KF360
The Evolution of the Korn Ferry Assessment Platform
Summer 2017 Update

BettSolutions LLC has some exciting news to share with you…

As part of Korn Ferry Hay Group's (KFHG) commitment to continually improve products and services, **KFHG are releasing a new 360° platform**. The new "KF360" represents a major revision and update to **all** the current 360° product offerings. This comes after many years of acquisitions that have left KFHG with a myriad of different platforms running their assessments and a lack of consistency in their branding. This migration will enable KFHG to provide a standard look and feel, a common user interface and mobile technology support for users.

KFHG will be retaining the core aspects of Korn Ferry methodology – measuring at both the **competency** and **behavior** level. Specifically, there will be 2 main types of 360° surveys:

1. A **competency-based approach** which offers all the core features of VOICES:
   - Competency Measurement: including the skill level, importance, and overuse
   - Stallers and stoppers including 'harmfulness'

   The user experience will be significantly improved, but the core mechanics of what was measured will remain unchanged.

2. A **behavior-based approach** measuring behaviors that roll up to a competency which support TLP and PROFILOR clients.
   - The primary behavior-based approach will use the behaviorally-anchored rating scale as used in TLP
   - This will also support a traditional frequency-scale for clients that prefer this approach, which is used in many competency tools such as PROFILOR — clients will be able to utilize this scale using the KFLA competency model

This transition to the new KF360 will deliver the following benefits:

- A more powerful, flexible, and consistent offering
- Improve the end-user experience with a user-friendly interface and updated look-and-feel, including mobile compatibility
- Use of a single platform that brings far richer functionality and features
- Doubling language support for KFLA content from 10 to 20 languages over the next 12 months

♦ Streamline processes for a faster, better client experience – in training, communication, implementation, and delivery

♦ Deliver concise and simplified reporting so both individuals and organizations can quickly identify their areas of strength and development

The exact timing of these changes is not precise nor is it just a simple transition. KFHG will start the migration of clients using KFLA this coming **August**; this will be for **English only**. We have already started reaching out to many of you to set up the initial migration phone call. Those using **Legacy Lominger**, **multiple languages** and/or those with **customized assessments** the **migration will take longer**. The goal is to have all Korn Ferry clients transitioned to the new platform within 18 months. Once this has happened **all legacy 360° platforms will be retired**.

In the interim, clients are being actively encouraged to continue using the existing assessments in their current form until the new versions become available. For those who are **already certified** in these assessments rest assured that KFHG recognizes this and will **'grand-father'** accordingly. For those clients who are looking to certify employees, again KFHG is recommending that they continue certifications as normal since **the content of the assessments on the new software platform is not changing**. As with those already certified, those who are **newly certified** will be **'grand-fathered'** in too.

For those of you still using the Legacy Lominger 67, this is a great opportunity to think about migrating to KFLA. Moving forward, KFLA will be the foundation for all competency based products and services. While KFHG will continue to support Legacy Lominger, support will only be in its current state (last updated in 2013). All product, research and normative updates will only be incorporated into KFLA and the KF4D model and corresponding processes, tools and assessments.

Information about KF360 and a FAQ document is available at http://bettsolutions.com/

BettSolutions, LLC will keep you informed as to the progress of this exciting initiative as information becomes available to us and we are planning to host a series of free online overviews later this summer/early fall. In the meantime, we are happy to answer any questions or concerns that you may have.

TO DISCUSS KF360, OR FOR ADDITIONAL INFORMATION/ASSISTANCE PLEASE CONTACT US AT:

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