

# ACCELERATING PROJECT MANAGEMENT

Talent development made easy  
through Korn Ferry's integrated  
solution.





## BUSINESS TRANSFORMATION STARTS WITH PEOPLE

We're experiencing a time of radical, constant change.

Businesses around the world are coping with unprecedented challenges that have fast-tracked business transformation and require astute focus on workforce development.

Korn Ferry's project management solution delivers an impactful, ready-to-deploy program that empowers your workforce, and maximizes its true potential. Accelerate organizational change faster to deliver more, at scale, with an always-on development plan meant to fit today's talent.

Our integrated solution is built to drive sustainable behavior change and maximum results. Upgrading your team takes more than training. It takes a full talent development solution.

# CHANGES IN WORK AND LEARNING ARE BEING AMPLIFIED



## DIFFERENT WORK NEEDS TO BE DONE

Major workforce transformations need to be accelerated to reposition the organization for growth by leveraging new capabilities and technology.



## PEOPLE NEED TO WORK AND LEARN IN DIFFERENT WAYS

New behaviors, skills, and tools are becoming mission-critical.

Development solutions need to move from isolated events to individually-relevant learning journeys in order to drive sustainable behavior changes.



## PEOPLE WANT TO WORK AND LEARN DIFFERENTLY

Work and employee development will accelerate the move to digital.

Digital learning solutions need to provide a more engaging employee experience, better integrated with workflow and manager coaching.

# THE NATURE OF A PROJECT LEADERS WORK IS CHANGING



## OLD WORK PARADIGM

**10%**

Changing the business  
(project work)

Running the business  
(Operational work)

**90%**



ARTIFICIAL  
INTELLIGENCE  
MACHINE  
LEARNING  
AUTOMATION

## NEW WORK PARADIGM

**70%**

Changing the business  
(project work)

Running the business  
(operational work)

**30%**

## MORE STRATEGIC INITIATIVES

**50%**

of organizations' projects  
classified as "strategic  
initiatives"

90% of project-based workers today are those who manage projects, but are not in traditional IT or PMO roles and often don't even call themselves project managers.

# WHY IS PROJECT MANAGEMENT BECOMING SO DIFFICULT?

Nearly half of all projects are considered highly complex.<sup>1</sup>

**23%**

LOW COMPLEXITY

**37%**

MEDIUM COMPLEXITY

**41%**

HIGH COMPLEXITY

Source: 2017 PMI Pulse of the Profession (2017): <http://www.pmi.org/-/media/pmi/documents/public/pdf/learning/thought-leadership/pulse/pulse-of-the-profession-2017.pdf>

# THE EVOLUTION OF THE PROJECT LEADERSHIP ROLE

Project management is a core skill set critical to execute on strategic priorities. Complexity and additional factors are changing the role.



Traditional project management



Lean manufacturing

## TRADITIONAL PARADIGM - A SPECIALIST ROLE

Project management is a methodology that drives project execution and delivers projects on time, within budget, and within scope.

It is seen as a function or discipline separate from other business functions.

A career path - certified by PMI.

The project manager is the director of project work:

- Ensuring compliance to the selected methods.
- Coordinating knowledge from experts in other areas.



Agile and Scrum



Lean Start-Up

## NEW PARADIGM - A CORE SKILL SET TO GET WORK DONE

Project management is now about getting work done efficiently and effectively with minimal rework.

It is seen as a set of available set of techniques that are used in unique combination that may be adapted to match the needs of the project.

The project manager is the orchestrator of project work and the role is found across many functions in the organization - not just IT.

Core disciplines are merging waterfall, lean, agile, etc. with non-traditional project management disciplines like business analysis, strategy alignment, supply chain, and design thinking.

# MEDIOCRE PROJECT PERFORMANCE LEADS TO POOR BUSINESS OUTCOMES

## BEHIND SCHEDULE



of organizations are likely to deliver projects on time

## BEHIND BUDGET



of organizations are likely to deliver projects on budget

## MISSING OBJECTIVES



of organizations deliver projects that are likely to meet original goals or business objectives

## FINANCIAL COSTS

10%

of every dollar is wasted due to poor project performance — that's \$10 million wasted in a \$100 million project<sup>1</sup>

## SLOW RESPONSE TO COMPETITION

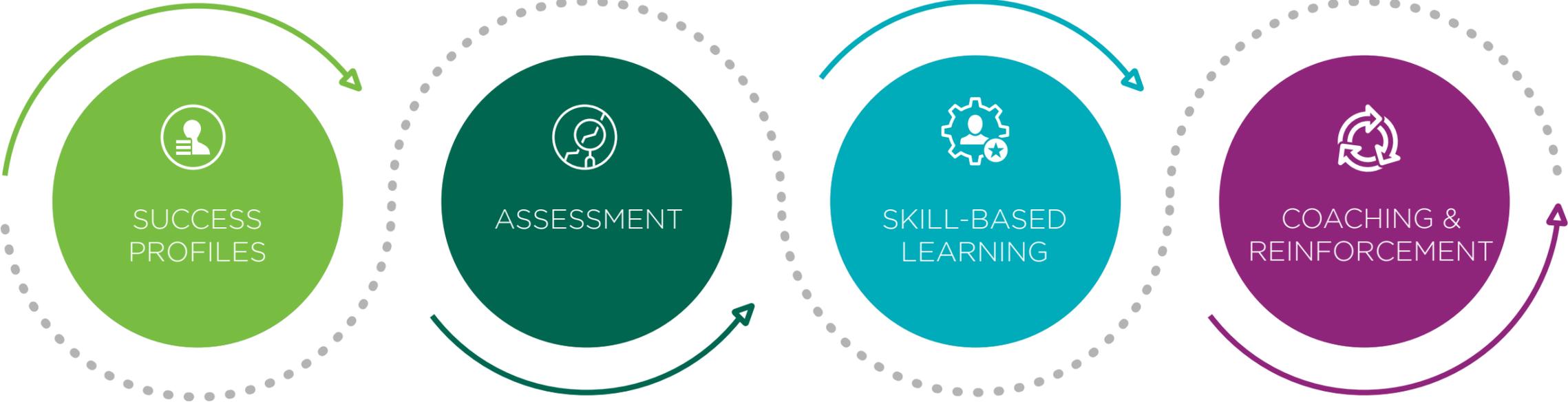
36%

of companies say they are "far behind" competitors in responsiveness to competitive moves<sup>2</sup>

# WE TIE EVERYTHING INTO ONE SOLUTION TO DRIVE SUSTAINABLE CHANGE



Our integrated solutions create a learning journey using our digital learning platform to deploy four components that identify and close critical skill gaps – moving individuals and organizations toward their desired transformation. Learning journeys are personalized to the individual and their role.



