



Your Leadership Experience

Most of us would agree that effective leadership is critical to running a high performing organization with motivated people. So, why then does it elude so many of us?

Your Leadership Experience is a globally consistent and cost effective leadership development program to help you create more effective leaders. Leaders will get a better understanding of what makes them tick, the leadership styles they use, and the environment they create for others - within the context of your organization's strategy.

Unlike traditional management development programs, Your Leadership Experience draws on our 70 years' experience, combining robust design with innovative delivery methods underpinned by online diagnostics.

Why 'Your Leadership Experience'?

- **Helps your leaders understand the impact of their behavior on performance.** Our unique feedback offers powerful insights into a leader's effectiveness and the impact they have on their team's performance.
- **Fit for purpose for the current and future challenges of organizations.** Our research into the future of leadership and our insights from working with some of the biggest and best means we're connected with the real business issues of today and tomorrow.
- **Creating results that last.** We know that embedding the right leadership behavior takes time. We help leaders improve their effectiveness and our Activate Styles and Climate app (available as an optional add-on) makes the learning and development stick.
- **Help your leaders achieve lasting behavior change.** Our services are based on 70 years of robust research and use our proven methods and practices, combined with innovative techniques.

The return on investment

We help you develop leaders that create a climate for success within their teams, driving bottom-line results. Our Best Companies for Leadership research found that the top firms for leadership consistently outperform their peers financially. Over 10 years, the best performing companies produced a 5.39% shareholder return, compared to 2.29% generated by their peers.

We can also help you recruit better candidates and retain high performers. Leadership development is an important incentive for candidates to choose your business, and with 80% of employees at the Best Companies for Leadership staying put because of growth and development opportunities, it's also a key retention tool.

MAIN ELEMENTS

- Individuals work their way through three key phases: learning, developing, and activating.
- Choose from different delivery options - virtual instructor-led, blended or face to face.
- Our program materials are accessible anytime, anywhere, and on any device through our O2L learning management system.
- Underpinned by world-class online diagnostics that are easy to use.
- We can work with teams or individuals.
- Configurable to your needs and linked to your organization's strategy.
- Built on 70 years of research, using our proven methods and practices, combined with innovative techniques.
- Keep a track of your people's progress, with our on-demand reporting tool.



How does the program work?

With virtual, blended, and face to face delivery options, Your Leadership Experience takes leaders through three key phases:

- **Learning:** Leaders develop self-awareness of their own personality preferences, leadership styles and team impact, in addition to building a better understanding of their role and how it supports your organization's strategy.
- **Developing:** Individuals deepen and broaden their understanding of themselves as leaders by putting these new concepts and insights into practice. This helps them to plan out how their leadership could look like in the future.
- **Activating:** This final phase is all about making the learning and development stick and ensuring your leaders are applying their new skills back in the workplace.

	Virtual instructor-led	Blended	Face to face
What is it?	Fully online and interactive program supported by self-directed learning modules; completed over 4-6 months.	Virtual instructor-led training combined with face to face elements. Completed over 4-6 months and supported by self-directed learning modules.	A two-day facilitated program, with pre-work to maximize the impact of the face to face elements.
What's included?	Four core modules, all delivered online in a virtual group learning environment. To make sure leaders get the most out of each module they're set specific self-directed tasks to bring to the virtual sessions and share with others. This maximizes the value of the time spent with both the facilitator and the broader group.	Four core modules, three delivered virtually and one face to face. Leaders have the opportunity to come together to receive their leadership styles and climate results and take part in experiential activities which bring to life the impact of leadership on their teams. In between each module, leaders complete pre-work to bring with them and share with others, maximizing the impact of the facilitated sessions.	We bring leaders together to learn how to deal with leadership challenges within their strategic context. Through a combination of online diagnostics and interactive sessions, including peer coaching, group breakout sessions and leadership simulations, your leaders will get a better understanding of what makes them tick and their impact as leaders.
Key tools and techniques	<ul style="list-style-type: none"> ▪ Engaging e-learning and tasking videos accessible anytime, anywhere ▪ Virtual instructor-led training ▪ Online peer coaching groups ▪ World-class online diagnostics 	<p>All the tools and techniques of the virtual instructor-led program, plus...</p> <ul style="list-style-type: none"> ▪ Experiential activities including simulations ▪ Co-coaching 	<ul style="list-style-type: none"> ▪ Engaging pre-work (including e-learning and tasking videos) accessible on the go ▪ Experiential activities including simulations ▪ Co-coaching ▪ World-class online diagnostics
The benefits	<ul style="list-style-type: none"> ▪ Delivers the learning benefits of traditional instructor-led training to the desktop ▪ No need to travel and less time out of the business ▪ Lower costs ▪ Opportunity to network and build relationships virtually 	<ul style="list-style-type: none"> ▪ Offers the flexibility and convenience of learning virtually while retaining the benefits of the face to face experience ▪ Reduced travel time and associated costs ▪ Opportunity to network and build relationships 	<ul style="list-style-type: none"> ▪ Allows for greater interaction and increased levels of participant engagement ▪ Experiential learning aids personal development and growth ▪ Better opportunity to build personal relationships and network

You can also add extra services on to each package?

- Activate Styles and Climate app: acts like a leadership 'coach in the pocket' supporting managers at every stage of their development.
- Follow-on personal coaching sessions.
- Follow-up modules that focus on key development areas.
- Re-surveys to test the impact of the development journey.
- Follow-up role-play sessions with actors, to allow the individual to try out new behaviors and approaches.
- Facilitated sessions to rejuvenate work or kick-start new areas for focus.
- Testing your return on investment: tracking group development against your key organizational performance indicators.

WANT TO KNOW MORE?

If you want to find out more about how your organization can benefit from our leadership development services, please contact:

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About Korn Ferry

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people. Our nearly 7,000 colleagues deliver services through our Executive Search, Hay Group and Futurestep divisions. Visit kornferry.com for more information.