



Duration: 2 days

Investment: £2400 + VAT

Location: Ascot, near London, UK

## Korn Ferry 360 Certification

### Certification Overview:

Korn Ferry 360 combines our world-class competency IP, a state-of-the-art survey process and completely redesigned feedback reports for outstanding insights. KF360 supports two approaches, competency-based and behaviour-based. Both approaches are underpinned by Korn Ferry Leadership Architect (KFLA) – the world's most robust, comprehensive competency model – allowing you to configure the content with competencies that are specific to your organisation. Attendees will be equipped with best practices for implementing and facilitating KF360 for development and performance.

### Who should attend:

- Practitioners who will provide 360° feedback and development planning in their organisations
- Professional coaches implementing the KF360 tool
- Other professionals involved with facilitating the feedback process.
- Appropriate for all levels

*This certification has pre-requisite requirement of either Korn Ferry Leadership Architect™ or Leadership Architect® 101*

# Korn Ferry 360 Certification

## What's included:

- When you attend you will receive a book, and coaching reference guide
- Two-day course materials and practice with the suite of tools, as well as lunch and refreshments
- Opportunity to participate in an individual 360° assessment.
- 14 hours of CEU credit hours through the HR Certification Institute™ and the Society for Human Resource Management
- Fees are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment



## Objectives:

- Understand the theory and research underpinning 360° feedback
- Discuss and build on best practices for 360° feedback
- Discuss how to implement a 360° programme in your organisation
- Describe how learners and raters will use the Voices online survey system to provide feedback
- Describe and accurately interpret a Voices feedback report
- Be confident in coaching and providing feedback to receivers at various levels

## Why Korn Ferry?

Korn Ferry is the preeminent authority on leadership and talent. It has unrivalled data to cut through the noise and dissect the traits of superior leaders. For nearly half a century, clients have trusted them to recruit world-class leaders. The Korn Ferry Institute, their research and analytics arm, was established to share intelligence and expert points of view on talent and leadership. They aim to increase understanding of how strategic talent decisions contribute to competitive advantage, growth and success.

## Why Certify with Management Dynamics?

Your facilitator, Alison Grieve, a Korn Ferry Master Associate is an organisational performance and leadership development specialist with over 20 years of both operational and leadership roles in a large multinational organisation. She is also a qualified senior executive coach. Alison has extensive international experience having lived and worked in the UK, France and USA.



Duration: 2 days

Investment: £2735 + VAT

Location: Ascot, near London, UK

## Korn Ferry Assessment of Leadership Potential Certification

### Certification Overview:

Korn Ferry has carried out extensive research and found that all high-potential leaders are marked by seven essential signposts that indicate their likelihood of future success. Overall, the clearer the signal on the greatest number of attributes, the better the odds that he or she will exhibit superior leadership performance. Identifying such high-potential leaders early lets an organisation deliberately develop future executives so that when a need arises, someone with the requisite ability is prepared to step up to the challenge.

### Who should attend:

- Practitioners leading leadership development programs
- Coaches responsible for delivering assessment results in a directive coaching format
- Organisational Development specialists who focus on succession planning
- Professionals in Human Resources who are continuing their education and certifications within the talent management field for formal accreditation within The HR Certification Institute™

- Explore the business need and best practices around identifying leadership potential.
- Obtain a common language and understanding of the Korn Ferry Assessment of Leadership Potential (KFALP) and the 7 facets that comprise the instrument.
- Determine how to engage with the global survey centre to: identify all survey administrative options and manage your organisational implementation effectively.
- Demonstrate knowledge and competence in the research methodology and science behind the creation of the instrument; reliability, validity, scoring and impacts.
- Analyse, interpret and apply all KFALP reports accurately: individual, group and organisational reports.
- Explore the structure and coaching methods for facilitating meaningful report delivery sessions with an individual or group.
- Demonstrate clarity of the assessment instrument in a practice coaching session segment: for (in session) observation and feedback.

# Korn Ferry Assessment of Leadership Potential™ Certification

## What's included:

- When you attend you will receive a comprehensive library of support materials: books, whitepapers, workbooks, reference guides
- Two-day course materials and practice with the suite of tools, as well as lunch and refreshments
- Opportunity to participate in an individual KFALP assessment
- 14 hours of CEU credit hours through the HR Certification Institute™ and the Society for Human Resource Management
- Fees are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment



## Objectives

- The facts about KFALP
- Understanding the sub scales behind each signpost
- Working with the global survey centre and administering the assessment
- Analysis interpret and feedback for KFALP reports
- Knowledge and competency in the research methodology and science behind the instrument
- Being confident with the reports

## Why Korn Ferry?

Korn Ferry is the preeminent authority on leadership and talent. It has unrivalled data to cut through the noise and dissect the traits of superior leaders. For nearly half a century, clients have trusted them to recruit world-class leaders. The Korn Ferry Institute, their research and analytics arm, was established to share intelligence and expert points of view on talent and leadership. They aim to increase understanding of how strategic talent decisions contribute to competitive advantage, growth and success.