Map top performer Success Profiles to to each target role.

Assess talent against Success Profiles to identify gaps and development opportunities.

Targeted training to close skill gaps.

Reinforce learning through additional content and coaching.



PROGRAM OUTCOMES



PERSONALIZED DEVELOPMENT



COMMERCIAL CULTURE



PERFORMANCE IMPROVEMENT

# WHY THIS MATTERS FOR YOUR BUSINESS AND YOUR WORKFORCE

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1

## Prescriptive

Korn Ferry knows the traits and drivers that PREDICT performance. Our solutions are anchored in our proprietary insights and research into what drives performance for specific workforce segments or outcome.

2

## Integrated assessment + development + coaching

Having a partner with the ability to integrate these three services, producing targeted employee development and performance improvement recommendations, can make all the difference for transforming your organization.

3

## Leading-edge employee experience

Our learning experience was built as a consumer platform (not an HR platform), which allows us to engage each employee throughout the journey with meaningful insights and content to improve their skills and advance their careers.

# WE BRING WHAT'S NEEDED FOR YOUR SERVICE TEAMS TO SUCCEED

To execute swiftly, effectively, and consistently, you'll need a partner who can not only collaborate with you to design the solution, but also help you execute to drive your desired outcomes.

## Wealth of integrated content

Best-in-class service solution provides skills, competencies, and tools that ensure exceptional interactions at every touch point along the customer journey.

Combination of skill and methodology development programs for various roles across your customer experience teams.



## Multimodal delivery

Content provided in every existing modality and delivery method:

- Instructor-led
- Virtual instructor-led
- Full digital learning
- Integrated learning experience
- Blended
- Reinforcement apps



## Design expertise

Partnership in program design ensures your needs are integrated into development.

Learning and development experts who specialize in content curation and learning journey design.



## Assessment capabilities

Deep assessment experience and capability, with over 69 million assessed, and backed by extensive research.

Comprehensive assessment of competencies, traits, and drivers will increase self-awareness, identify strengths, and highlight blind spots for participants and coaches/managers.



## Coaching

Programs to refine skills and arm front-line leaders to coach their teams and move them toward mastery.

Our own consultants provide guided practice and coaching on active client scenarios.



# HARNESS THE POWER OF KORN FERRY SUCCESS PROFILES

Success Profiles combine everything we know about individual, team, and organizational success to define what “good” looks like.

Leveraging decades of job analysis and research, they describe the work that needs to be done in any given role and the skills, experiences, competencies, and traits that successful jobholders are likely to possess. They are the foundation for understanding:

- 1) What talent you need
- 2) What talent you have
- 3) How to close the gaps

## ACCOUNTABILITY

*Defines responsibilities, complexity, impact, autonomy, decision making, and the overall quantifiable size of the role*

A project leader is responsible for:

- Internal communications
- Aligning work to strategy
- Leadership and direction
- Risk management and analysis
- Project, program and portfolio management

## IDENTITY

*Measurable personal traits and drivers that help predict fit, potential, and performance*



## CAPABILITY

*Defines what knowledge and skills are needed for high performance in the role*

A project leader must be proficient in:

- Planning and aligning
- Communicating effectively
- Assuring accountability
- Project and program schedule management
- Project and program risk management
- Verbal communications

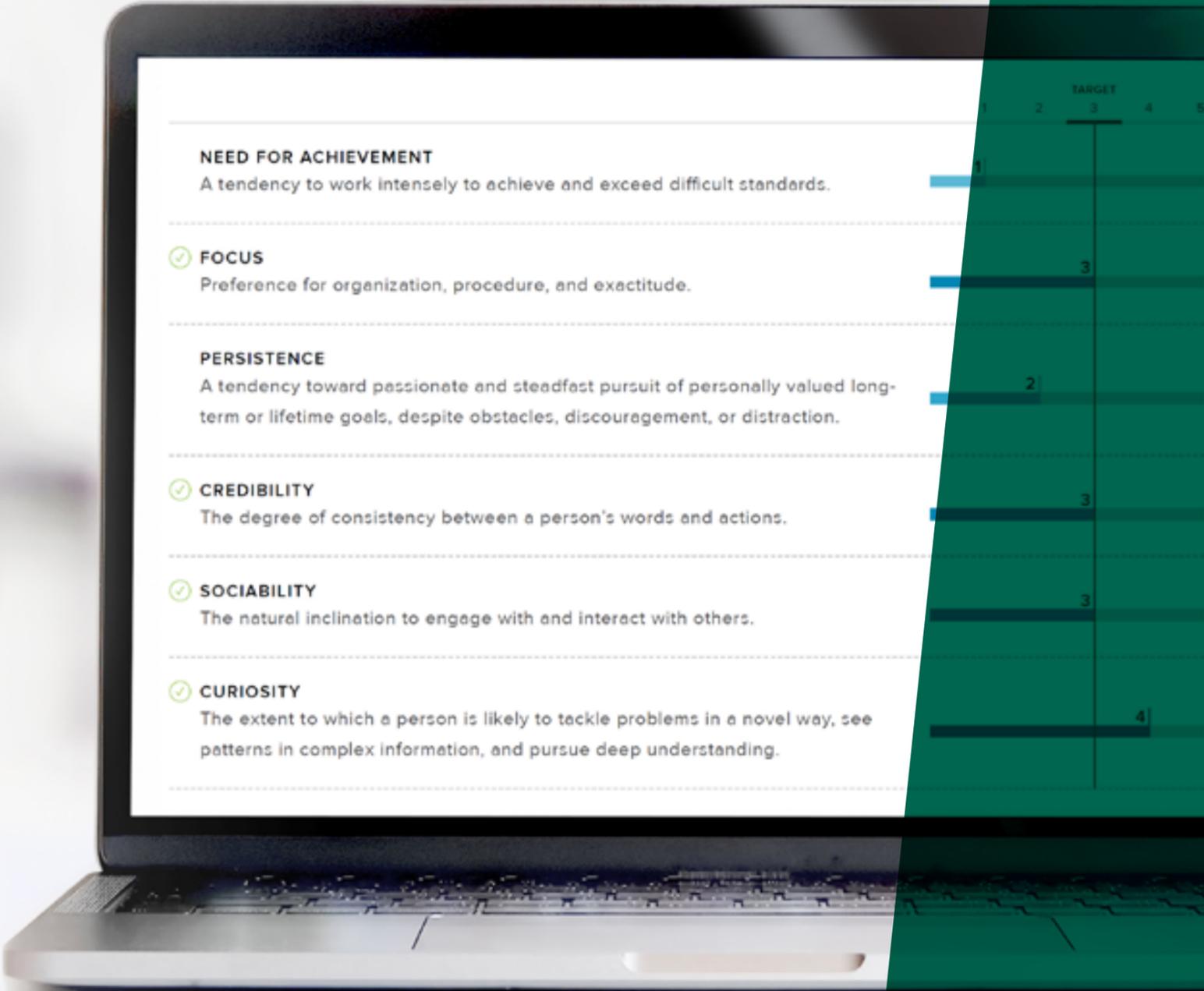
A project leader must have the following traits:

