



Korn Ferry CEO & Executive Development

*A Global Suite of Offerings to Accelerate
Enterprise Leadership Across Multiple Generations*

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Korn Ferry CEO Progression Framework



ENTERPRISE LEADERSHIP DEVELOPMENT CHANGES EVERYTHING: *Leaders today must perform AND transform with agility and relevance.*

PERFORM

Drive and enhance performance across the enterprise and marketplace NOW.



TRANSFORM

Disrupt, transform and inspire to create the NEW and the NEXT.

A woman with short dark hair, wearing a grey blazer over a dark top, is smiling warmly at a man. The man has grey hair and a beard, wearing a dark blue suit, white shirt, and dark tie. They are in an office environment with a whiteboard and blue structural elements in the background. A dark blue semi-transparent banner is overlaid at the bottom of the image, containing white text.

*We **accelerate** CEO & Executive Development
within the CEO Progression Framework
to foster Enterprise Leadership
for Multiple Generations.*

To simultaneously PERFORM and TRANSFORM, a different type of Enterprise Leadership is required:



Connects the dots and
sees the big picture



Courageously
reconciles tensions and
differences



Clarifies complexities
and context



Breaks boundaries from
self to service –
leads with character



Creates alignment
across boundaries and
interests



Inspires a purpose-
driven enterprise
mindset



Visualizes the future
together



Collaborates to innovate



A group of four business professionals (three men and one woman) are seated around a white conference table in a modern office setting. They are engaged in a discussion, with one man gesturing while speaking. The room features large windows that offer a view of a city building with arched windows. A semi-transparent blue overlay is positioned on the left side of the image, containing the text.

*How do you continuously
develop Enterprise Leaders
who can perform AND
transform?*

CEO & Enterprise Leadership Development is a Continuous Progression...

CEO Progression continuously develops a robust multi-generational pipeline of Enterprise Leaders.

Chief Executive Institute (CEI)

12-month, multi-disciplinary executive development approach to Enterprise Leadership: CEO Leadership; Purpose-Driven Leadership; Team Leadership and Personal Leadership.

Team of four consulting experts, includes a former CEO.

Accelerates CEO development for CEO successors, new CEOs, and incumbent CEOs.

Executive to Leader Institute (ELI)

Accelerates Enterprise Leadership of C-Suite Executives and successors.

Field tested, multi-disciplinary approach with team of three consulting experts over 12 months.

Integrates Enterprise Leadership, Team Leadership and Personal Leadership into one process.

LifePlan Institute (LPI)

12-month, integrated approach for CEO and Senior Executive transition; Succession On-Purpose, Identity and Contribution On-Purpose; Relationship On-Purpose; Vitality On-Purpose.

Team of four consulting experts.

Allows CEO or Senior Executive to take a step back to examine change of roles, set course for transition, establish strategic life plan to next-generation succession.

LeaderSuccession (LS)

Ensures a robust slate of ready-now next generation leaders for senior executive succession planning.

Focused development of key senior talent to optimize their runway for success in senior enterprise roles.

Helps promote key people from within so critical talent is retained and business disruption reduced.



A photograph of three business professionals in a modern office setting. A man with white hair and a beard, wearing a grey suit and tie, is seated at a table and looking towards a woman with dark hair. The woman is wearing a dark sleeveless top and is gesturing with her hands while speaking. She is holding a white spiral notebook. In the foreground, the back of another woman's head and shoulders is visible. The office has large windows in the background, showing a cityscape with buildings. A dark blue semi-transparent banner is overlaid across the middle of the image, containing white text.

*Let's take a Deeper Dive on
Chief Executive Institute*

Chief Executive Institute Optimizes Enterprise Leadership

Chief Executive Institute (CEI) is a one-of-a-kind offering that uniquely equips a new, emerging or incumbent CEO for success

No job experience can ever fully prepare a CEO for the role. The CEI uses in-depth reflection and exploration, and hands-on work with a team of experienced executive consultants who are selected for their expertise in four critical areas of enterprise leadership development:

Aware.

Deploying oneself with greater self awareness, self management, emotional intelligence, agility and resilience for organizational optimal enterprise and leadership impact.

PERSONAL
LEADERSHIP

CEO LEADERSHIP

Mentored.

Accelerating CEO development through mentorship by an experienced former CEO

ENTERPRISE
LEADERSHIP

Connected.

Connecting individual and team performance to influence significant enterprise outcomes.

