



## ENSURE SUCCESS IN EVERYONE'S ROLE



### **AN ORGANIZATION CAN EVOLVE ONLY AS FAST AS IT'S PEOPLE**

Effective change is as much about mindset and understanding motivation to change as it is about developing new skills. Korn Ferry is the only organizational consultancy to measure, evaluate, and benchmark both the skillset and mindset of employees, understanding the talent you have and the talent you need to deliver effective transformation.

#### **Our view on ensuring success in every role and workforce transformation:**

Building a highly effective leader population starts with truly understanding the changing expectations in every role. We find that many organizations haven't yet investigated:

- What does a great leader in this role look like? How can we describe and measure it?
- What are the critical few differentiating attributes we should focus on to create the most value?
- How do the expectations of this role need to change based on our evolving strategy?
- How will our shift to a new or different culture (e.g., more performance-driven, innovative, customer-focused) impact the kinds of leaders we need?
- What new skills and experiences do our leaders need to succeed, given digital evolution and Artificial Intelligence?
- What is the strategic intent of this role?

**First, we diagnose needs in relation to the goals and strategy of the organization.**

**Second, we define what great looks like in hundreds of different roles.**

**Third, we assess talent against our Success Profiles. Our Success Profiles summarize an organization's business needs and translate them into the language of talent.**

**Last, we transform teams with tools to develop higher performance.**

**See how we can help create success in every role and build awareness throughout your workforce. Email [microsoftinfo@kornferry.com](mailto:microsoftinfo@kornferry.com).**