



Korn Ferry Enterprise Leader Institute

Accelerating development
for senior executives and
enterprise leaders.



Are your senior leaders ready for enterprise leadership?

The transition from executive to enterprise-level leader is more than a promotion. The challenge of leadership at this critical inflection point is navigating the complex intersection of enhanced self-awareness, the need to influence across the organization with elevated purpose and impact, and the imperative to foster truly innovative teams and cultures.

Enterprise leaders must understand, develop, and leverage themselves, as well as the ever-dynamic organizational and marketplace environment around them, to bring about value for the organization, people, and stakeholders they serve.

Korn Ferry Enterprise Leader Institute (ELI) prepares an organization's most talented leaders for the next level. It uniquely equips executives for C-suite level roles—and all the challenges of leadership at the enterprise level.

At a glance

1

Korn Ferry Enterprise Leader Institute is based on best practices garnered from more than 25 years of field-tested executive development experience with the world's leading companies.

2

Acknowledged by Fast Company as the "Mayo Clinic" of leadership development, this program provides emerging and existing C-suite and senior executives transformative development experiences that empower them to solve today's greatest business challenges and execute tomorrow's strategies.

3

Over 12 months, program participants will work with a team of three experienced consultants to explore and develop three critical aspects of enterprise leadership.

“Far and away the best leadership experience I've had in my career. And that's saying something because I've been through many development experiences. The approach in going back through the early years is fundamentally different than any other approach. The in-residence was very helpful and had a bit of a breakthrough – on purpose and understanding my capabilities as an enterprise leader

CEO Global Insurance Business



Korn Ferry Enterprise Leader Institute

For more than 25 years, our Enterprise Leader Institute program has offered a strategic “pause” for leaders who are poised to take on larger roles and responsibilities.

Throughout the program, 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 Enterprise Leader Institute team, which provides a unique opportunity to examine their leadership holistically, on a personal, interpersonal, and organizational level.

Most executives work with 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 model and in-residence component accelerate the executive’s progress toward step-change improvements in their leadership.

The program is designed to explore participants’ purpose-driven leadership potential and unique contribution to their organization—and identifies the strategic leadership priorities that will accelerate their impact.

The program will impact your organization by:

1

Preparing successor candidates and enterprise leaders.

2

Accelerating impact for key leaders in new roles.

3

Clarifying strategic leadership priorities.

4

Developing authentic leaders.

5

Strengthening key leaders’ abilities to drive innovation, transformation, strategic growth, and culture change initiatives.



A contextual program

Every participant’s development program is designed specifically for his or her needs. Conducting the program in a specialized setting away from everyday distractions allows for focused, in-depth work



Key elements of the program

The Korn Ferry Enterprise Leader Institute program 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 holistically which includes:

Personal leadership: Developing self-awareness is critical. The participant's values, strength, and character directly affect the performance of the entire organization.

Interpersonal leadership: Senior teams by their nature are often the least effective teams. An enterprise leader must be able to effectively lead a "team of leaders" so organizational growth can be sustained.

Organizational leadership: Executives must learn to transcend divisional and functional points of view in order to influence across the organization with purpose, vision, and inspiration.

The program develops leaders from the inside-out, and from the outside-in.



Inside-out

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

Outside-in

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

Benefits of the program

Korn Ferry Enterprise Leader Institute participants report a powerful and lasting impact on their leadership.

Successful participants:

- Sharpen a strategic vision for the organization and for their leadership.
- Deliver enterprise-wide leadership that moves the entire organization toward common goals.
- Develop increased self-awareness that links excellent performance to deeply-held purpose.
- Increase leadership contribution and impact over time, including sustained engagement beyond the average executive tenure.

“ I found my voice. The self-awareness I got from this experience provided clarity on what I need to do to leverage my strengths. I understood that I needed to lead as CEO in my own way – not emulate my predecessor

**CEO Regional
transportation 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.

Service learning

Imbedding service learning into development fosters a sustainable, purposedriven, and socially conscious mindset across the workforce, increasing engagement, and elevating organizational performance and impact.

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.

Over the last

10 years

2122 senior leaders from

37 industries have attended the programs





Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Our 7,000 experts in more than 50 countries deliver on five core areas: Organization Strategy, Assessment and Succession, Talent Acquisition, Leadership Development, and Total Rewards.