Talent Hub
Korn Ferry's Evolving Landscape

Summer 2019 Newsletter

As I'm sure you can imagine Korn Ferry continues to grow and evolve its solutions and services with an eye firmly on improving customer value. As such, we want to provide you the latest news regarding changes.

The most significant addition is the new **Korn Ferry Product Suite Platform**. The Product Suite Platform is Korn Ferry's online solution which integrates all KF's IP into a single access environment that provides you and your organization with the ability to manage your talent needs. The platform allows you to take an integrated approach to recruiting and managing the right talent for your business, i.e.,

- Define what success looks like in a role
- Tailor the Korn Ferry assessments to identify people who fit your criteria
- Access and personalize the Korn Ferry market-leading content library

The **Talent Hub** is the core component of the Platform which provides a single point of access to the Korn Ferry research, intellectual property, data, tools and insights. It is **centered around Success Profiles** to underpin and connect hiring, assessment, development, career planning and rewards, offering you and your organization:

- **Direct access** to Korn Ferry's world-leading **data, tools and research** insights
- Access to **over 3,800 research-based Success Profiles**, containing a wealth of rich content and IP
- A **consistent structure** for HR talent management processes across the organization
- A more **consistent and scalable** performance management, talent mobility and reward frameworks
- A **quick and seamless** pivot across talent processes
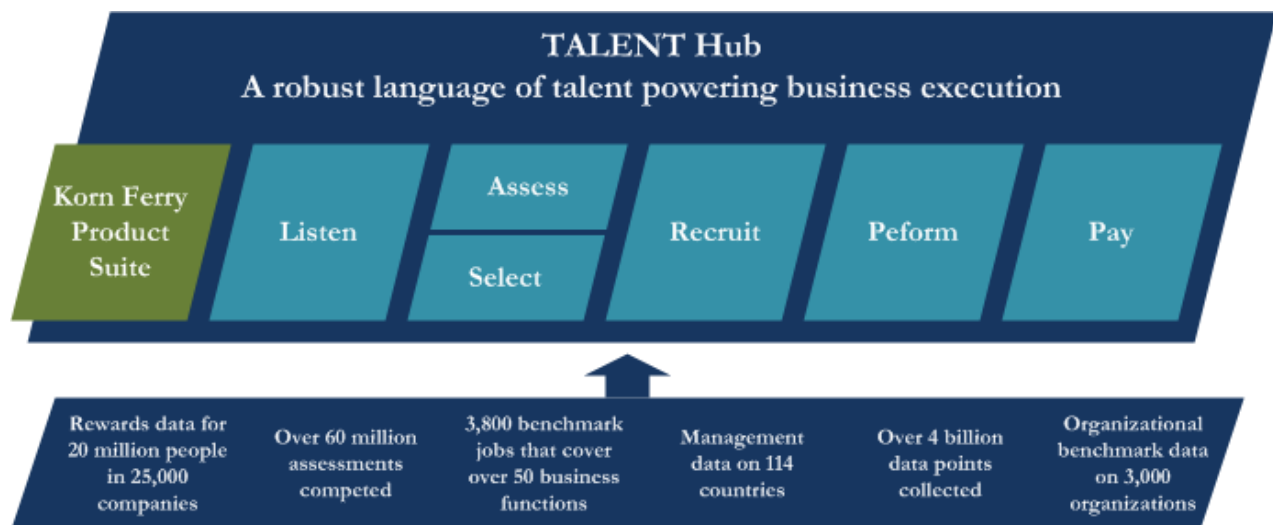
Follow this link to review the Talent Management Fact sheet

While there are several components to the Product Suite Platform, our focus this time is the Core Components of the Talent Hub and the Assess/Select sections. We will provide information on the other components in a future Newsletter and/or on our website.

Core Components of the **Talent Hub** include:

♦ **The Success Profile Library** (*click here for sample Success Profile*) – The library consists of 3,800+ Success Profiles reflecting decades of the Korn Ferry Institute research of "what good looks like" in a role. These include leveraging the KF4D Model of Competencies, Traits, Drivers and Experiences.

