

Competency Modeling

Korn Ferry Leadership Architect™ Global Competency Framework

Competency modeling.

Building a performance-driven culture — with Korn Ferry Leadership Architect™ as a foundation — is a true collaboration between your team and ours. Together, we discover your organization's unique talent needs, your overarching strategy, and the diverse elements needed for success. From that discovery, we leverage the Global Competency Framework to configure a competency model that aligns with your talent strategy and business objectives to place you in a position to execute on those goals.

Korn Ferry Leadership Architect, the world's most robust competency framework, provides tools and experience that can only come from over four decades of research and practical competency modeling experience to create a model that's right for your organization. The result is a dynamic competency model with capabilities that can be reconfigured with little risk if future conditions require you to make changes.

We take several different approaches. Depending on your organization's needs, we can:

- ▶ Blend our business and industry expertise, consulting skills, and unique competency filtering capacity to capture the voice of your organization. This “fast-track” process leverages the full value of the Korn Ferry Leadership Architect, and offers the optimal combination of subject-matter expertise, speed, collaboration, and tailoring of your competency model.
- ▶ Review (audit) and refine (map) your existing model, again drawing from the power of the Korn Ferry Leadership Architect.
- ▶ Conduct custom performance modeling to build a completely new and unique model for large organizations where a custom-made approach is preferred.



How you benefit:

By using our expertly guided approach, your organization will:

- ▶ Maximize alignment with business priorities.
- ▶ Build your competency model quickly and easily.
- ▶ Develop competencies for all levels, based on years of industry expertise and deep research.
- ▶ Increase key stakeholders' confidence in competencies.
- ▶ Ensure a competency model that will have a real business impact.

The value of Korn Ferry Success Profiles.

No matter which approach you choose, the Korn Ferry team can also create optional Success Profiles — in addition to the competency model — that capture all of the key role requirements for a job group (for example, business-unit leaders). The profiles go beyond competencies and unlock more of what matters most to your organization, such as experience requirements, leadership challenges, motivators, and career drivers.

With these profiles, you can create a common language across geographies and business units. The profiles are used as the foundation for calibrating your approach across a range of talent management applications, including selection, succession, assessment, development, and coaching.



The result: A powerful competency model ready for implementation.

Within an efficient time frame, you will receive targeted, well-researched, relevant, and impactful competencies that are specific to your organization and ready for implementation. You will be confident that you have a consistent language of talent to align your workforce and a unifying foundation for talent management solution integration.

Contact Us

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