INTERPERSONAL
AND TEAM
LEADERSHIP

PURPOSE-DRIVEN
ENTERPRISE
LEADERSHIP

Purpose-Driven.

Inspiring greater alignment of individual, team, and organizational purpose across the enterprise.



Chief Executive Institute® Participant Journey

Months 1-2
Prework

Nominated by
Sponsors



Meet the
team of four
Consultants



Complete pre-
work for In-
Residence



Months 3-4
Three-day in residence

Explore Personal,
Interpersonal/Team, and
Purpose-driven
Enterprise Leadership,
CEO Leadership



Integrate insights
and discuss what's
possible



Opportunities for
reflection &
rejuvenation



Emerge with
Strategic
Leadership Plan



Months 5-12
Ongoing coaching/consulting

Ongoing
coaching/consulting
with team



Capstone



Why use Korn Ferry's Chief Executive Institute (CEI)?

Chief Executive Institute (CEI) is a one-of-a-kind offering that uniquely equips CEO and CEO Successors for success.

OUTCOMES

Our proprietary enterprise leadership development approach has proven results

KF research on CEI/ELI found participants were retained 300% longer than the average enterprise tenure.

CEI/ELI selected as one of the top leadership development programs globally several times.

Research demonstrates the significant performance edge of Enterprise Leaders including:

- 23% greater innovation;
- 30% higher engagement;
- 20% higher customer satisfaction
- 12% higher revenue

SCIENCE

We utilize industry-leading benchmark data

We leverage the world's largest CEO assessment database and proprietary leadership assessments to provide grounded, relevant insight. Along with self-reflection exercises and feedback from key stakeholders. Our research on drivers of CEO success helps foster deep awareness and sustainable progress against developmental objectives.

EXPERIENCE

Comprehensive engagement with the Participants, CEO, CHRO & Board

A 12 month customized individual experience with a 3 day In-Residence that provides an opportunity to step back & deeply reflect on one's leadership with expert facilitation and support.

Participants emerge from the 3 days with a Strategic Leadership Plan and are provided regular ongoing support by their consulting team.

We align with key stakeholders on program purpose, goals, process and progress.

DEVELOPMENT

Holistic development

We accelerate inside-out and outside-in development with deep hands-on work with a KF board of 4 consultants (including a public company CEO) with expertise in four critical areas:

- Personal Leadership
- Team/Interpersonal Leadership
- Purpose-Driven Enterprise Leadership
- CEO Leadership

PROCESS

Proven process developed over 30 years

Chief Executive Institute fits within a broader CEO succession and progression offering and aligns seamlessly with our CEO assessment process.

The CEI has been proven globally and successfully used by thousands of leaders across 60 countries.

Globally delivered with consultant quality through five regional locations in Minneapolis, New York, San Francisco, Zurich and Singapore.



CEO Progression: Developing Enterprise Leaders for Multiple Generations

There may be a no more challenging, critical and strategic endeavor than accelerating the development of courageous, collaborative, visionary and purpose-driven leaders who co-create enduring value across the enterprise for multiple generations.

Enterprise Leadership Changes Everything.



Case Studies



A Major Global Life Sciences Firm

- **Need:** Over a multi-year time period, to develop a critical mass of Enterprise Leaders to fill all divisions for this \$50 billion firm.
- **Goal:** Accelerate Enterprise Leadership amongst the Top 100 and Top 1,000 leaders.
- **Solutions:** Worked with Top 100 in our *Executive to Leader Institute* and Top 1,000 in a custom version of *LeaderSuccession*, multiple *Top Team Effectiveness* and several custom Enterprise Leader programs over a 12-year period.
- **Outcomes:** Became the preferred developer of Top Talent in the Enterprise; Produced a very robust pipeline of talents at the top, including 100+ CEOs inside and outside the company; recognized to be a key part of the reduction of recruiting 70% of Top Talent outside to only 30% of Top Talent coming from the outside. Company consistently recognized as #1 or #2 most admired company in their industry.



A Major Fast Growth Private Equity Firm

- **Need:** An extremely fast-growth \$15 billion Private Equity firm needed to develop its top people to meet the growth needs.
- **Goal:** To accelerate Enterprise Leadership in the 12 Top Leaders (CEO, COO and Partners) to move from revenue generation to enterprise contribution.
- **Solutions:** All 12 leaders engaged our *Chief Executive Institute, Executive to Leader Institute, LeaderSuccession* and *Top Team Programs*.
- **Outcomes:** Enterprise Leadership Team of six formed; Key enterprise roles changed throughout the organization; Development accelerated for leaders within the group; Business outcomes continue to accelerate but with enterprise/talent equipped to sustain the growth.



