



Update on the Korn Ferry Leadership Architect Tools

Summer 2018 Newsletter

Last summer our Newsletter focused on the changes to the VOICES® platform and the migration to the then new KF360. We are now a year into this migration and want to share some further updates regarding Korn Ferry's Leadership Architect™ tools.

KF360 ADMINISTRATION CHANGES

KF360 has been up and running since last September and many clients have already made the migration, and a few are still in the process. As you think about your 360° needs, there are some new considerations now in play:

1. Timing

As of **August 1st, 2018, the legacy VOICES platform will no longer be available.** This means, if you have not already made the migration, you will need to do so this summer. This includes both Full Service and Self Service.

2. New Pricing and Pricing Model

As with everything, price increases are inevitable.

- ◆ The new base price for KF360 is US \$500.00 per participant
- ◆ Under this new model, Korn Ferry is only offering the one price. Formerly the Development Content was listed at an additional cost. Korn Ferry has the new standard price regardless of whether you choose to include the Development Content or not. You can still opt out of the Development content if you so choose.

3. New Pre-Pay Agreement

- ◆ The new pricing also requires a “pre-pay” agreement with Korn Ferry. You will need to decide on your volume of KF360's upon contract renewal. Korn Ferry will then invoice you for the full amount.
- ◆ An advantage to this is having a single invoice and thus less administrative work managing multiple invoices.
- ◆ Korn Ferry is working with each client to determine the best approach to managing the change from “pay as you go” to “pre-pay”
- ◆ The terms of “pre-pay” still aligns with the previous commitment pricing agreement which states you must use your KF360 “uses” during your commitment year.

4. For Legacy 67 Leadership Architect Users

Korn Ferry will continue to make available the legacy model, however the new **KF360 report will not include** the:

- ◆ Updated normative data – the norms used with the legacy content will continue to be those from the 2013 Normative Study
- ◆ Talented descriptors that are new to the KFLA 38
- ◆ “Time to reflect” section in the Development content that is new to the KFLA 38

5. Survey and Report Branding

You now have the option to brand your surveys and the reports, options include cover image, logo, colors and some minor content changes. We are happy to work with you on your branding needs.

6. Development Content

As mentioned in item 2 above, the new reports have the option to include development content. For the competencies you include in your survey/report, you would get high level content which includes:

- ◆ Suggestions on Reflection
- ◆ Recommended Developmental Assignments

To see and/or download an example use this link: <http://bettsolutions.com/news/>

7. Self Service

As with Legacy VOICES, Self Service enables you to manage the administrative process for all your 360's.

- ◆ Existing Self Service Customers, you must transition your account by **August 1st, 2018**.
- ◆ If are interested in learning more about Self Service, let us know and we are happy to provide additional information

NEW KFLA 2017 NORMATIVE DATA

In conjunction with the new KF360 assessments, Korn Ferry completed the 2017 normative study to update and include in the new 360° platform. The normative data consists of 22,000 data points between 2014 – 2017.

The 2017 Technical Manual is free to download from Korn Ferry's site: https://dsqapi1lakrkc.cloudfront.net/media/sidebar_downloads/82277-KFLA-TM-NAV_reposted_032018.pdf

COMPETENCIES OR BEHAVIORS

Korn Ferry has also migrated the legacy PDI 360° assessment. This now enables you to choose whether you want your survey to focus on a:

1. **Competency-based approach** which offers all the core features of legacy VOICES®:
 - ◆ Competency Measurement, including the skill level, importance, and overuse
 - ◆ Stallers and stoppers including 'harmfulness'
2. **Behavior-based approach** measuring behaviors that roll up to a competency which supports TLP and PROFILOR clients.
 - ◆ The primary behavior-based approach will use the behaviorally-anchored rating scale as used in TLP
 - ◆ Also supports a traditional frequency-scale for clients that prefer this approach, which is used in competency tools such as PROFILOR
 - ◆ Clients will be able to utilize this scale using the KFLA competency model

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TO DISCUSS FURTHER OR ADDITIONAL INFORMATION PLEASE CONTACT US AT:

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