♦ **Job Descriptions** (*click here for sample Job Description*) – Provides you the ability to quickly and easily generate job descriptions that include purpose, requirements, education and experience needed for a job.

♦ **Interview Guides** (*click here for sample Interview Guide*) – Once your Success Profile is finalized; you can download interview guides based on the competencies required for success. This section incorporates the Korn Ferry Interview Architect content.

♦ **Market Insights** – Provides you with data on the competitiveness of the role, whether it would be easier to build talent from within or source talent externally and data on time to fill.
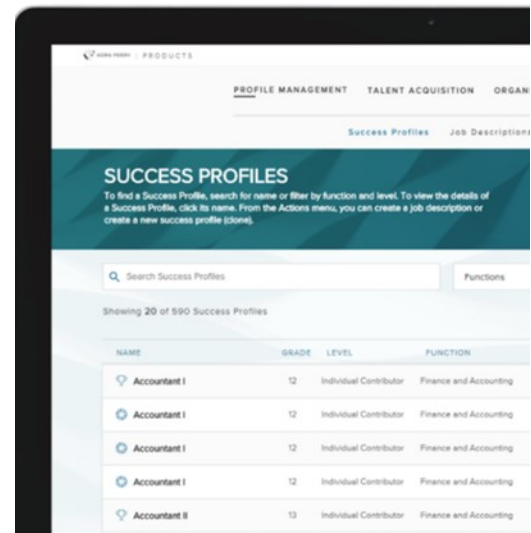
This framework provides you with an underlying operating system for your entire talent management system, enabling you to move seamlessly between talent acquisition, talent management, assessment, development, career frameworks, succession planning and reward.

Korn Ferry's Product Services enhance the product suite by providing additional support to ensure you can make the best use of the tools. There are **3 tiers of service** to provide support for Setup & Support, Training & Education, and Enablement (*click here for more information*)

A final note on the Product Suite Platform – it is a true value-add functioning talent management resource that Korn Ferry has made a commitment to, therefore as such it will continue to evolve and change on a regular basis. Please reach out to us for the latest information.

Subscriptions/Licensing

Talent Hub will become Korn Ferry's single engine/point of entry for all services including assessments, engagement, selection, performance management and pay. This also means a change to the traditional IP licenses previously available.

Moving forward all Korn Ferry IP will be available only through an annual subscription to the Talent Hub. Should you need to take IP from the Hub to create derivatives, you can add the Content Library Add-on to the basic annual subscription.

TALENT HUB ASSESS/SELECT

As part of the Talent Hub, Korn Ferry is integrating current and creating new assessments to help better understand, develop and place talent. These assessment solutions are housed within the **Assess** and **Select** components and enable you to have a holistic and consistent approach to assessing and developing your talent.

Currently these components **focus on 2 primary assessments, Leadership Potential and Leadership Select**. At some point, Korn Ferry will integrate all assessments within these sections. A timeline has not been established but we will keep you informed once decisions have been made. In the interim, you **can continue to implement KF360, viaEDGE and KFALP as you currently do**.

LEADERSHIP POTENTIAL/KFALP

For those of you who are familiar with the **Korn Ferry Assessment of Leadership Potential (KFALP)**, this assessment has been updated to reflect the latest research into potential and is now available as part of the Talent Hub as the new Leadership Potential Assessment.

The **Leadership Potential Assessment** is a self-assessment measuring an individual's potential to advance and be successful at higher leadership levels. For organizations, it helps to identify whether they have an adequate leadership pipeline and which people are most likely to succeed in higher leadership roles.

- The **Leadership Potential Assessment** is intentionally different from KFALP and is part of the larger Korn Ferry solution
- The language of **Seven Signposts** has changed
- Using the latest research, Korn Ferry has **refined the Potential model from 21 to 18 items and 1 preference**. The 18 items are the most relevant differentiators in predicting success in future leadership roles

The **KFALP** will continue to be available in its current format for the time being. However, you can easily transition your organization to the new **Leadership Potential Assessment**, simply ask us how.

