

Executive to Leader Institute®

Accelerated & Personalized Development for Enterprise Leaders

Korn/Ferry International's Executive to Leader Institute® (ELI) uniquely equips executives for C-Suite level roles and the challenges of leadership at the enterprise level. ELI features a team of coaches who are experts in their fields, working with the individual on all aspects of his/her leadership. The world's most elite athletes rely on a team of strength coaches, nutritionists, specialized trainers, and therapists to help them compete at the highest levels possible. Enterprise leaders are no different – and benefit from a team of coaches to achieve next level leadership... Why?

The transition from executive to enterprise-level leader is more than just a promotion. It requires a step-change across all aspects of leadership, from how an executive manages themselves to how they interact with others, and ultimately how they engage the broader organization. The coaching team helps the executive develop capabilities across all areas of leadership through deep exploration of their true leadership potential and a specific course of action that leverages the best of what they can bring to the company.

Most executives work with a single coach. But all too often the pace and singular focus in one area of leadership is not enough to yield visible results fast enough. The Korn/Ferry team coaching model and in-residence component accelerate the executive's progress toward step-change improvements in their leadership.

The ELI program includes intensive assessment and exploration as well as 360° feedback from bosses, peers, and direct reports. The program builds accountability to the organization through meetings with executive sponsors to set coaching objectives, share learning and monitor progress. ELI is an investment by the company in the enterprise leadership potential of its most valued leaders.



Why ELI

- Customized and individualized program for enterprise leaders. Distinct in-residence setting.
- Heightened self-awareness and deeper personal accountability for outcomes.
- Intensive activity within first three months to kick-start rapid development, with twelve months of ongoing coaching to support continued growth and development
- Long-term focus on the leader's personal legacy of leadership, creating sustained, long-term contribution to the company.
- Focused skill building on how to manage expectations of broader constituencies within the context of the organization's objectives.

Key components

- **A team of specialized coaches** - Three coaches, each focused on distinct aspects of enterprise leadership, work with the executive for 12-18 months. Korn/Ferry coaches bring more than 15 years experience working with enterprise leaders and CEOs in areas such as personal effectiveness, team leadership, and organizational effectiveness.
- **A Custom program and in-residence institute** - Every executive's development program is designed specifically for his or her needs. Conducting the program in a specialized setting away from everyday distractions allows for focused, in-depth work.
- **720° leadership development model** - ELI develops leaders from the "inside-out" by clarifying values, strengths, and core purpose, and from the "outside-in" through interviews, feedback and multi-rater assessments.

ELI focuses on key leadership competencies

The quality of team coaching relationships sets this program apart—creating deeper understanding, learning, and growth for the individual learner. Coaches are selected for their expertise in three critical areas:

- **Personal Leadership** – Developing self-awareness is critical. The executive's values, strength, and character directly affect the performance of the entire organization.
- **Team/Interpersonal Leadership** – Senior teams by their nature are often the least effective teams. An enterprise leader must be able to effectively lead a "team of leaders" so organizational growth can be sustained.
- **Enterprise Leadership** – Executives must learn to transcend divisional and functional points of view in order to influence across the organization with purpose, vision, and inspiration.

ELI Benefits

Executive Outcomes

Building Awareness. By establishing a baseline and gathering information, participants discover breakthrough insights and awareness about themselves, including how their contributions to the organization impact others.

Building Commitment. Executives explore results and generate their commitment to a personal legacy of leadership. This helps create long-term viability and enhances retention.

Building Practice. Participants track their progress and practice new behaviors to gauge impact. On-the-job training and ongoing coaching sessions provide structure and support to advance the development plan.

Building Accountability. Executives receive feedback on progress to achieve alignment of expectations with the organization.

Organizational Outcomes

Expanded Capability.

Prepares the company's most successful executives for enterprise roles and expanded responsibilities.

Aligned Development.

Provides clear objectives and updates on progress to ensure leader development and return on investment.

Increased Retention.

Enhances retention of key people by strengthening ties to the organization.

Transformative Culture.

Promotes a culture of mentoring, coaching, and sustainable leadership.

Prepared Pipeline.

Deepens senior executive succession bench strength.

About Korn/Ferry International

Korn/Ferry International is a premier global provider of talent management solutions, with a presence throughout the Americas, Asia Pacific, Europe, the Middle East and Africa. The firm delivers services and solutions that help clients cultivate greatness through the attraction, engagement, development and retention of their talent.

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