## Why Certify with Management Dynamics?

Your facilitator, Alison Grieve, a Korn Ferry Master Associate is an organisational performance and leadership development specialist with over 20 years of both operational and leadership roles in a large multinational organisation. She is also a qualified senior executive coach. Alison has extensive international experience having lived and worked in the UK, France and USA.



Duration: 1 day

Investment: £995 + VAT

Location: Ascot, near London, UK

## Korn Ferry Interview Architect™ Certification

### Certification Overview:

Your organisation invests valuable time and resources into the hiring process, wanting final decisions based on more than impressive resumes and positive hunches. You need to be confident that candidates possess the competencies needed for immediate performance on the job. However, typical interview practices do not distinguish performers from non-performers, often resulting in ineffective and costly hires.

Take the guesswork out with Korn Ferry Interview Architect®, a straightforward set of tools that are designed to:

- Standardise interview preparation, execution, and evaluation at all levels throughout your organisation.
- Increase the ability to select successful talent for every role, at every level.
- Create a focused and effective interview process.

### Who should attend:

- Those who have purchased Korn Ferry Interview Architect® products, subscription or license to ensure best practices using the interviewing tools.
- Recruiters and sourcing specialists who want to sample Korn Ferry interviewing tools.
- Organisational Development specialists who focus on talent selection.
- Professionals in Human Resources who are continuing their education and certifications within the talent management field for formal accreditation within The HR Certification Institute™ and SHRM.

# Korn Ferry Interview Architect™ Certification

## What's included:

- When you attend you will receive a comprehensive library of Korn Ferry Interview Architect® support materials: books, white papers, workbooks, reference guides
- Two-day course materials and practice with the suite of tools, as well as lunch and refreshments
- 14 hours of CEU credit hours through the HR Certification Institute™ and the Society for Human Resource Management
- Fees are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment



## Objectives:

- Establish the foundation of best practice interviewing techniques to build your own interviewing solution and conduct focused and effective interviews at all levels of your organisation.
- This course is for those who want to maximise their use of Interview Architect® for the greatest return on their investment and integration in their organisation.

## Why Korn Ferry?

Korn Ferry is the preeminent authority on leadership and talent. It has unrivalled data to cut through the noise and dissect the traits of superior leaders. For nearly half a century, clients have trusted them to recruit world-class leaders. The Korn Ferry Institute, their research and analytics arm, was established to share intelligence and expert points of view on talent and leadership. They aim to increase understanding of how strategic talent decisions contribute to competitive advantage, growth and success.

## Why Certify with Management Dynamics?

Your facilitator, Alison Grieve, a Korn Ferry Master Associate is an organisational performance and leadership development specialist with over 20 years of both operational and leadership roles in a large multinational organisation. She is also a qualified senior executive coach. Alison has extensive international experience having lived and worked in the UK, France and USA.



Duration: 2 days

Investment: £1760 + VAT

Location: Ascot, near London, UK

## Korn Ferry Leadership Architect™ Certification

### Certification Overview:

Built on best practices and decades of research, the **new** Korn Ferry Leadership Architect™ offers the most powerful framework available today connected to all people processes for a streamlined Talent Management Architecture. Learn how to implement all 38 competencies or develop a customised model within your organisation to align your business strategy with your talent strategy. Create 70/20/10 development plans using a range of improvement paths.

