

# HR Leader Succession Program

**Signature development for senior HR high potentials.**

The profile of the Chief Human Resource Officer is rapidly evolving and the CHROs who succeed in their roles today know that the scope of challenges they face will continue to grow and evolve. What CHROs require today from the next generation of senior HR leaders is no longer what it used to be.

Korn Ferry's HR Leader Succession Program is designed for small groups who have been identified as possible future successors for the most senior roles in the function. HR Leader Succession is tailored to fit the organization's current succession needs within the HR function, and the talent strategies to accelerate the development of key talent in the function.

## Key components.

The business environment is changing, characterized by increasing levels of intensity and uncertainty. Korn Ferry's HR Leader Succession Program involves extensive preparation and/or assessment tailored to client needs, and a range of other tools to provide meaningful insights. This program uniquely addresses the dual processes of leadership development and succession planning in one seamless and transparent process.

- ▶ **Before:** Participants complete a range of leadership assessments on-line and/or review existing feedback and assessments. Each participant also receives one-on-one coaching in preparation for the on-site portion of the program, and the completion of their Leadership Plan.
- ▶ **During:** Participants present their Leadership Challenge during a live action learning experience to demonstrate strategic thinking, facilitation, team work, and synthesis skills.
- ▶ **After:** Each participant works with a senior Korn Ferry executive coach to enhance their learning and build awareness, commitment, practice, and accountability. Korn Ferry also works with the executive sponsor to identify optimal short and long term opportunities to best support participants' ongoing development.

## Who will benefit?

- ▶ Small groups of senior HR leaders and high potentials (typically 6-10 participants).
- ▶ Provides a precise, tangible, and effective process that goes beyond traditional talent reviews to deliver in-depth knowledge of leadership capacity and strengthens executive sponsor relationships with key HR talent in the business.

## **The experience.**

This program refines the company's ability to confidently and objectively identify, assess, and develop its high-potential HR leadership talent. It leverages the Leadership Challenge to create an intimate action learning experience with the full participation of the executive sponsor to advance a real-life business challenge.

## **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.