Global Technology Firm

- **Need:** Following a major reorganization of a \$100 billion entity into three separate, independent technology businesses, this \$30 billion firm needed new CEO development and cascaded enterprise leadership development to support the new strategy.
- **Goal:** Accelerate leadership development at the top to transform the culture and to actualize the strategy.
- **Solutions:** *Chief Executive Institute* to prepare the successor to take over from a very high profile CEO. Cascaded enterprise leader development to the Top 400 leaders.
- **Outcomes:** In a 12-month period, new CEO successfully transitioned and Top 400 engaged their leadership development. Stock and revenue performance accelerated significantly.





Pricing and Contacts



CEO & Executive Development Pricing

Program	Price Range (USD)	Contact (North America)	Contact (EMEA)
Chief Executive Institute (CEI)	\$250,000 – 300,000	Kevin Cashman Kevin.Cashman@KornFerry.com	Brigitte Morel-Curran Brigitte.Morel-Curran@KornFerry.com
Executive to Leader Institute (ELI)	\$125,000 – 175,000	Dina Rauker Dina.Rauker@KornFerry.com	Brigitte Morel-Curran
LifePlan Institute (LPI)	\$150,000 – 250,000	Kevin Cashman	Brigitte Morel-Curran
Chief Financial Officer / Chief Human Resources Officer Institutes (CFOI, CHROI)	\$175,000 – 200,000	Dina Rauker	Brigitte Morel-Curran
LeaderSuccession (LS)	\$150,000 for six participants; \$25,000 for each additional participant	Janet Feldman Janet.Feldman@KornFerry.com	Brigitte Morel-Curran





Bios



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Kevin is a best selling author, global thought leader and CEO Coach, world-class speaker and pioneer of the 'grow the whole person to grow the whole leader' approach to transformative leadership. He is the founder of LeaderSource Ltd, and the Chief Executive Institute® recognized as one of the top three leadership development programs globally. In 2006, LeaderSource was acquired by Korn Ferry, where Kevin is now Global Leader of CEO and Executive Development across 130 offices internationally that touch the lives of 100,000+ leaders monthly.

Kevin has advised thousands of CEOs, senior executives and senior teams in more than 80 countries worldwide. He is an accomplished thought leader on topics of personal, team and organizational transformation. He has written six books including *Awakening the Leader Within* and *Leadership from the Inside Out*, named the #1 best-selling business book of 2000 by CEO-READ and is now used at over 150 universities globally. His other best-seller, *The Pause Principle: Step Back to Lead Forward*, has been recognized as a Business Book of the Year Finalist by both ForeWord Reviews and CEO-READ. The 20th Anniversary Third Edition of *Leadership from the Inside Out* was recently published, and was selected as a *2018 Best Business Book* by Soundview.

Kevin has written scores of articles on leadership and talent development and has been featured in *The Wall Street Journal*, *Chief Executive*, *Human Resource Executive, Inc.*, *Fast Company*, *Strategy & Leadership*, *Directors & Boards Magazine*, and is a leadership columnist for Forbes.com. For several years he has been named as one of the Top Global Thought Leaders by *Leadership Excellence* and one of the Top Global Executive Coaches by *GlobalGurus.org*. Kevin was honored to be the first leadership consultant to receive a *Lifetime Achievement Award* from the Association of Executive Search and Leadership Consultants for his contributions in elevating the talent profession through leadership development.

Kevin holds a degree in psychology from St. John's University and has been an adjunct professor for the University of Minnesota Executive Education program. He is a former advisory Board Member for HR.com; a Senior Fellow on the Caux Round Table for Moral Capitalism; and a Board Member for the University of St. Thomas' Center for Ethical Business Cultures fostering ethical leadership worldwide..



Dina Rauker

Associate Client Partner, Global Leader of the Chief Executive Institute



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Dina Rauker is an Associate Client Partner with Korn Ferry and is based in the firm's Minneapolis office. Dina has nearly 20 years of experience as a leadership and executive development consultant, specializing in the development of enterprise leaders and their next generation successors. A member of Korn Ferry's CEO Succession Practice, an area of focus of Dina's work is the firm's premier senior executive development solutions, including Executive to Leader Institute (ELI) and Chief Executive Institute (CEI). The institute work has been cited by Fast Magazine as the "Mayo Clinic" of executive development. She is a solution lead, working to scale this work throughout the firm globally.