### By the end of this certification you will be able to:

- Explain the KFLA competencies to other managers within the organisation and to link it to the 30+ years of research which underpins the framework
- Use the competency framework for a wide range of people processes - including development, role profiling, organisational development, feedback
- Create 70/20/10 development plans using a range of improvement paths
- Create an implementation plan for the competency framework within the organisation
- Understand how the competency framework connects to other KFLA tools such as the Leadership Architect (legacy) and learning agility

### Who should attend:

- HR Managers and Leaders who want to understand and implement Korn Ferry's competency modelling and development approach
- HR practitioners who wish to learn more about competency-based HR processes, tools, and developmental language
- Managers and leaders from organisations, which already use Korn Ferry's competency framework and are looking for associated training and refresher courses
- Clients who have used the Leadership Architect® 101 framework from Lominger who wish to update on the **new** Korn Ferry Leadership Architect™

# Korn Ferry Leadership Architect Certification™

## What's included:

- When you attend you will receive a comprehensive library of Korn Ferry Leadership Architect™ support materials: books, whitepapers, workbooks, reference guides.
- Two-day course materials and practice with the suite of tools, as well as lunch and refreshments.
- 14 hours of CEU credit hours through the HR Certification Institute™ and the Society for Human Resource Management.
- Fees are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment.



## Objectives:

- Interpret the research and best practices behind the new 38-competency framework
- Identify differentiating competencies critical for success across an organisation
- Compare competency data to normative research studies, supply in workforce, and performance correlations by level and risk of derailment
- Recognise all 10 career stalling and stoppers and determine approaches for driving behavioural change
- Differentiate development strategies for individuals at multiple levels
- Explore how to implement competency models and language into existing HR and OD

## Why Korn Ferry?

Korn Ferry is the preeminent authority on leadership and talent. It has unrivalled data to cut through the noise and dissect the traits of superior leaders. For nearly half a century, clients have trusted them to recruit world-class leaders. The Korn Ferry Institute, their research and analytics arm, was established to share intelligence and expert points of view on talent and leadership. They aim to increase understanding of how strategic talent decisions contribute to competitive advantage, growth and success.

## Why Certify with Management Dynamics?

Your facilitator, Alison Grieve, a Korn Ferry Master Associate is an organisational performance and leadership development specialist with over 20 years of both operational and leadership roles in a large multinational organisation. She is also a qualified senior executive coach. Alison has extensive international experience having lived and worked in the UK, France and USA.





Duration: 2 days

Investment: £3000 + VAT

Location: Ascot, near London, UK

## Korn Ferry ViaEDGE™ Certification

### Certification Overview:

ViaEDGE™ is a Psychometric tool which easily and efficiently evaluates the leadership potential of large numbers of individuals, with the ease of an online self-administered assessment. The viaEDGE® certification course equips you with deeper insight and meaning into the construct of Learning Agility and how to apply the approach within your organisation. This comprehensive certification outlines how to differentiate the factors within Learning Agility, how to accurately interpret assessment language and results, and how to successfully facilitate feedback sessions.

Attend this Certification to:

- Assess internal talent for placement and development of high potentials
- Use in external candidate selection
- Identify managers most likely to succeed in promotions, international assignments and cross functional moves
- Confidently interpret assessment results and use them to drive succession management efforts
- Be able to provide feedback & coaching on the results

### Who should attend:

- Talent and HR practitioners who guide talent management practices
- Coaches who will deliver feedback using viaEDGE® results
- Leaders and executive sponsors who have recognised and champion talent as the most important lever in achieving business success



# Korn Ferry ViaEDGE™ Certification

## What's included:

- When you attend you will receive a comprehensive library of ViaEDGE Architect materials: books, whitepapers, workbooks, reference guides.
- Two-day course materials and practice with the suite of tools, as well as lunch and refreshments
- Opportunity to participate in an individual KFALP assessment
- 14 hours of CEU credit hours through the HR Certification Institute™ and the Society for Human Resource Management
- Fees are due and payable at the time of registration. Additional logistical details will be sent with a confirmation of your enrolment



## Objectives

- Obtain a common language and understanding of the factors within Learning Agility
- Determine which jobs require more Learning Agility
- Demonstrate knowledge and competence in the psychometrics and science behind interpreting viaEDGE® self-assessment results
- Explore methods for facilitating meaningful coaching discussions
- Match people to powerful assignments to accelerate individual development plans

## Why Korn Ferry?

Korn Ferry is the preeminent authority on leadership and talent. It has unrivalled data to cut through the noise and dissect the traits of superior leaders. For nearly half a century, clients have trusted them to recruit world-class leaders. The Korn Ferry Institute, their research and analytics arm, was established to share intelligence and expert points of view on talent and leadership. They aim to increase understanding of how strategic talent decisions contribute to competitive advantage, growth and success.

## Why Certify with Management Dynamics?

Your facilitator, Alison Grieve, a Korn Ferry Master Associate is an organisational performance and leadership development specialist with over 20 years of both operational and leadership roles in a large multinational organisation. She is also a qualified senior executive coach. Alison has extensive international experience having lived and worked in the UK, France and USA.