



# **Korn Ferry** Leadership Architect™

Global Competency  
Framework

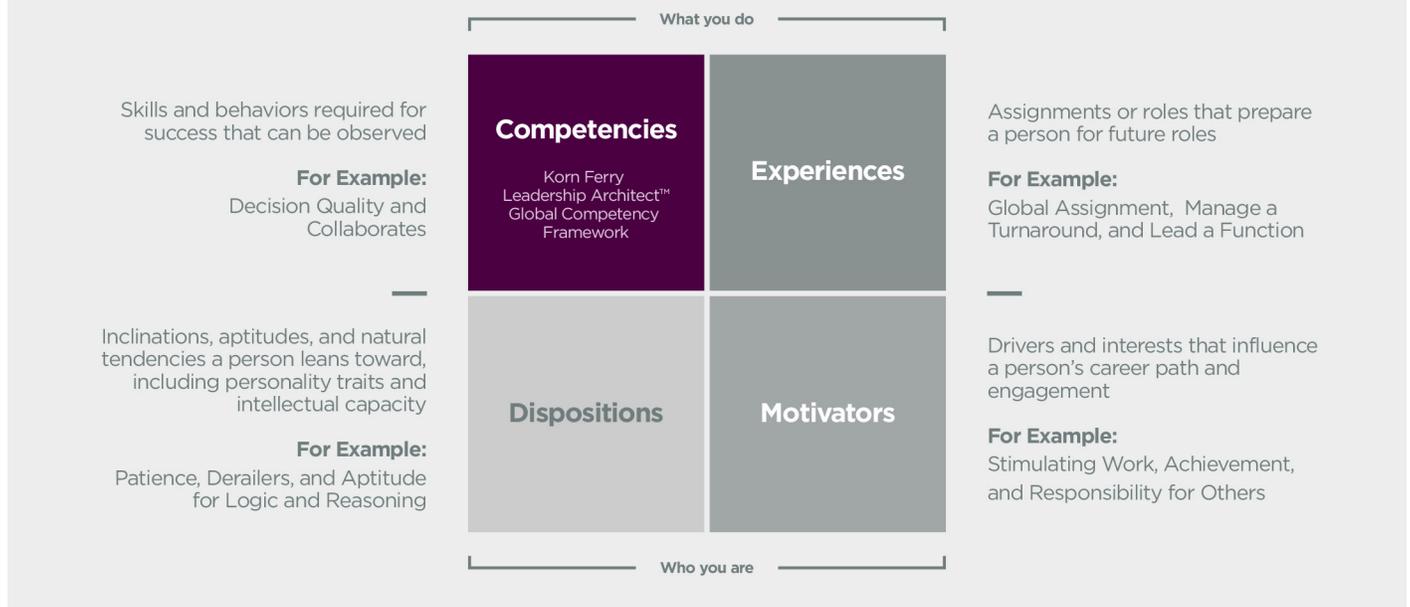
Align talent, activate  
strategy, and build  
a solid foundation  
for a sustained  
talent advantage.

## Vision you need to activate strategy — today and tomorrow.

In today's volatile business environment, having talent with the right skills at the right time is essential for success but difficult to guarantee. A majority of CEOs globally say they are concerned about the availability of key skills as a business threat,<sup>1</sup> and more than one-third report difficulty filling positions because skilled talent isn't available.<sup>2</sup>

And in the workforce today, only about 30 percent of high performers are also high potentials. The remaining 70 percent have what it takes to succeed now, but they lack at least one critical component necessary for future success.<sup>3</sup>

### Korn Ferry Four Dimensions of Leadership and Talent



Korn Ferry Four Dimensions of Leadership and Talent can put your business in the best position to succeed and give you a whole-person view of your talent. By measuring four key dimensions that are the foundation of human behavior — competencies, experiences, dispositions, and motivators — you can get a complete picture of a person's individual qualities. It's easier to determine success requirements, candidate matches, and development gaps and strategies. You can identify leaders who are high performers, have the potential to perform in more-demanding roles, are ready for the next challenge, and are an immediate fit for a key

position. Based on decades of research and experience from the best in the talent business, you can take the guesswork out of your most important talent decisions.