Dina works with a diverse clientele, from global Fortune 50 to mid-size companies across industries, as well as non-profits.

As an executive coach, she applies keen attention to understanding clients' experiences to quickly establish trust. She challenges them to think and make decisions in new ways to help them hone and integrate new behavior that fosters increased business success as well as greater career and overall personal satisfaction.

Dina brings a global and systemic perspective to her consulting work with early career experience with national and international organizations including the National Governors' Association, the U.S. Department of Agriculture, and the YMCA of the USA.

She is a licensed psychologist in the state of Minnesota and she serves on the governance committee of the board of directors of Hamm Memorial Psychiatric Clinic in St. Paul, Minnesota. She also serves as a volunteer mentor for mid-career public sector women leaders for a Washington DC based organization.

Dina received her doctorate and master's degrees in counseling psychology from the University of St. Thomas, St. Paul, Minnesota, and her bachelor's degree in agricultural economics and in rural sociology with honors from the University of Wisconsin-Madison.



Brigitte Morel-Curran

Senior Partner, Board and CEO Services, Regional Leader EMEA & APAC for CEO and Executive Development



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Brigitte Morel-Curran is a Senior Partner for Korn Ferry Board and CEO Services, based in the firm's Zurich office.

Formerly based in the firm's Chicago office, Brigitte led the global Leadership and Talent Consulting Consumer practice during a period of tenfold growth for Korn Ferry's consulting business. She is the EMEA leader for Korn Ferry Chief Executive Institute.

Brigitte's focus on CEO succession management also includes executive assessments, top team effectiveness and executive development. She has an impressive track record with Global 200 companies in the consumer goods, industrial, and life sciences sectors.

Brigitte is recognized as an expert in executive assessment and development, CEO succession planning, and team effectiveness at senior management levels. As a strategy and management consultant, she worked with global organizations on implementing large transformation programs, and enhancing change leadership and multicultural effectiveness.

Brigitte joined Korn Ferry from Capgemini (Ernst & Young) where she was a vice president in charge of the NA People Practice and a member of the executive committee for North America. During her early career, she was a successful entrepreneur, founder of a technology market research business which she sold to Dun & Bradstreet, the president of Dataquest Computer Europe, and the managing director for Oxford Consulting Europe.

Brigitte holds a master of business administration from INSEAD and a bachelors degree from the European Business School. She is an ICF certified, CTI-trained executive coach and certified in a broad range of assessment and development tools. She holds an IOD Diploma in Company Direction. She frequently speaks on talent and leadership topics at business schools, conferences, and global executive events. She is fluent in French and English, and speaks conversational German.



Janet Feldman

Senior Partner, CEO Succession Practice, Global Leader of LeaderSuccession



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Janet Feldman is an accomplished senior executive, leadership consultant and thought leader, specializing in the development of top teams, enterprise leaders and their next generation successors. A member of the CEO Succession Practice, Ms. Feldman is a co-developer of Korn Ferry's Chief Executive Institute, Executive to Leader Institute, Top Team Effectiveness and LeaderSuccession solutions.

As an executive consultant/coach, former licensed psychologist and certified public accountant, Ms. Feldman brings over three decades of broad business experience and acumen, lending insight and clarity to complex leadership issues. She has earned a reputation for helping individuals and organizations **get to the heart of the matter** quickly and thus focus on meaningful value creation, impact, and return on investment.

Ms. Feldman has diverse consulting/coaching experience with senior executives from more than forty five countries worldwide. Her clients span the Fortune 50 to Global Fortune 500 in a wide array of industries including pharmaceuticals, biotechnology, health care, consumer, entertainment, financial services, agribusiness and diversified industries.

With a solid track record in thought leadership and the creation of leadership and talent development solutions, Ms. Feldman is a key contributor to the development of several firm-wide solutions.

Ms. Feldman holds a master's degree in human development/education from Saint Mary's University of Minnesota, and a bachelor's degree in accounting from the University of Minnesota. She also received formal Coaches' Training through the New Ventures West Coaching to Excellence program and was a Minnesota State Licensed Psychologist for over two decades.

Additionally, Ms. Feldman has served on boards of directors for professional and community organizations, and as a partner in an entrepreneurial philanthropic venture aimed at improving the educational impact for at-risk youth.

