

# POTENTIAL. UNLEASHED.

Empowering Microsoft Leaders with Korn Ferry Leadership Coaching and Assessments



Developing leaders capable of steering an organization to unprecedented heights requires a holistic approach. Central to your mission **"to empower every individual and every organization on the planet to achieve more"**, Microsoft leaders play a pivotal role in creating clarity, delivering success across evolving ecosystems, and propelling the organization through continued transformation.

That's why Microsoft has partnered with Korn Ferry to provide **unparalleled coaching and assessment services for leadership development**. Through this collaboration, we bring data-driven insights, expert guidance, and ongoing support to empower leaders to thrive in today's dynamic business environment.

## Microsoft's Leadership Coaching Portal

Navigating leadership development has never been easier. You and your leaders can access a range of coaching and assessment solutions without the hassle of setting up new agreements or managing different suppliers. We've streamlined the process, so you can focus on what matters - the development of your leaders.

## The Korn Ferry advantage

Embark on a journey where data-driven precision meets expert guidance, creating a powerful synergy that propels your leaders towards unparalleled success

## A globally-connected network of coaches "certified to serve" at Microsoft

**Expert Guidance:** Top leadership development thinkers, engaging facilitators, and seasoned coaches with cross-industry expertise add rigor to development experiences, and heighten self-awareness and leadership impact for participants.

**Global Presence:** Tap into our global network of coaches who understands the nuances of Microsoft, ensuring culturally sensitive and context-specific coaching experiences for your leaders.

**Data-Driven Insight:** Our assessments provide valuable data to shape personalized leadership development plans tailored to each individual and Microsoft's unique challenges.

### Comprehensive Development Areas:

- Developing yourself and others
- Managing stress and building confidence
- Building trust and relationships
- Influence and collaboration
- Creating and communicating strategic vision
- Scaling impact across the ecosystem
- Operating in a matrix environment
- Decision making
- Emotional intelligence
- Adaptability
- Humans and Agentic AI in Teams

## Leadership Coaching @ Microsoft: Key Elements

With some variation, Korn Ferry Leadership Coaching @ Microsoft includes six months of unlimited coaching with the following elements:

### Alignment Meeting

- Duration: 30-60 minutes
- Attendees: Leader, Manager, HR Partner, and Coach
- Scheduled following the first coaching call

### Ongoing Conversations

- Between coach and leader via email, messaging, etc., between scheduled sessions

### Coaching Action Plan

- Established at the beginning of the engagement

### Progress Meetings

- Conducted near the middle and/or end of the engagement
- Involving leader, manager, HR partner, and coach

### Additional Program Elements

- Assessments with Debrief
- Stakeholder Interviews
- Shadowing
- Extensions

Microsoft hosts an internal Leadership Coaching at Microsoft site where leaders and Talent professionals can learn more about the elements included in leadership coaching and how to apply:

<https://aka.ms/CoachingAtMicrosoft>

The Coaching and Assessments are delivered through Korn Ferry Advance that streamlines coaching, support, tools, and analytics into a single, straightforward, intuitive platform.

Coaching	Executives (L80+)
6-month unlimited coaching	\$14,000
3-month unlimited coaching	N/A

Coaching	Partners / VPs (L68-L70)
6-month unlimited coaching	\$7,500
3-month unlimited coaching	\$4,000

Coaching	Directors and below (L67 and below)
6-month unlimited coaching	\$1,900
3-month unlimited coaching	\$1,500

"I'm significantly more confident knowing I am heading in or out of a sessions with (Coach). I am forced to pause and think about my leadership approach in a different way. I am grateful for the consistency I am gaining from my sessions and the perspective." - **Impact from Korn Ferry Coaching Experience**

## Your Korn Ferry contact

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## Leadership Assessment: A Gateway to Transformation

Assessments play a pivotal role in leadership development. We offer a range of online and consultant-led assessments to enhance your leaders' self-awareness and drive targeted development.

### Online Assessments:

#### Career and Development Assessment

- Target Audience: Up to level 79
- Description: Identifies strengths, traits, and drivers, building a Career Development Plan aligned with Microsoft goals.

#### Microsoft Leadership Principles 360 Assessment (MS LP360)

- Target Audiences: Leading Teams: L67 and below | Leading Organizations: L68 and above
- Description: Multi-rater feedback aligned with Microsoft Leadership Principles, aiding leaders in self-improvement.

#### Leadership Potential Assessment (LPA)

- Target Audience: L60+
- Description: Forward-looking, comprehensive assessment measuring leadership potential and guiding developmental needs.

## Executive Assessments

Intended for senior leaders considered high-potential or successors for critical roles. Participants are nominated to take part in the assessment for an intensive development opportunity.

### In-Depth Assessment Solution

- Elevate your leadership development with our In-Depth Assessment Solution - an immersive experience beyond the conventional. Through observation-based assessments, leaders engage in pivotal role challenges, mirroring current, targeted, or stretch roles. Coupled with a thorough psychometric assessment, a nuanced "market" interview, and a comprehensive leadership competency interview, this solution unveils a profound understanding of leadership capabilities. The outcome is a bespoke blueprint for growth and development.

- Benefits: Experience the realism and depth of simulation-based assessments, crafting a narrative that accurately measures the essence of success. This approach provides powerful feedback, illuminating the path to optimal development. Recognized for its validity, fairness, legal defensibility, and widespread acceptance, the In-Depth Assessment Solution stands as a gold standard. It has proven effective across a diverse array of job roles, ensuring a high-impact participant experience.

### Integrated Assessment Solution

- Experience the epitome of efficiency with our Integrated Assessment Solution - an accelerated journey toward leadership excellence. This streamlined approach includes a comprehensive psychometric assessment coupled with a focused leadership competency and experience interview. Unlike simulation-based methods, this solution foregoes simulations, ensuring a swift yet insightful evaluation. For those seeking an extra layer of refinement, an optional "market" interview conducted by an Executive Search consultant is available.
- Benefits: Efficiency takes center stage in this process, offering a quick turnaround and requiring minimal participant time commitment. Our highly trained Korn Ferry specialists and coaches meticulously assess and score behavioral competencies and leadership experiences, mitigating bias. The result is a precise and expedited assessment that empowers leaders to focus on actionable insights, fostering a streamlined and impactful developmental journey.

#### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Business Advisors. Career Makers.