Click here to see a sample of the new Leadership Potential report
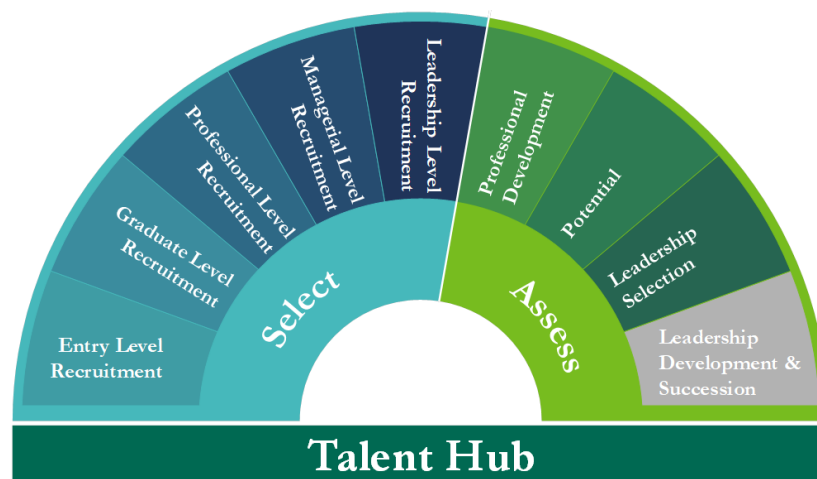
LEADERSHIP SELECT

The **Leadership Select** measures competencies, traits and drivers that matter for successful leaders in your organization. It uses Korn Ferry's or your custom Success Profiles from the Talent Hub to help determine the readiness of individuals for immediate roles and leadership opportunities. It **provides you with a clearer view of the current leaders in your organization**.

- Used to provide additional data points and awareness to **inform selection efforts** and find leaders from both within and outside of your organization
- Provide valuable insights and data to **inform development efforts**
- Provide **interviewing guidance** to hiring managers to focus interviews **on the things that matter most**
- Determine the **readiness and fit** of individuals for immediate promotion and leadership opportunities

OTHER NEWS AND UPDATES

Global Survey Center (KF Assessment Delivery Team)

The Global Survey Center has changed their name to the **Korn Ferry Assessment Delivery Team**. In addition to the name change, the following changes are also being made:

- The participant **set-up timeline is being reduced**. Self-Assessment will now have a 1 business day turnaround and multi rater assessment will have a 2-business day turnaround.
- **Rush fees are being eliminated**. If, however you have a need to turn surveys around in less than 1 business day this will be managed on a case by case basis.

KF360/Pulse

Enhancements have been made to the **KF360 reports**. New features include:

1. **Your Competency Profile Report** – Korn Ferry has added the actual score for Self and the average score of all others

2. **New Optional Report, the Cluster Report Section** – this showcases how the participant and their raters scored the skill level on each cluster of Competencies. It also shows scores of how important each cluster of competencies is to your role. The clusters will be listed by highest to lowest based on the average skill score of the raters. This release includes the <u>individual report template only.</u> The group report option will follow in another release.

3. **Report Section Selection** – Korn Ferry has provided the ability to determine which reports sections you would like to include in the final report. This enables you to:

   - Include and exclude report sections
   - Move report sections to a different position
   - Save a desired report configuration to be used within a chosen project

In addition to these features, we now have **KF360 Pulse**. This enables the Participant to get interim development feedback without going through a full 360 again. Some may remember the old Development Tracker, this is the new/improved updated version.

<center><i>Click here for a sample of the KF360 Pulse Report</i></center>

Legacy solutions (eTeams, eSEA, Legacy 67)

- Korn Ferry will continue to provide legacy Leadership Architect® products.

- As previously communicated, product and research updates will no longer be done, as such the legacy 67 model will not be integrated into the Talent Hub.

- With the migration of VOICES® to the KF360 platform, eSEA® and eTeams® have been "sunsetted". Paper products are still available but the on-going support and upgrades to the content will no longer take place.

Please note that BettSolutions LLC will continue to provide your with support for, and offer consulting services with both the Strategic Effectiveness Architect® and Team Architect®.

If you have questions about the **Talent Hub** or any of the other Korn Ferry updates, simply reach out to Kate or Chris.

TO DISCUSS FURTHER OR ADDITIONAL INFORMATION PLEASE CONTACT US AT:

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