- Motivated by challenge sociability, collaboration, and independence
- Need for achievement
- Credibility
- Sociability
- Confidence
- Persistence

# IDENTIFY THE TALENT GAPS

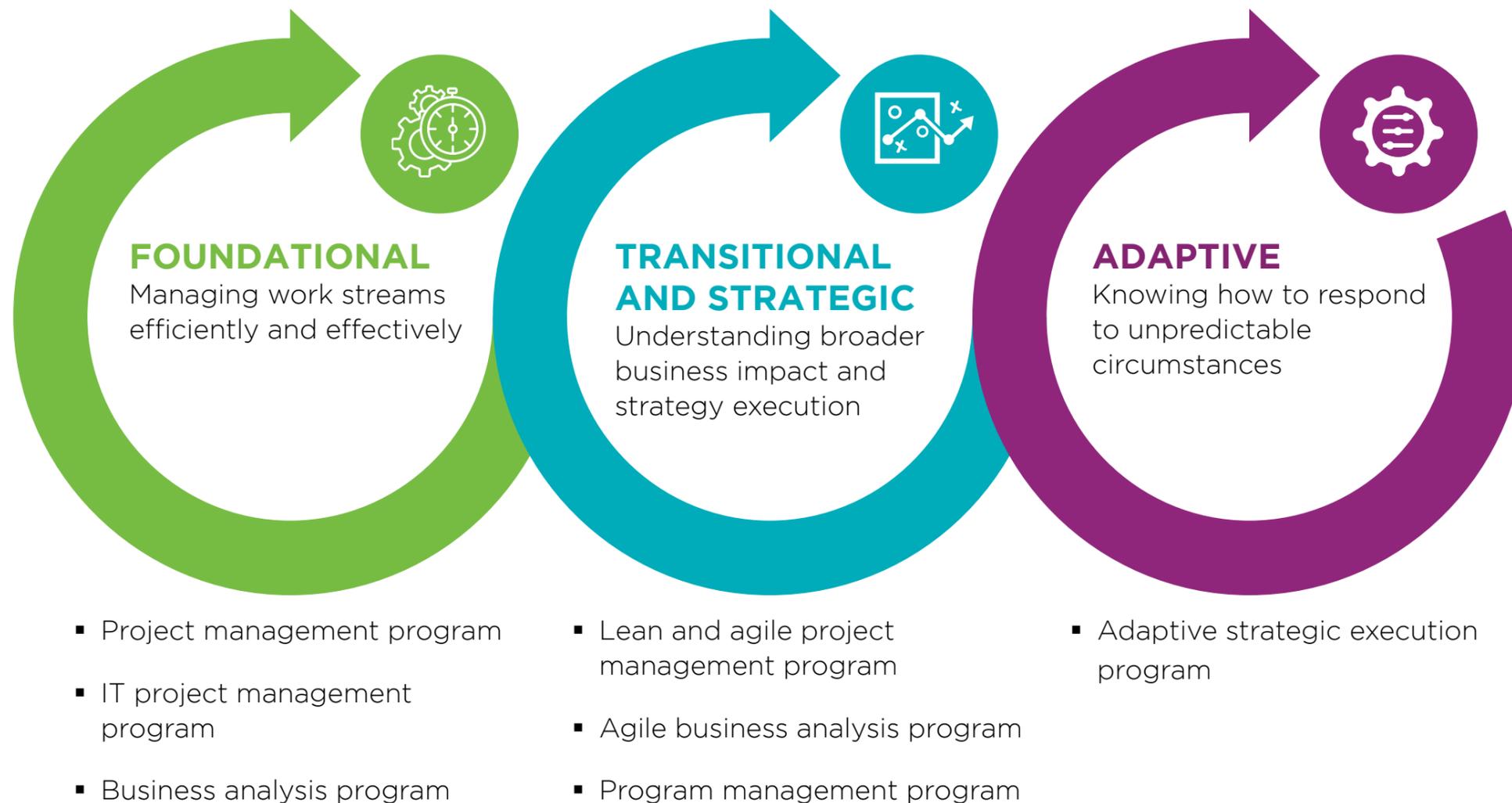
Each learner completes a professional self-assessment.

- Our efficient, streamlined, online self-assessment provides information about strengths and blind spots for all roles in the scope. The assessment analyzes an individual’s unique traits, competencies, and drivers and is integrated into the participant user’s and coach’s experience through the Korn Ferry platform.
- Feedback is easy to understand and to leverage for development—participants (and coach) receive a report containing rich development insights that help them consider their approach to work, reflect on successes and development areas, and plan for their longer-term development and skills training.
- At an individual level: Assessment data helps define development focus through the learning journey and guides coaching with targeted recommendations tailored to the participant’s results.
- At a group level: Assessment data is aggregated to provide training-needs analysis and inform group-level decisions about cohort strengths and development needs, and can be used to validate senior management’s perception of workforce readiness.