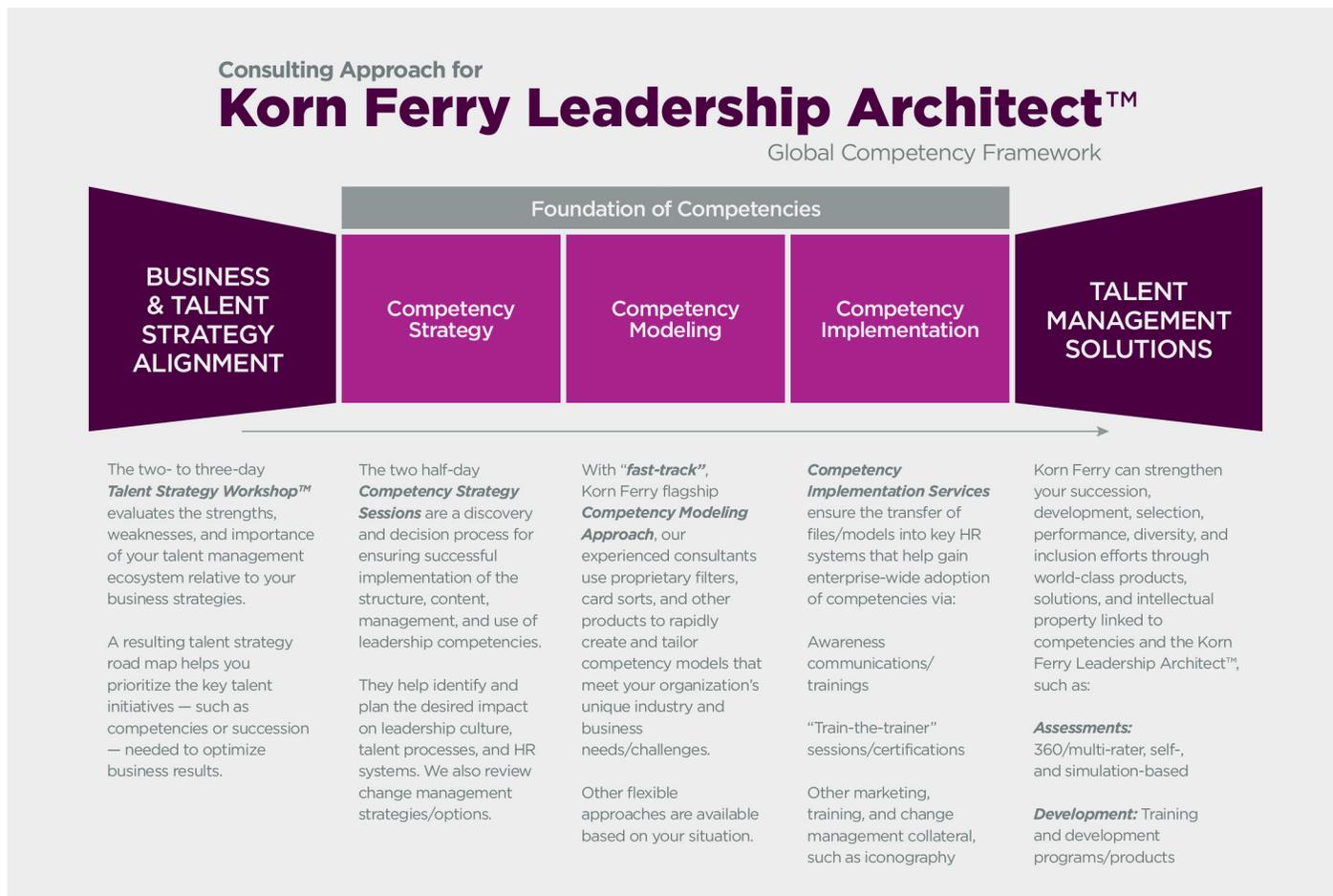
The first step is identifying and implementing the right competencies. With the Korn Ferry Leadership Architect™ Global Competency Framework, it's easier for your organization to hire and develop the talent you need and strengthen your succession, development, selection, performance, diversity, and inclusion efforts.

<sup>1</sup> PWC 16th Annual Global CEO Survey. 2013.

<sup>2</sup> ManpowerGroup. 2013.

<sup>3</sup> "How to Keep Your Top Talent." Harvard Business Review. 2010.

# What is Korn Ferry Leadership Architect™?



## We make it easy for you to:

**Engage every user.** Korn Ferry Leadership Architect™ uses clear and accessible language to drive global usability with highly relevant, high-impact content that’s easy to understand and act on.

**Get trusted guidance.** With decades of research driving the Korn Ferry Leadership Architect™ framework, you get deep, trusted insights into what matters most at every leadership level.

**Support your strategy.** Our content is configurable to emphasize the unique skills and behaviors that drive performance in your organization and your industry.

**Bring your strategy to life.** When you activate your strategy with Korn Ferry Leadership Architect™, you align your talent strategy with your business strategy to meet your organization’s needs and create a foundation for the future.

## With Korn Ferry Leadership Architect™, you can address your talent challenges.

### Aligning globally

Address and expand a global view of your talent strategy that better values individual and cultural differences

### Innovating products

Target your specific industry requirements to ensure that your talent is prepared to succeed in your market

### Building market share

Reach consensus quickly and reduce time to assess, address, and close talent gaps

### Responding to rapid change

Empower employees to own their development and support executives in key deployment and promotion decisions

### Transforming the organization

Build executive confidence in the capabilities of existing leaders to power the organization into the future

## About Korn Ferry

At Korn Ferry, we design, build, attract, and ignite talent. Since our inception, clients have trusted us to help recruit world-class leadership. Today, we are a single source for leadership and talent consulting services to empower businesses and leaders to reach their goals. Our solutions range from executive recruitment and leadership development programs, to enterprise learning, succession planning, and recruitment process outsourcing (RPO). Visit [www.kornferry.com](http://www.kornferry.com) for more information on Korn Ferry, and [www.kornferryinstitute.com](http://www.kornferryinstitute.com) for thought leadership, intellectual property, and research.

