the development of all high-potential employees
▸ Fill the leadership pipeline by developing highly effective executives

Offering Your Executives Customized Coaching Based on our Exclusive Adaptive Coaching Framework

All Lore coaches concentrate on behavior linked to bottom-line business results. This focus is what differentiates our coaches—and our organization. Our expertise in identifying behaviors that make a difference to performance and in building individualized action plans enables accelerated development for executives. Using this approach, coaches are asked to write out specific behavioral performance objectives intended to accelerate their development toward measurable business goals. This Personal Development Plan constitutes a performance contract.
The success of our executive coaching practice is based on the quality of process, as well as people. Our systematic, results-oriented coaching process is both standardized, yet highly tailored to individual executives and the teams they lead. We developed two proprietary behavioral models to help focus our coaching services. These models include: Adaptive Coaching and Coachability. Our executive coaches rely on our Adaptive Coaching Model to understand three areas of preference.

Each coaching engagement incorporates appropriate assessment tools and 360° feedback devices to ensure an accurate picture is created of each of your executive's strengths and areas for development. The normative database that is used to benchmark assessments includes responses collected from over 200,000 executives worldwide. The assessment data has been collected over the past ten years on Fortune 1000 executives spanning numerous competencies, giving you the ability to benchmark your executives against similar leaders in similar roles.

State-of-the-art systems effectively manage large-scale coaching initiatives

Korn/Ferry offers an established infrastructure to support our Executive Coaching administration and logistics. From the inception of an engagement to its completion, we have systems in place, supported by a state-of-the-art Web-based application, to manage the engagement scheduling, internal client communications, reporting, travel, accounting, and other administrative functions, wherever in the world it’s occurring. Unlike many other coaching practices, we are capable of scaling up this capability with no loss of function or degradation in quality.

We take a four step fact-based approach to executive coaching over the course of six months. Each coaching engagement focuses on achieving the behavioral change goals established by your organization.

The Adaptive Coaching Model helps our coaches adjust to how the coachee prefers to receive help (directive or nondirective), when they prefer to receive it (programmatic versus circumstantial), and what they prefer to focus on (holistic versus specific).

Our Coachability model helps coaches and organizations understand how “coachable” an executive is, what behaviors reflect the executive’s degree of coachability, and what is required for effective change.