



Your Leadership Aspiration

Organizations are facing a leadership shortage; only 17% of executives are confident that their organization has the right leadership capabilities it needs.

The majority of executives (53%) expect their managers to be performing at their optimal level within six months. But leadership is becoming increasingly more challenging with managers having to manage a multigenerational and geographically diverse workforce, in complex matrixed organizations.

Becoming a manager for the first time is daunting, before you even consider all of these added pressures. So, the fact that less than half (42%) receive any kind of formal training to help them transition into this vital role is concerning to say the least. It shows that all too often, people 'fall', 'jump' or are 'pushed' into management roles without having stopped to think about whether this is the right decision for them, and what they now need to do in order to achieve success.

All too frequently in our work with senior executives, we hear what a major difference it would have made to their careers, had they been taught the fundamentals of being a good manager at the very beginning – as opposed to 10 years in, on a senior leadership training program. So, we've combined our knowledge of the fundamental behaviors, skills and knowledge needed to make a successful transition from individual contributor to manager with what we know about how people learn best, to create 'Your Leadership Aspiration' – an interactive, reflective, and engaging online development program for new and aspiring leaders.

Why 'Your Leadership Aspiration'?

- It addresses not just the skills and knowledge, but the fundamental behaviors that new managers need in order to be successful.
- Theories and concepts are brought to life with lots of exercises and tasks, giving participants a chance to practice what they learn.
- It tackles the challenges faced by today's managers – more matrixed structures, less intact teams, managing more varied stakeholders and a multigenerational workforce.
- It's based on Korn Ferry Hay Group IP used to successfully develop thousands of leaders from entry level to top executives.

MAIN ELEMENTS

- A two-part online program to get new and aspiring managers on the path to success.
- Interactive, reflective, and engaging program of learning.
- Designed to introduce the fundamentals of the management role, and provide more detailed guidance on the skills critical to becoming the most effective manager they can be.
- Built on 70 years of research, using our proven methods and practices, combined with innovative techniques.
- Participants walk away with a series of improvement actions to take back to the workplace.
- Keep a track of your people's progress, with our on-demand reporting tool.

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How the program works

This self-paced program is available online and is made up of two parts. Both parts one and two allow participants to learn at their own pace, understand their own context, and give them the insights, tools and tips to apply their learning in the workplace.

Part one: 4 modules in 4 hours

Designed to introduce the fundamentals of a management role.

Overview	This includes:
Module 1 Making the first 'leadership transition'	<ul style="list-style-type: none"> Helping new or aspiring managers to explore what it means to lead others and whether a management role aligns with their own goals, aspirations and values. Demystifying and analyzing what the best managers do and helping participants create a bridge between who they are, where they fit, and what leadership means for them. Giving participants the skills, tools and insights to bring the best of themselves to their new role.
Module 2 Managing others	
Module 3 Understand yourself and your team	
Module 4 What to do now?	

Part two: 6 modules in 12 hours

Provides more detailed guidance on the skills critical to becoming the most effective manager they can be.

Overview	This includes, ensuring participants are able to:
Module 1 Introduction to leadership effectiveness	<ul style="list-style-type: none"> Provide individual and team clarity to help deliver the organizational strategy. Improve and maintain a high level of team performance. Enable and engage their team towards organizational success. Understand the organizational culture in order to influence effectively.
Module 2 My role in organizational strategy	
Module 3 Planning and organizing your team's goals and strategy	
Module 4 Improving and maintaining performance	
Module 5 Leading, influencing and inspiring your team	
Module 6 What happens next?	

By the end of this two-part program, participants will be able to:

- Make an informed decision about whether management is the right next step for them.
- Understand the different skills and behaviors required to achieve successful outcomes.
- Translate their organization's strategy into meaningful terms for their team.
- Put into action their robust personal plan to help them continue to develop in their new role.

For organizations, the program:

- Helps your managers perform more effectively in their role sooner, so you see results faster.
- Improves employee engagement, with more successful first-time managers who feel supported and can better manage the climate in their teams.
- Offers an affordable way of developing and retaining high potentials with leadership ambition; and helping you decide who is ready to make the move into the management ranks.
- Helps you develop a strong pipeline of future leaders.
- Allows you to offer a comprehensive, consistent training program throughout your organization, for all new and emerging leaders, no matter where in the world they are located.

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.