# DELIVER TARGETED, EFFECTIVE TRAINING INTERVENTIONS

Learning journeys are derived from the Success Profile and assessment of the learner.



*Six certificate programs each with 2 levels:*

- *Foundational*
- *Professional*

*Separate program*

- *Adaptive Strategic Execution*

# LEARNING EXPERIENCES DESIGNED FOR TODAY'S WORLD

## Digital learning programs

- Completely self-paced.
- Participants work through a series of e-learning modules to master concepts, skills, and methodologies, with reinforcement plans as well.
- They can easily apply to opportunities in progress or use them to practice the skills they are mastering.
- Each program includes a digital learning client guide, sharing best practices for successful implementation.
- The program provides a consistent approach to developing skills and capabilities, even if the company is widely dispersed or fragmented.

## Virtual instructor-lead training courses

- Many courses are offered in a virtual classroom.
- Virtual instructor-led training is conducted live, online, in a virtual classroom that provides real-time interaction with instructors and class participants.
- Incorporates expert content, interactive exercises and engaging dialogue.
- Provides an engaging approach to learning, with access to join the classroom anywhere in the world.





ILT = Instructor led training  
VILT = Virtual instructor-led training

## **MANAGING PROJECTS**

**ILT, VILT, ELEARNING**

A smart start to learning project management.

Get a solid understanding of project management methods with this comprehensive introductory course. Gain practical experience in proven project management techniques and discover a wealth of valuable, flexible tools that you can use immediately to ensure the success of any project in any type of organization.

## **MANAGING IT PROJECTS**

**ILT, VILT, ELEARNING**

Expand your project management skills.

Today's IT projects present unique challenges to the project manager, requiring coordination with many stakeholders and integration of various technological capabilities. In this comprehensive introductory course, you'll discover critical success factors and hidden risks inherent in IT projects and you'll leave with an understanding of strategies and techniques developed in the field by experienced IT project managers for successfully managing IT projects.

## **PROJECT MANAGEMENT FOR NON-PROJECT MANAGERS**

**ILT, VILT**

Unleash the project manager within.

You're a project manager if you manage initiatives with fixed start and end dates, collaborate with other departments, coordinate team efforts, and deliver results. If that's you, why not master the project management skills you've started to pick up on your own? In this one-day workshop, you'll learn a simple four-step model you can use to maximize project success



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## PROJECT AND PROGRAM MANAGEMENT (PROJECT-LEVEL INTERMEDIATE)

### CONTRACT MANAGEMENT PRINCIPLES AND PRACTICES

**ILT, VILT, ELEARNING**

Gain the advantage as buyer or seller.

Fully understanding the contracting process gives you an advantage as a buyer or as a seller. Get a solid overview of all phases of contracting from the manager's perspective, including key roles and responsibilities. The result: you'll learn how to have greater influence over how work is performed.

### PROJECT LEADERSHIP, MANAGEMENT AND COMMUNICATIONS

**ILT, VILT, ELEARNING**

Take control of your project life cycle.

Learn how to define the scope of a product development project—and how to manage within that scope. You'll receive detailed instruction in scheduling key events, controlling costs, and managing risks. Discover intensive instruction in project management fundamentals that you'll use across any project live cycle.

### QUALITY FOR PROJECT MANAGERS

**ILT, VILT, ELEARNING**

Gain more control over projects you manage.

Isn't it time to turn the principles of quality management into real-world actions that actually enhance project success? This course presents a five-step planning model you can immediately apply to your own work environment. Learn how to master proven methods for increasing your control over objectives, work, and performance.

### PROJECT PLANNING, ANALYSIS, AND CONTROL

**ILT, VILT**

Promote high-quality project delivery.

This course gives intensive instruction in project management fundamentals across the entire project life cycle. It provides proven strategies and practical tools for planning, executing, and controlling a variety of projects. It also offers detailed and sophisticated instruction in the critical areas of scheduling key events, controlling costs, and managing risks.

### NEGOTIATION SKILLS FOR PROJECT MANAGERS

**ILT, VILT**

Highly interactive experience covering the dynamics, processes, and techniques of internal and external negotiation situations.

Negotiation is an invaluable skill for any project manager. Not only do you negotiate agreements with vendors and contractors, but you must effectively negotiate with stakeholders, customers and team members throughout the life of a project.

## **SCHEDULING AND COST CONTROL**

**ILT, VILT, ELEARNING**

Don't let project constraints hinder your success.

Discover how to work successfully within constraints on your time, human resources, materials, budget, and specifications—without letting those limits lessen your creativity or innovation. It's your turn to master estimating, forecasting, monitoring, analyzing, and more, within the bounds of your project

## **RISK MANAGEMENT**

**ILT, VILT, ELEARNING**

Manage the power of threat and opportunity.

Do you have the tools you need to smartly manage risk? Learn to evaluate and respond to risk at both the project and task levels, using a practical eight-step process to manage project risk. You'll be able to take the insights you gain to make risk and opportunity integral components of your next project plan.

## **IT RISK MANAGEMENT**

**ILT, VILT, ELEARNING**

Manage the power of threat and opportunity.

The unique challenges of IT projects make it mandatory an IT project manager be a skilled risk manager. Risk will always exist in IT projects given the need to deal with challenging requirements and expectations, complex and ever-changing technologies and business needs, and aggressive schedules and budgets to support business success. However, it is not inevitable that risk management will be an impossible task that will result in your being viewed as reactive, or worse, unresponsive.

## **WRITING STATEMENTS OF WORK: THE HEART OF ANY CONTRACT**

**ILT, VILT**

Every contract needs a solid foundation.

Learn to consistently develop and administer an effective Statement of Work (SOW). Take part in challenging team exercises and review case studies that will take you through the process of building a solid SOW. Skills you learn in this practical course can be immediately applied when writing, negotiating, awarding, or administering SOWs.

