



HR Business Simulation

Simulation-driven development for executive HR leaders.

Most organizations believe senior human resource roles are critical, but many lack a reliable way to equip these executive leaders for the unique challenges they face. In this one-day, simulation-based program, participants learn proven methods for analyzing broader business and general management issues as well as HR, talent management, and business strategies, in addition to forging stronger connections and alignment between them. Participants will be prepared to apply what they learned to their own business, improving strategic alignment, and driving strategy execution within the HR function and the organization as a whole.

HR Business Simulation advantages.

Simulations provide a reliable way to equip senior HR professionals and business partners with skills to understand the evolving issues and challenges presented by their role in an ever-changing business environment.

Korn Ferry offers realistic business simulation where participants:

- ▶ Encounter a number of scenarios characteristic of a real company.
- ▶ Learn proven methods for analyzing business strategies and forging stronger links to the HR strategy.
- ▶ Prepare to apply what they learned to their own business, improving strategic alignment and the successful execution of strategies both within the HR function and across the organization.

At a glance:

- ▶ An intensive year-in-a-day simulated learning experience.
- ▶ Practical frameworks and tools to build commercial awareness and specific business application.
- ▶ Emphasis on hands-on practice and real time decision-making.
- ▶ Integrated feedback and clear action plans to continue development momentum.
- ▶ Increases strategic alignment within HR and across the broader organization.

The experience.

Initial assessment.

- ▶ Personality Inventory, Career Survey, Leadership Experience Inventory, and Cognitive Testing.
- ▶ 360 multi-rater assessment (optional).

Simulation assessment.

A day-in-the-life of an executive HR leader.

- ▶ Behavioral Interviews (a functional interview with your HR sponsor and one leadership-focused interview with a Korn Ferry executive coach).
- ▶ Participants engage in two live business simulations that highlight on-the-job business challenges, receiving real time coaching as they interact, which allows them to gain new skills and understanding of their behavior during the assessment.

After the assessment.

- ▶ Dashboard report for the organization.
- ▶ Feedback session with the participant, a Korn Ferry consultant, and an HR executive expert.
- ▶ In-depth feedback report for the individual.
- ▶ Development planning meeting with a Korn Ferry consultant, an HR sponsor, the participant, and their manager.
- ▶ Follow-on development.

Talent review meeting.

A Korn Ferry consultant and an HR executive expert deliver a review of the assessment results with the business leaders, provide talent analytics to identify trends within and across cohorts of HR leaders, and advise future talent decisions and development efforts.

HR sponsor enablement.

Prior to the assessment, HR executive experts attend enablement sessions led by a Korn Ferry consultant. These enablement sessions can be customized to your organization's needs, and delivered either in-person or via webinar. These enablement sessions are structured to introduce HR sponsors to the Korn Ferry development assessment process and philosophy, and outline their role in both the assessment process and follow-on development as they are paired with participants.

Korn Ferry's Senior HR Executive Development solutions.

Korn Ferry knows senior HR professionals sit at the epicenter of impact, with leadership and influence on organizations' most critical strategic lever: talent. Our comprehensive suite of Senior HR Executive Development solutions is designed to accelerate the contribution of CHROs, senior HR executives, and those driving critical change on senior HR teams.

- ▶ CHRO Impact Program.
- ▶ HR Professional Coaching Program.
- ▶ HR Leader Succession Program.
- ▶ HR Business Simulation.
- ▶ HR Executive to Leader Institute.