



Executive to Leader Institute®

Accelerating development for senior executives and enterprise leaders.





Are your senior leaders ready for enterprise leadership?

The transition to authentic enterprise leadership is more than mere advancement. It requires the challenge of strategically thinking and behaving across the enterprise and across the marketplace. This critical developmental juncture involves evaluating self-awareness; influencing across the organization with elevated purpose and impact; and fostering truly innovative teams and cultures.

Enterprise leaders understand, develop, and leverage themselves, as well as the ever-dynamic organizational and marketplace environment around them. Effective enterprise leaders create enhanced value for the organization, the people and the stakeholders they serve. They move themselves, and others, from management control to leadership courage and collaboration.

Korn Ferry *Executive to Leader Institute* (ELI) prepares an organization's most talented leaders for the next level. It uniquely equips executives for enterprise leadership roles within the C-suite.

- ▶ Korn Ferry *Executive to Leader Institute* is a comprehensive and intensive individual development program based on best practices garnered from more than 25 years of developing top leaders at the world's leading companies.
- ▶ Acknowledged by Fast Company as the "Mayo Clinic" of leadership development, this program provides C-suite and senior executives the transformative development needed to solve today's greatest business challenges and execute tomorrow's most innovative strategies.
- ▶ Over 12 months, *Executive to Leader Institute* participants work with a team of three experienced consultants to explore and develop three critical aspects of enterprise leadership.

"ELI is much more comprehensive than other executive development programs. Other programs tend to repeat themselves and talk only about strengths and weaknesses. ELI provides an in-depth view into all areas of your life. Thanks to ELI, I have a better understanding of where I've been, who I am and where I am going."

- Senior Executive, Fortune 500 Financial Services



Executive to Leader Institute

Elevating into enterprise leadership

For more than 25 years, our *Executive to Leader Institute* has offered a strategic “pause” for leaders who are poised to take on larger roles and responsibilities. It helps leaders to take a profound step back in order to accelerate leadership progress.

Throughout the development experience, individual participants work with their own team of three Korn Ferry consultants, each representing one of the three essential domains of leadership. They also spend three immersive days in-residence with their *Executive to Leader Institute* team, which provides a unique opportunity to examine their enterprise leadership holistically, on personal, team, and purpose-driven levels.

With other approaches, most executives work with only a single coach. But all too often the pace and singular focus in one area of leadership is not enough to yield visible results fast enough. The Korn Ferry team/board of advisors model, and in-residence component, accelerate the executive’s progress toward step-change improvements in their leadership.

Executive to Leader Institute clearly and explicitly identifies the strategic leadership priorities and practices that will accelerate their impact. It is also designed to explore participants’ purpose-driven leadership potential and unique strategic contribution to their organization.

A tailored program and in-residence.

Every participant’s development experience is designed specifically for his or her needs. Conducting *Executive to Leader Institute* in a specialized setting away from everyday distractions allows for focused, in-depth work and a transformative pause.

The program will add value to your organization by:

- ▶ Preparing successor candidates and enterprise leaders.
- ▶ Accelerating impact for key leaders in new roles.
- ▶ Clarifying strategic leadership priorities.
- ▶ Developing authentic leaders.
- ▶ Strengthening key leaders’ abilities to drive innovation, transformation, strategic growth, and culture change initiatives.

“I’ve worked with other leadership development programs. The difference with ELI is the intensity, the completeness and the breadth of the program.”

- Senior Executive, Fortune 500 Company

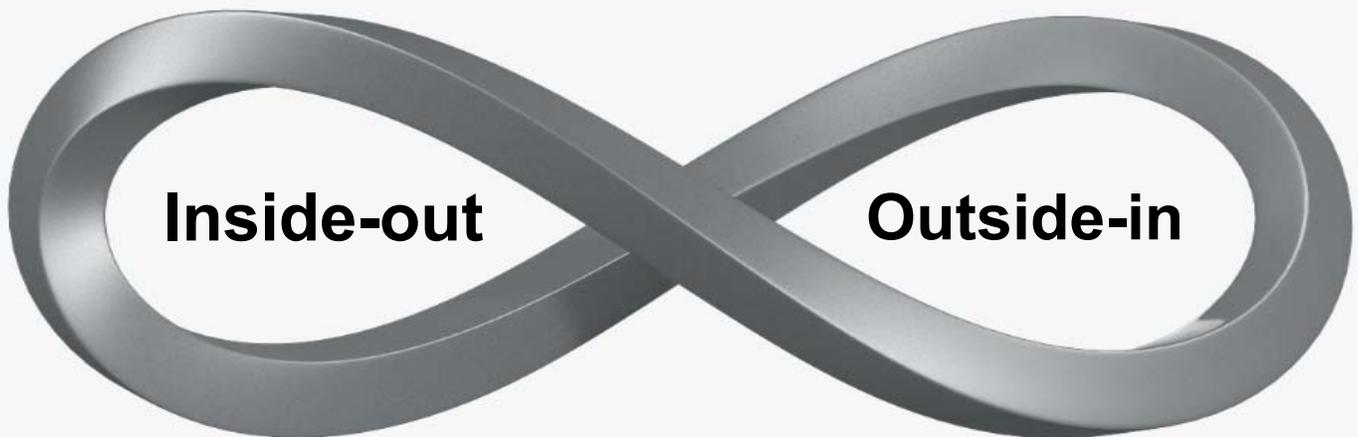


Key Elements of the Executive to Leader Institute[®]

The Korn Ferry *Executive to Leader Institute* features a specialized team made up of three consultants, each focused on distinct aspects of enterprise leadership. Over 12 months, they work closely with each participant, examining their leadership from multiple perspectives:

- **Personal Leadership:** Developing enhanced self-awareness by deeply exploring values, strengths, beliefs and characteristics directly impacting the performance of the entire organization.
- **Interpersonal Leadership:** Senior teams by their nature are often the least effective teams. Enterprise leaders learn to effectively lead a “team of leaders” so organizational growth can be accelerated.
- **Purpose-Driven Enterprise Leadership:** Executives learn to transcend divisional and functional points of view in order to influence across the organization with purpose, vision, and inspiration.