## **PMP® EXAM POWER PREP**

**ILT, VILT, ELEARNING**

Be ready for the PMP® Exam

Immerse yourself in Strategy Execution's PMP® Exam Power Prep and you'll be well on your way to passing PMI's PMP® certification exam. This course is for you if you've met PMI's requirements put forth in the PMP® Credential Application. This intensive four-day course integrates in-depth topic reviews with morning instructor-led lecture and afternoon structured personal study time, including individual assistance from your PMP® certified instructor. You'll thoroughly review exam "trouble spots," use highly effective drills to accelerate your learning, receive invaluable test taking tips, and take and review practice exams. You'll also complete two comprehensive online practice exams that simulate the PMP® Exam outside of normal class hours. This course is preparation for PMBOK Guide® - Sixth Edition exam.

## **PROJECT MANAGEMENT APPLICATIONS**

**ILT, VILT, ELEARNING**

Become confident to the core.

This experiential course presents core project management principles designed to reinforce skills you'll learn throughout the core curriculum. Watch the basic concepts come to life in both the online and classroom course as you work in teams to complete an extensive, realistic, project case study.



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## **PROGRAM MANAGEMENT**

**ILT, VILT**

Manage multiple interrelated projects more efficiently.

Discover the practical application tools, techniques, and best practices that will help you raise the bar on managing programs. You'll learn to initiate a program, integrate projects, and manage stakeholders at all levels. Whatever your level of experience, this course offers a valuable hands-on approach to tried and tested program management techniques.

## **RAPID ASSESSMENT AND RECOVERY OF TROUBLED PROJECTS**

**ILT, VILT**

Not every project goes as planned.

If you're a project manager who is in the trenches every day, sooner or later you'll be staring into the face of a troubled project. In this course, you'll get everything you need (process, tools, techniques) to perform a rapid assessment of a project in trouble, develop a recovery plan, and manage the transition to stabilization.

## **LEADING COMPLEX PROJECTS**

**ILT, VILT**

Don't let complexity overwhelm you.

Do some projects seem too complex for you to handle? In this course, you'll learn an innovative approach to assess project complexity and how to deploy the best techniques to achieve success. Increasing your effectiveness in controlling project complexity is the goal. Learn how to stack the odds of success in your favor



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## **CONTINUOUS IMPROVEMENT WITH LEAN AND KANBAN**

**ILT, VILT, ELEARNING**

Put what you learn into action.

In this activity-driven course for teams and team leaders, you'll explore continuous improvement of your work using Lean and Kanban. Gain application-based experience putting these approaches to work as you complete deliverables in class. During the course, you'll also learn to use metrics to track, measure, and forecast work continuously.

## **FUNDAMENTALS OF LEAN AND AGILE**

**ILT, VILT, ELEARNING**

Start with the right foundation

Are you up to speed on Lean and Agile? Learn the value and basics of execution and how to recognize the benefits that these approaches provide. By understanding the philosophy, myths, purposes, and principles of Lean and Agile, you'll be prepared to move on to more advanced concepts and techniques.

## **ITERATIVE DELIVERY WITH SCRUM AND KANBAN**

**ILT, VILT, ELEARNING**

Inject new life into your work cycle.

Iterative Delivery with Scrum and Kanban is an activity-driven course that demonstrates how to perform iterative delivery of work using these complementary work methods. You'll learn specific techniques in this application-based experience in order to complete deliverables during the class. \*This course assumes that you already know the foundational elements of Lean and Agile.

## **LEAN AND AGILE PROJECT MANAGEMENT**

**ILT, VILT, ELEARNING**

Promote high-quality project delivery.

Learn how to promote value-based, high-quality, accelerated delivery of projects in a sustainable manner. In this course, you'll gain clear insight into the expectations of the Product Owner and other roles related to portfolio management, requirements gathering, project planning, valuating, estimating, and other activities.



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## **FUNDAMENTALS OF DEVOPS**

**ILT, VILT**

Deliver value to your customers faster.

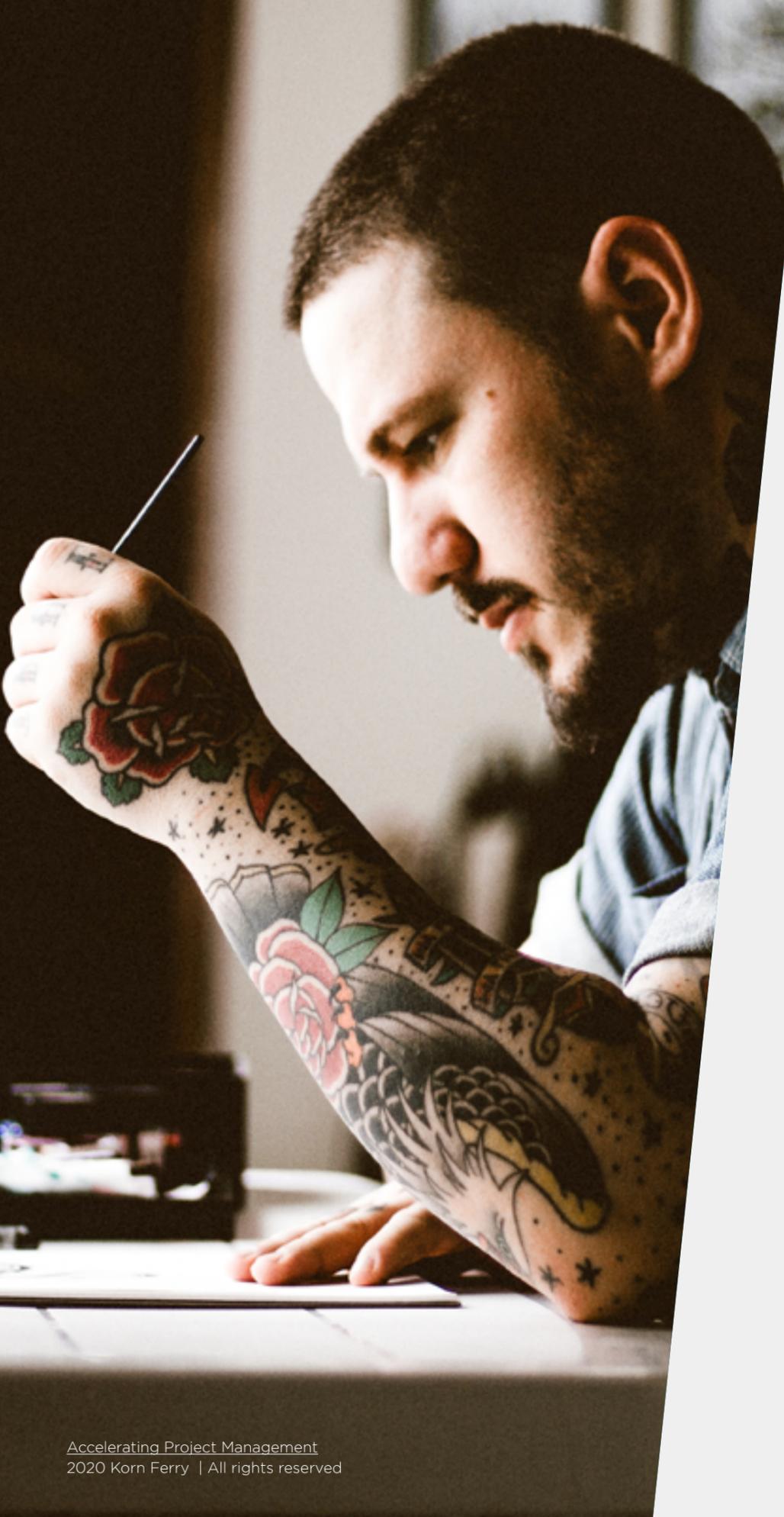
Learn how development and operations can work better together to serve your customers. This interactive course builds on your solid IT background and knowledge of Agile, Lean, and other related techniques and practices. You'll finish the course understanding the benefits of DevOps and key considerations for implementation.

