



LeaderSuccession[®]

Accelerate succession readiness and key talent development.





How do you ensure a slate of ready-now leaders for mission critical roles?

For over 20 years, LeaderSuccession has helped organizational leaders build executive bench by accelerating the succession readiness and targeted development of their most promising high potentials for mission critical roles. Even organizations with the most robust talent systems can find it challenging to ensure a full slate of 'ready now' leaders for critical executive roles when needed most.

LeaderSuccession is a high-impact, intensive, leader-led development experience that provides a precise, focused and informed talent perspective for succession readiness and development of key executive talent.

LeaderSuccession is a uniquely personal and transformative experience for sponsors and participants alike. Key talent retention, commitment and purpose-driven enterprise leadership are elevated with impact and sustainability.

At a glance:

LeaderSuccession is a unique high-impact leader-led solution to:

- ▶ Ensure a robust slate of ready-now leaders for senior executive succession planning.
- ▶ Focus development of key senior talent to optimize their runway for success in senior enterprise roles.
- ▶ Help promote key people from within so critical talent is retained and business disruption reduced.

“LeaderSuccession operates at the critical intersection of leadership development and leadership succession. It was clearly the highlight of my year, every year. I encourage CEOs to sponsor this for their next generation talent; for the strategic success of the enterprise; and surprisingly, for their own development as the CEO sponsor!

- *Chairman and CEO of Global Professional Services Firm*



Why LeaderSuccession?

LeaderSuccession arose out of organizations' need to ensure a robust, ready-now slate for enterprise roles. It weaves together the 'processes' of talent review, development assignments and executive development to ensure the 'outcomes' of ready-now leaders are met.

This powerful leader-led experience combines assessment, mentoring/coaching, deep reflection and purpose driven leadership applied to actual leadership challenges over a 9-month period. Offsites are conducted in small, intimate cohorts of key talent who, together with the sponsors, support and help each other develop as enterprise leaders while grappling with leadership dilemmas together.

Participants are nominated because they are seen to be future senior or executive committee members. Their well-rounded development is critical to the continuity of leadership bench and the successful execution of organizational strategy. Resulting assignments and experiences of next generation leaders are precise and meaningful, ensuring well-placed, fully prepared executives.

"In my entire career, I have never seen a small group of leaders so deeply and authentically engage in their leadership development. It was stunning to see ... every time I sponsor one, I am amazed!

- CEO, Major Life Sciences Firm

"We have had 'high potential programs' for years. What we needed was a 'highest potential program' for our leaders with potential to get to the C-Suite. LeaderSuccession meets that need in a profound and pragmatic manner."

- CHRO, Global Company

"I thought I knew my top talent until I experienced LeaderSuccession! The depth and intimacy allows us to support and stretch our top talent in a precise way. It provides the missing link in the succession for top people."

- Divisional CEO, Services Firm

"Rarely in my career have I seen so many people so deeply touched and committed to contributing shared meaning and purpose. Being involved in this program was clearly one of the most impactful in my career. It produced tangible financial value through inspired performance."

- Anne-Marie Law, CHRO of Alexion



Key elements of LeaderSuccession

Program Components	Program Outcomes
Pre-Work Assessment & feedback Reflective exercises Real Leadership Challenges	<ul style="list-style-type: none">• Deeper awareness of leadership traits, motives, leading agility and behavioral impact on others• Holistic, purpose-driven, focused reflection• Participants arrive already invested in, and well prepared for, intensive off-site experience
Setting Relaxing retreat Opportunity for experiential group learning activities	<ul style="list-style-type: none">• Ensures atmosphere of strategic pause conducive to deep reflection and genuine connection• Space to dig deeper into and grapple with shared leadership dilemmas and challenges• Setting optimized to facilitate information interaction amongst sponsors and participants
Business focused Real leadership challenges	<ul style="list-style-type: none">• Real participant dilemmas and challenges are shared and discussed with coaching and support from sponsors and peers• Underlying dynamics of their enterprise leadership surfaced and explored to generate transformative insights for all• Impact of purpose-driven leadership on enterprise leadership challenges unpacked and applied
Targeted coaching Business Development Leadership Purpose	<ul style="list-style-type: none">• Individualized coaching at offsite on business challenges (sponsor), professional development (HR) and purpose-driven leadership (KF)
Leader Led Shared reflections, stories, guidance and insights throughout	<ul style="list-style-type: none">• Participants gain pragmatic, firsthand perspective of enterprise leader and leadership in their organization
LeaderPlan Participant presentations of purpose, key insights and commitments	<ul style="list-style-type: none">• Participants share purpose-driven leadership and development commitment takeaways• LeaderPlan updated to capture learning and focus of coaching
Application Follow up for both sponsors and participants	<ul style="list-style-type: none">• Immediate 'talent review' debrief with sponsors to refine organizational focus of development support and OTJ experiences• Three monthly coaching sessions with participants to strengthen application of purpose driven, enterprise leadership commitments



LeaderSuccession Benefits

Organization and Sponsor Benefits:

LeaderSuccession transcends competency development to get to the heart of preparing leaders to grapple with enterprise dilemmas, grounded in personal and organizational values and mission. Sponsors are invigorated by this highly rewarding opportunity to coach top talent, convey key organizational values, and guide approaches to resolve challenging dilemmas that confront enterprise leaders. Reciprocally, their views and perspectives are broadened and enhanced as they learn from these leaders. Sponsors gain confidence and clarity that they have the right people in the right roles and that business continuity is assured as new executive appointments are made.

Participant Benefits

Developing critical competencies and experiences are the purview of organizational talent initiatives, yet ensuring organizational values are integral to how strategy is formed and dilemmas resolved is best accomplished in venues which permit deeper exploration and discussion. Active involvement of executive sponsors at this level of the organization is often the strongest retention tool available to engage and retain key talent and deepen the commitment of valued executives.



“Baxalta’s purpose-driven performance was a key driver in significantly increasing market cap by \$10b in a twelve month period. Helping people to tackle their leadership challenges (in LeaderSuccession) with self-awareness, shared purpose and shared inspiration was invaluable in supporting our strategic and cultural transformation.”

- Ludwig Hantson,
CEO of Biotechnology Company



The Korn Ferry Advantage

- **Contextual and immersive development:** Context-based, applied, and experiential learning create engaging, highly collaborative, and business relevant development journeys that drive sustainable outcomes and measurable ROI.
- **Whole-person approach:** Korn Ferry's Four Dimensions of Leadership and Talent—skills, experiences, traits, and drivers—provide a complete picture of the individual qualities that drive performance, engagement, and leadership effectiveness. This framework builds leaders from the inside-out and the outside-in.
- **Best-in-class consultants, advisors, coaches, and faculty:** 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:** Our global experience and understanding of industries, markets, and cultures elevates the relevance of development programs and services for leaders, teams, and organizations.
- **Data-driven insight:** We take a big data approach to leadership development—drawing on nearly 50 years of analytics and over 2.5 million professional assessments—recognizing what separates success from derailment for leaders in any role, function, industry, region, or organizational culture.
- **Shared responsibility:** This approach involves and aligns internal stakeholders, managers, and mentors as proactive supporters and coaches in the development of program participants to help them successfully identify and tackle potential obstacles to their fullest performance and potential.
- **Inclusive leadership:** We facilitate strategic and operational shifts in leadership and talent management processes to create cultures of development that unleash the potential of the workforce. Our programs address issues such as unconscious bias and conscious inclusion in both talent identification and development.
- **Measurable results:** We drive for results aligned to each organization's business strategy through our award-winning programs for the C-suite, senior executives, high potentials, and first-level leaders.



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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