***Executive to Leader Institute* develops leaders from both the inside-out, and from the outside-in:**



Inside-out Development

In each coaching relationship, we develop leaders from the inside-out by clarifying values, strengths, core purpose, personal motivations, capabilities, and experiences.

Outside-in Development

We bring our range of intellectual property and empirical research to develop leaders from the outside-in through interviews, feedback, and multi-rater assessments and strategic marketplace dynamics.

“Executive to Leader Institute yields results. I have seen a marked difference in the leadership behaviors of our executives who have participated in this program. Having greater self-awareness and team awareness leads to improved leadership.”

- Global CHRO, Consumer Products Company



Executive to Leader Institute Experience

Korn Ferry's *Executive to Leader Institute* is a 12-month executive development journey consisting of three phases:

Preparation for in-residence.

MONTHS 1-2

Information Meeting

Client meets with lead consultant to:

- Enhance understanding of the program.
- Provide information on personal background and current situation.
- Identify personal objectives for the program.

Baseline Meeting

Client, sponsor(s), and lead consultant meet to launch program and:

- Align objectives.
- Review ELI process and roles.
- Identify 360° feedback participants.
- Review confidentiality.

Orientation Day

Client meets with each ELI consultants to:

- Establish working relationship.
- Gather background information in each mastery area.
- Receive assessments.
- Review details of the process.

AWARENESS

COMMITMENT

PRACTICE

ACCOUNTABILITY

Client completes assessments.

In-Residence (3 Consecutive Days).

MONTHS 3-4

Day one and two: Exploration

Client meets with consultants in individual areas of mastery to:

- Explore themes in each leadership mastery area:
 - Personal
 - Interpersonal
 - Purpose Driven Enterprise Leadership
- Review assessment results for insight.

Day three: Integration and Leadership Planning

Client and team of consultants meet to:

- Develop integrated understanding from all areas of mastery.
- Identify key leadership priorities.
- Prepare to finalize Strategic Leadership Plan.

Post three days: Strategic Leadership Plan Review

Client and consultant:

- Review and refine Strategic Leadership Plan
- Discuss preliminary plans for ELI debrief with sponsor(s).

Post three days: ELI Debriefing with Sponsors

- Share learning and targeted leadership priorities.
 - Connect to organizational objectives.
- Identify organizational resources to support plan.

Ongoing Sessions.

MONTHS 5-12

Plan implementation and capstone.

Ongoing sessions over 12 months provide structure, support, and practice to advance development and the achievement of leadership priorities.

Capstone meeting at the end of 12 months celebrates successes and sets a new baseline for ongoing growth priorities.



Benefits of Executive to Leader Institute

- Sharpens strategic vision and strategic execution for team and the enterprise.
- Delivers enterprise-wide leadership that moves the entire organization toward more inspiring purpose-driven goals.
- Develops increased self, team and enterprise awareness to drive performance.
- Increases leadership contribution and impact over time, including extended career engagement and retention beyond the typical executive norm.
- Provides the most comprehensive strategic leadership plan participants have ever executed against.



“The Executive to Leader Institute approach is unique. It follows the premise that no two leaders are alike and that leadership shows up differently for each individual.”

- Executive Vice President, Global Retailer



The Korn Ferry Advantage

- **Whole-person approach:** Korn Ferry's Four Dimensions of Leadership: competencies, experiences, traits, and drivers provide a complete picture of the individual qualities that drive purpose-driven enterprise leadership. This framework builds leaders from the inside-out and from the outside-in.
- **Best-in-class consultants and advisors:** Top leadership development consultants heighten self-awareness and relevance to optimal strategic impact. Average tenure of *Executive to Leader Institute* consultants is 25 years supporting senior leaders.
- **Global presence:** Our global experience and understanding of industries, markets, and cultures elevates the relevance of development programs and services for leaders, teams, and organizations. We touch the lives of 100,000+ professionals monthly.
- **Data-driven insight:** Our big data grounds our leadership approaches. Drawing on nearly 50 years of analytics and over 7 million professional assessments globally, we clearly understand what separates success from derailment for leaders in any role, function, industry, region, or organizational culture.
- **Inclusive leadership:** We facilitate strategic and operational shifts in leadership and talent management processes to create cultures of collaboration that unleash the potential of people.
- **Meaningful learning:** Imbedding purpose-driven learning into development fosters a sustainable and socially conscious mindset across the enterprise, increasing engagement, and elevating impact.
- **Lifelong Learning:** We are committed to supporting the development and fulfillment of our clients at every stage of leadership aspiration.



Korn Ferry is the preeminent authority on CEO and Executive Development. For nearly half a century, clients have trusted us to recruit world-class leaders. Today, we are their global partner in providing highly impactful development experience at all stages of CEO and Executive Development.

For more information, visit www.kornferry.com.

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