## **LEAN AND AGILE FOR EXECUTIVES**

**ILT, VILT**

Get an understanding for Lean and Agile.

Lean and Agile for Executives is a "short" course designed for senior managers and executives to gain an understanding of Lean and Agile from an executive lens. It also provides insight into how executives can prepare an organization for and foster measurable success leveraging Lean and Agile. Executives also gain an awareness of how to successfully interact with the Lean and Agile elements of their organization. This course includes opportunities for interaction through discussions and exercises.



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## **AGILE PRACTICES FOR PRODUCT OWNERS**

**ILT, VILT, ELEARNING**

Prepare for your leading role.

Have you become a de facto Agile product owner? This course shares answers and best practices that you and your team or organization can rely on for Agile success. You'll learn ways to be more effective, new expectations you will face, and best practices for motivating your team—all to prepare you for your true Agile leader role.

## **PROJECT PORTFOLIO MANAGEMENT USING AGILE**

**ILT, VILT, ELEARNING**

Keep your eye on the big picture.

Add to your project management experience by learning how to apply Agile, Lean, and Kanban when you plan, prioritize, size, and manage your portfolio. In this course, you'll discuss new ways of looking at enterprise capacity planning and learn from real-world examples to avoid losing sight of the most critical pieces of your project.

## **DELIVERING AGILE PROJECTS WITH SCRUM**

**ILT, VILT, ELEARNING**

Make success happen.

Agile. Scrum. If you're a project manager, you've heard of them. You know the theories behind them and the pros and cons of using the approach. It is easy to understand why a project team or organization would choose to use Agile and Scrum to execute their project, but do you know how to?

## **DEVELOPING AGILE REQUIREMENTS**

**ILT, VILT, ELEARNING**

Leave no requirement overlooked.

You've seen what happens when not everyone involved in a project understands how to gather and manage the requirements. In this interactive course, you'll learn processes for requirements gathering, communication, and prioritization in an Agile environment. Learn how to ensure that no requirements are overlooked.

## **ESTIMATING AND PLANNING AGILE PROJECTS**

**ILT, VILT, ELEARNING**

Take a deeper dive into Agile planning.

Here's your opportunity to take a deeper dive into Agile estimating and planning at the Release and Program Management levels. In this course, you'll gain a more complete and in-depth understanding of Agile project planning and estimating topics to resolve these common sources of struggle and frustration within project teams.

## **AGILE PROJECTS: KEYS TO GETTING STARTED**

**ILT, VILT, ELEARNING**

Know before you go.

Agile Projects: Keys to Getting Started gives participants the opportunity to select a project for agile development; determine the readiness of the organization, team, customer and project manager; and work through the life cycle of an Agile project.



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## **ANALYZING BENEFITS AND REFINING SOLUTIONS**

**ILT, VILT, ELEARNING**

Even good solutions need an upgrade.

In this course, you'll learn to use your business analysis skills to assess solutions and optimize their business value. If you're supporting solutions without knowing the logic of why they were developed, or their original requirements, this course will help you understand what's needed to transition to new or improved solutions.

## **DEFINING BUSINESS NEEDS AND SOLUTION SCOPE**

**ILT, VILT, ELEARNING**

Present a better business case.

In this intermediate to advanced course, you'll learn to identify business needs and analyze the benefits of various solution options to present a convincing business case. Increase your understanding of how effective projects and programs align with organizational strategy, and who makes or informs decisions on which projects and programs to invest in.

## **ELICITING AND MANAGING REQUIREMENTS**

**ILT, VILT, ELEARNING**

Put your powers of inquiry to work.

A key step in your career is to learn to ask the right project questions and know how to act on what you learn. Those talents are not only needed by formal business analysts. If you're responsible for achieving specific project outcomes to solve business problems, you can benefit from this course.

## **ENTERPRISE BUSINESS ANALYSIS**

**ILT, VILT, ELEARNING**

Increase the value of your contribution.

Using the Enterprise Business Analysis approach, you can become a vital contributor, helping your organization determine sound investments and enhance its project portfolio. Explore how it helps the strategic alignment of investments and deals with change. This course will broaden your ability to address many of the organizational issues you're likely to encounter.

## **FUNDAMENTALS OF BUSINESS ANALYSIS**

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Take a deeper dive into Agile planning.

Here's your opportunity to take a deeper dive into Agile estimating and planning at the Release and Program Management levels. In this course, you'll gain a more complete and in-depth understanding of Agile project planning and estimating topics to resolve these common sources of struggle and frustration within project teams.

## **FACILITATION TECHNIQUES FOR BUSINESS ANALYSIS**

**ILT, VILT**

Facilitate with a plan.

