



# BOOST ENGAGEMENT AND CLARIFY PURPOSE WITH TOOLS FOR EARLY CAREER DEVELOPMENT



## OUR APPROACH TO EARLY CAREER DEVELOPMENT

We design, facilitate, and manage programs to onboard and develop college graduates, new hires, and those at entry-level who aspire to grow, develop their skills, and perform to realize their full potential. These learning experiences can be developed centrally, regionally, or by line of business or workgroup. Our Leading The Future performance development program has supported thousands of managers and individual contributors, spanning many countries, cultures, workgroups, and functional disciplines.

Our approach leverages our renowned consulting team, including our research and unique solutions, and calls upon our knowledge in designing learning experiences that engage and motivate your talent to develop their careers through heightened awareness and intentionality.

Modules can be personalized, for example:

- **The awareness choice.** Who you are, why you're here, what got you here, and where you want to go as you move forward in your career.
- **The development choice.** Your mindset toward development, the importance of confidence in your ability to develop, and the critical issues getting in the way.
- **The contribution choice.** How you contribute across so that you can be strategic in where you are going and how to maximize your impact.
- **The self-determination choice.** Reframe the messages that you receive to help you move forward.
- **The influence choice.** Your leadership brand, your presence, and perceptions of you so you can be intentional about how you show up.

Microsoft employees gain a greater understanding of the personal and social narratives that drive their beliefs about individual capabilities:

- Enhanced personal, interpersonal, and organizational awareness.
- Increased impact as a strategic thought partner, collaborator, and decision maker.
- Greater leadership presence, influence, and ability to navigate the organization effectively.
- Ways to ascend to high levels of contribution.
- Clearly identified career goals and a strategy for accessing the necessary experiences supporting that growth.
- Expertise in tools and skills to fuel career acceleration, mobility, and momentum.

See how we can help with your specific needs. Email [microsoftinfo@kornferry.com](mailto:microsoftinfo@kornferry.com).