

The Power of Choice

Accelerating your impact.



A differentiated approach to talent development.

Companies have realized that to succeed they will need to attract diverse talent and are doing so with greater success. Yet to yield the benefits of this diverse talent, organizations must ensure that they thrive, stay, and advance. We still find that diverse talent remains grossly underrepresented in the more senior and leadership ranks. From research, we know that different groups experience unique headwinds in every organization. Equipping employees with the insights and skills to thrive in any organization is not an easy feat. The Power of Choice program has been proven to accelerate talent and enhance retention of underrepresented talent by equipping them to drive their own careers and create personal and professional success.

Overview

From our research, we know that the lack of advancement and representation of diverse talent comes from many causes including social, personal, and organizational headwinds. This program is tailored to underrepresented talent and their unique personal and workplace experiences. It helps participants identify these obstacles to career and personal development and implement strategies to build personal contribution and growth.

The Power of Choice engages participants and challenges them on a series of personal and professional choices through which they drive and *own* their development path.

In this program, participants will:

- Examine personal and social narratives that drive beliefs about their own capabilities.
- Identify ways to drive their own career path and overcome headwinds that may be getting in the way.
- Explore technical, relational, and influential confidence.
- Identify key network building approaches.
- Create a plan to get the types of visible, important, and complex assignments that will drive development, and the support to succeed at those assignments.
- Commit to practical, actionable steps that they can take to achieve their goals.

Empower individuals to take personal responsibility for their personal and professional development, to strengthen their workplace relationships, and ultimately accelerate their own career progression.



The Four Stages of Contribution



39% of surveyed program participants since 2014 have reported a promotion, whilst 47% have said the program has helped them transition into a higher or more desirable position.

Participants will leave with:

- Enhanced personal, interpersonal, and organizational awareness.
- Increased impact as a strategic thought partner, collaborator, and decision maker.
- Greater leadership presence, influence and ability to navigate the organization effectively.
- Ways to ascend to higher levels of contribution from current levels.
- Understanding of experiences needed and a plan to achieve personal and career goals.
- Mastery of tools and skills to fuel career acceleration, mobility, and momentum.

Delivery options:

- Modular instructor-led.
- Six half-day modules to be done consecutively or spread out over the course of time.
 - One-day minimum (two required modules).
 - Four additional half-day instructor-led modules to meet goals of each group.
- Modules include: The Relationships Choice, The Contribution Choice, The Development Choice, The Influence Choice, The Self-Determination Choice, The Awareness Choice.
- Tailoring and customization available.
- Optional pre-reading, intersession work and/or meetings, individual coaching, manager/participant paired coaching, reinforcement/application tools, manager companion program assessments, additional modules for specific audiences or topics.

Methodologies:

- Personal reflection and insight tools.
- Experiential exercises.
- Large group, table group, and paired discussions.
- Action planning.

Standard programs available:

- The Power of Choice for Everyone
- The Power of Choice for Women
- The Power of Choice for Ethnically-Diverse Talent
- The Power of Choice for Black Talent
- The Power of Choice for Asian Talent
- The Power of Choice for Latinx Talent

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.