How much time do you spend gathering information for business analysis? Learn to become an effective facilitator to better help your stakeholders define their needs and shape them into quantifiable requirements. Gain the confidence to create a plan, build consensus, manage conflict, maintain session focus, and evaluate results.



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## **BUSINESS PROCESS MODELING**

**ILT, VILT, ELEARNING**

Be a change agent for process improvement

In this highly interactive course, you'll have the opportunity to perform the four phases of a process improvement project (define, analyze, implement, and control), derived from the industry's leading process improvement models. Upon completion, you'll be prepared to create new process benchmarks and measurements for new processes.

## **DEVELOPING USE CASES**

**ILT, VILT, ELEARNING**

Make your case heard clearly.

As a fundamental component to identifying requirements for a new system, business analysts must be able to illustrate how "actors", such as end users, stakeholders, or related systems, will be affected once the new system is implemented. This process, also known as Use Case Modeling, provides business analysts with a powerful tool for documenting functional requirements and the interactions between these requirements in a manner that can be easily communicated to designers, programmers, project manager, and other project stakeholders.

## **BUSINESS DATA MODELING**

**ILT, VILT, ELEARNING**

Explore business rules, policies and procedures and how they can be modeled effectively.

Participants will learn entity relationship diagramming, super and sub-types, attributive and associative entities, and documenting data constraints. The course's logical data modeling approaches focus on the important requirements of the business that are discovered through significant user involvement during the analysis phase. You will also learn how to create models without being limited by technology or organizational structure.

## **TESTING TECHNIQUES FOR TRACING AND VALIDATING REQUIREMENTS**

**ILT, VILT, ELEARNING**

Test strategies to identify any defects in the requirements, solution or corresponding documentation.

Don't underestimate the importance of testing! To ensure project success, planning and executing the testing process must begin as soon as the vision and scope for the solution takes shape. As the requirements for the solution are elicited, the business analyst and the test team develop and refine a master test plan.



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## **COACHING AND MENTORING FOR IMPROVED PERFORMANCE**

**ILT, VILT**

Make a powerful difference.

In this course, you'll discover how to apply a powerful behavioral model to improve the quality, efficiency, and effectiveness of your coaching and mentoring to achieve lasting results. You'll also learn how to evaluate results of the finished work, as well as how to provide focused feedback that helps improve or sustain future performance.

## **CRITICAL THINKING AND PROBLEM SOLVING**

**ILT, VILT**

A better way to find solutions.

Imagine implementing a solution that allows you to seize an opportunity before it's too late. In this course, you'll discover five types of critical thinking you can use to innovate, manage crises, and plan. Learn to apply strategic, tactical, analytical, innovative, and implicative thinking to solve business problems you encounter.

## **HIGH IMPACT COMMUNICATIONS**

**ILT, VILT**

Break through the noise.

Rising above the overload of business communications is more challenging than ever. Learn how to determine your own communication style, identify the styles of your audience, and adapt your delivery accordingly. Gain the skill and confidence to craft persuasive, high-impact messages that achieve your desired outcome.



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## **COMMUNICATING UP: WINNING STRATEGIES FOR SUCCESSFUL EXECUTIVE CONVERSATIONS**

**ILT, VILT**

Speaking to executives takes practice.

Getting face time with top-tier executives isn't always easy. In this course, you'll practice and perfect demonstrated strategies and techniques for communicating effectively with top-level and senior management. Learn to demonstrate the value you can offer, and how to establish and maintain trust.

## **ESTABLISHING A BUSINESS MINDSET**

**ILT, VILT**

Master the rules of business engagement.

Discover the value and impact of true business acumen and how you can apply it to achieve greater professional success. Learn to interpret business situations and adapt to changing variables in a typical business environment. You'll walk away with a greater awareness of how to apply what you learn to realize your professional potential.

## **TAKING CHARGE OF ORGANIZATIONAL CHANGE**

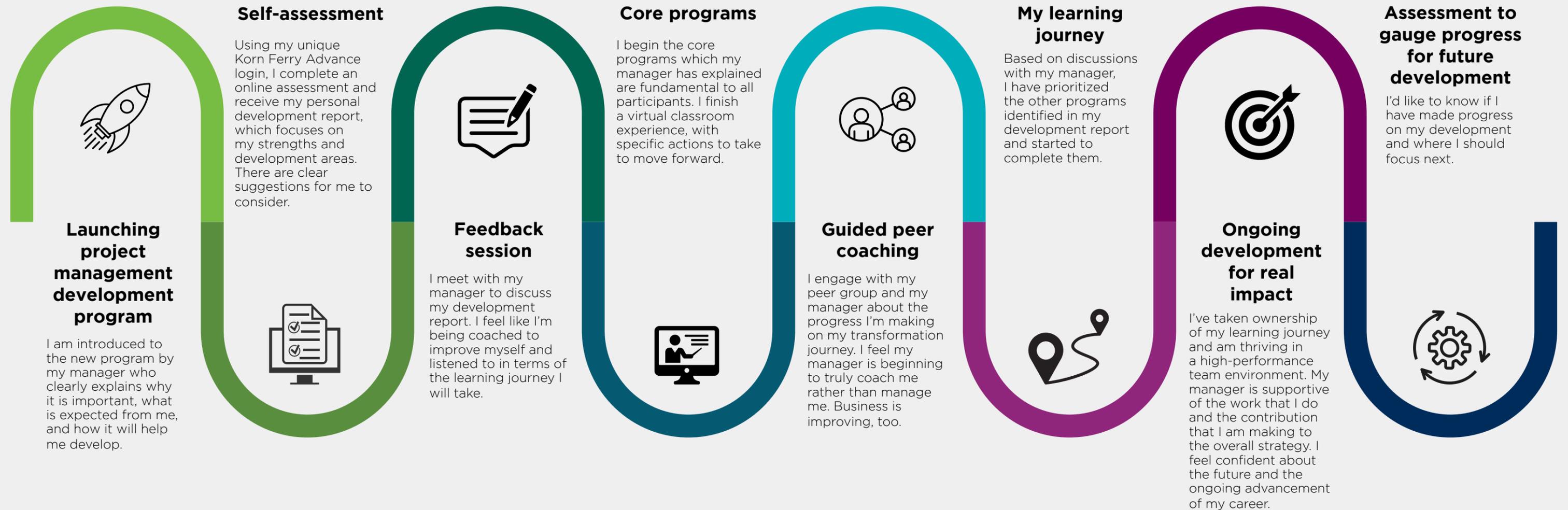
**ILT, VILT**

Making change a good thing.

