Korn Ferry Executive to Leader Institute®
Accelerating development for senior executives and enterprise leaders.
Are your senior leaders ready for enterprise leadership?

The transition from executive to enterprise-level leader is more than a promotion. The challenge of leadership at this critical inflection point is navigating the complex intersection of enhanced self-awareness, the need to influence across the organization with elevated purpose and impact, and the imperative to foster truly innovative teams and cultures.

Enterprise leaders must understand, develop, and leverage themselves, as well as the ever-dynamic organizational and marketplace environment around them, to bring about value for the organization, people, and stakeholders they serve.

Korn Ferry Executive to Leader Institute® (ELI) prepares an organization’s most talented leaders for the next level. It uniquely equips executives for C-suite level roles—and all the challenges of leadership at the enterprise level.

At a glance:

- Korn Ferry Executive to Leader Institute is an individual development program based on best practices garnered from more than 25 years of field-tested executive development experience with the world’s leading companies.

- Acknowledged by Fast Company as the “Mayo Clinic” of leadership development, this program provides emerging and existing C-suite and senior executives transformative development experiences that empower them to solve today’s greatest business challenges and execute tomorrow’s strategies.

- Over 12 months, program participants will work with a team of three experienced consultants to explore and develop three critical aspects of enterprise leadership.
For more than 25 years, our Executive to Leader Institute program has offered a strategic “pause” for leaders who are poised to take on larger roles and responsibilities.

Throughout the program, individual participants work with their own team of three Korn Ferry consultants, each representing one of the three essential domains of leadership. They also spend three immersive days in-residence with their Executive to Leader Institute team, which provides a unique opportunity to examine their leadership holistically, on a personal, interpersonal, and organizational level.

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 model and in-residence component accelerate the executive’s progress toward step-change improvements in their leadership.

The program is designed to explore participants’ purpose-driven leadership potential and unique contribution to their organization—and identifies the strategic leadership priorities that will accelerate their impact.

A contextual program and in-residence.

Every participant’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.

The program will impact your organization by:

- Preparing successor candidates and enterprise leaders.
- Accelerating impact for key leaders in new roles.
- Clarifying strategic leadership priorities.
- Developing authentic leaders.
- Strengthening key leaders’ abilities to drive innovation, transformation, strategic growth, and culture change initiatives.
Key elements of the program.

The Korn Ferry Executive to Leader Institute program features a specialized team made up of three consultants, each focused on distinct aspects of enterprise leadership. Over 12 months, they work closely with each participant, examining their leadership holistically. This includes:

- **Personal leadership**: Developing self-awareness is critical. The participant’s values, strengths, and character directly affect the performance of the entire organization.

- **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.

- **Organizational leadership**: Executives must learn to transcend divisional and functional points of view in order to influence across the organization with purpose, vision, and inspiration.

The program develops leaders from the inside-out, and from the outside-in.

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**Inside-out**

In each coaching relationship, we develop leaders from the inside-out by clarifying values, strengths, core purpose, personal motivations, capabilities, and experiences.

**Outside-in**

We bring our range of intellectual property and empirical research to develop leaders from the outside-in through interviews, feedback, and multi-rater assessments.
Benefits of the program.

Korn Ferry Executive to Leader Institute participants report a powerful and lasting impact on their leadership.

Successful participants:

- Sharpen a strategic vision for the organization and for their leadership.
- Deliver enterprise-wide leadership that moves the entire organization toward common goals.
- Develop increased self-awareness that links excellent performance to a deeply-held purpose.
- Increase leadership contribution and impact over time, including sustained engagement beyond the average executive tenure.
The Korn Ferry advantage.

- **Contextual and immersive development**: Context-based, applied, and experiential learning create engaging, highly collaborative, and business relevant development journeys that drive sustainable outcomes and measurable ROI.

- **Whole-person approach**: Korn Ferry’s Four Dimensions of Leadership and Talent—skills, experiences, traits, and drivers—provide a complete picture of the individual qualities that drive performance, engagement, and leadership effectiveness. This framework builds leaders from the inside-out and the outside-in.

- **Best-in-class consultants, advisors, coaches, and faculty**: Top leadership development thinkers, engaging facilitators, and seasoned coaches with cross-industry expertise add rigor to development experiences, and heighten self-awareness and leadership impact for participants.

- **Global presence**: Our global experience and understanding of industries, markets, and cultures elevates the relevance of development programs and services for leaders, teams, and organizations.

- **Data-driven insight**: We take a big data approach to leadership development—drawing on nearly 50 years of analytics and over 2.5 million professional assessments—recognizing what separates success from derailment for leaders in any role, function, industry, region, or organizational culture.

- **Shared responsibility**: This approach involves and aligns internal stakeholders, managers, and mentors as proactive supporters and coaches in the development of program participants to help them successfully identify and tackle potential obstacles to their fullest performance and potential.

- **Inclusive leadership**: We facilitate strategic and operational shifts in leadership and talent management processes to create cultures of development that unleash the potential of the workforce. Our programs address issues such as unconscious bias and conscious inclusion in both talent identification and development.

- **Service learning**: Imbedding service learning into development fosters a sustainable, purpose-driven, and socially conscious mindset across the workforce, increasing engagement, and elevating organizational performance and impact.

- **Measurable results**: We drive for results aligned to each organization’s business strategy through our award-winning programs for the C-suite, senior executives, high potentials, and first-level leaders.
What to expect.

Korn Ferry Executive to Leader Institute is a 12-month executive development journey consisting of three phases.

**Preparation for in-residence.**

**Information**
Client meets with lead consultant to:
- Enhance understanding of the program.
- Provide information on personal background and current situation.
- Identify personal objectives for the program.

**Baseline**
Client, sponsor(s), and lead consultant meet to launch program and:
- Align objectives.
- Review ELI process and roles.
- Identify 360° feedback participants.
- Review confidentiality.

**Orientation**
Client meets with each ELI consultant to:
- Establish working relationship.
- Gather background information in each mastery area.
- Receive assessments.
- Review details of process.

**Client completes assessments.**

**In-residence.**

**Day one and day two exploration**
Client meets with consultants in individual areas of mastery to:
- Explore themes in each leadership mastery area:
  - Personal
  - Interpersonal
  - Organizational
- Review assessment results for insight.

**Day three integration and leadership planning**
Client and team of consultants meet to:
- Develop integrated understanding from all areas of mastery.
- Identify key leadership priorities.
- Prepare to finalize Leadership Plan.

**Leadership Plan review**
Client and consultant:
- Review and refine Leadership Plan.
- Discuss preliminary plans for ELI debrief with sponsor(s).

**ELI debriefing**
Client, consultant, and sponsor(s):
- Share learning and targeted leadership priorities.
- Connect to organizational objectives.
- Identify organizational resources to support plan.

**Ongoing sessions.**

**Plan implementation and capstone**
Ongoing sessions provide structure, support, and practice to advance development and the achievement of leadership priorities.
- Review the ELI experience.
- Celebrate successes.
- Consolidate gains.
- Set new baseline for growth.
About Korn Ferry

Korn Ferry is the preeminent authority on leadership and talent. For nearly half a century, clients have trusted us to recruit world-class leaders. Today, we are their partner in designing organizational strategy and developing their people to achieve unimaginable success.

For more information, visit www.kornferry.com