Are you experiencing anxiety or uncertainty stemming from a merger, acquisition, outsourcing, plant or base closure, staffing change or some other organization change? Too often, change initiatives fail because of poor planning, resistance to change, and lack of vision and communication. With constant change occurring in most organizations, a better understanding of how organizational changes come about, how they are planned, and the challenges inherent in the change process will facilitate smoother transitions and organizational effectiveness.

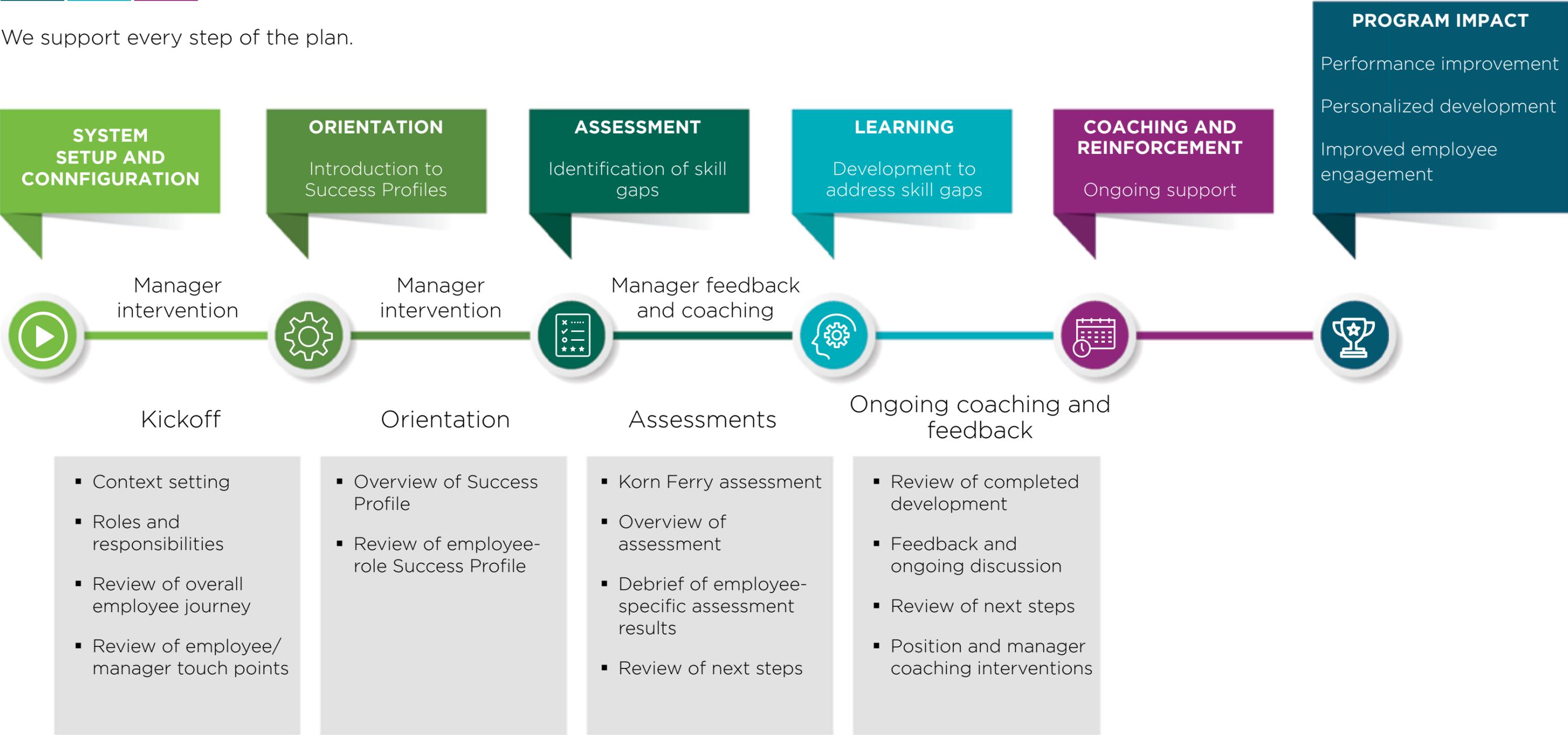
# THE LEARNING JOURNEY

A smooth, simple, and easy-to-use platform is central to an engaging and enlightening user experience. Here's an example of what your practitioners and leaders can expect, starting with the deployment phase.



# WE ENSURE PROGRAM SUCCESS THROUGHOUT THE LEARNER'S JOURNEY

We support every step of the plan.



# WHY KORN FERRY?

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## Track record with project management transformations

We have helped clients worldwide evolve and transform their project management capabilities to drive business success.

## Outcomes as the design point

Many of our peers will describe transformation in the context of the “deliverables.” We help you stay focused on the outcomes.

## The IP vault

Tap into our unrivaled vault of intellectual property and proven methodology and skills programs to build comprehensive learning journeys.

## Assessments

Comprehensive assessment of competencies, traits, and drivers will bring self-awareness, identify strengths, and highlight blind spots and the right skill development training required for participants and leaders.

## The learner experience

The Korn Ferry platform enables you to engage with each employee to “own the way they work” throughout the journey by providing meaningful insights and content to improve their skills.

## Our talent

Our team comprises former project leaders, learning and development experts, change management SMEs, and talent development consultants who have walked in your shoes.

## Korn Ferry “bundle”

Assessments, development, and coaching: no other provider has integrated these services into one platform to produce targeted employee development and performance improvement.

## Prescriptive

We know the traits and drivers that predict performance. Our solutions are anchored to our proprietary insights and research into what drives performance for each of your organization’s workforce segments.



## LEARN MORE

Are you interested in discussing how this solution can help transform your workforce development program?

**Contact us** to learn more about upgrading the capabilities of your workforce at scale to accelerate your organization.

