

FACTS OVER FEELING

KORN FERRY'S VIEW OF THE SUPPLY CHAIN LEADER OF THE FUTURE



Introduction

Korn Ferry was invited to speak at the Supply Chain Leaders Forum, in partnership with the Copenhagen Business School and Deloitte, on the 14th September, which was attended by over 250 CBS and DTU students and supply chain executives from a range of Danish blue chip organizations.

The theme of the Forum was Resilience within the supply chain and Korn Ferry's presentation centered around key talent trends that we see emerging to enable future Leaders within supply chain to adapt and thrive in these dynamic times.

Here, we delve into the key talent themes discussed during the Forum, their alignment with attendees' insights, and how Korn Ferry's solutions empower organizations to transform their supply chain talent while ensuring that newly recruited leaders possess the requisite leadership traits and capabilities for success. We will also explore why Korn Ferry's talent assessment and development capabilities provide data-driven insights that resonate with C-Suite supply chain executives in 2024.

Themes from the Forum

The theme of Resilience within Supply Chain is not new and the conclusions from the discussions during the Forum were clear that the supply chain leaders of the future will need to develop new ways of working as well as mindsets in order to create resilient and high performing teams.

One common personality trait that several

speakers agreed was critical included the need to be agile and able to move at pace, think on your feet and to not be afraid of introducing innovative problem-solving solutions that challenges status quo. Also, increasingly supply chains are upgrading their customer focus and seeking supply chain leaders of the future that will bring a holistic mindset to their roles, becoming embedded with critical cross-functional business partners in R&D, sales and marketing. The need to be able to both perform and transform the function concurrently has never been higher.



With regards to the topic of talent within supply chain, it was clear from the Forum, as well as reflected in our daily executive search job, that this is an extremely competitive landscape to not only find leaders but the right leaders. We all see a skills shortage for effective cross-functional, end-to-end strategic business partners but also that the leadership personality traits and drivers are becoming the differentiating factors between the "good vs. great" leaders.

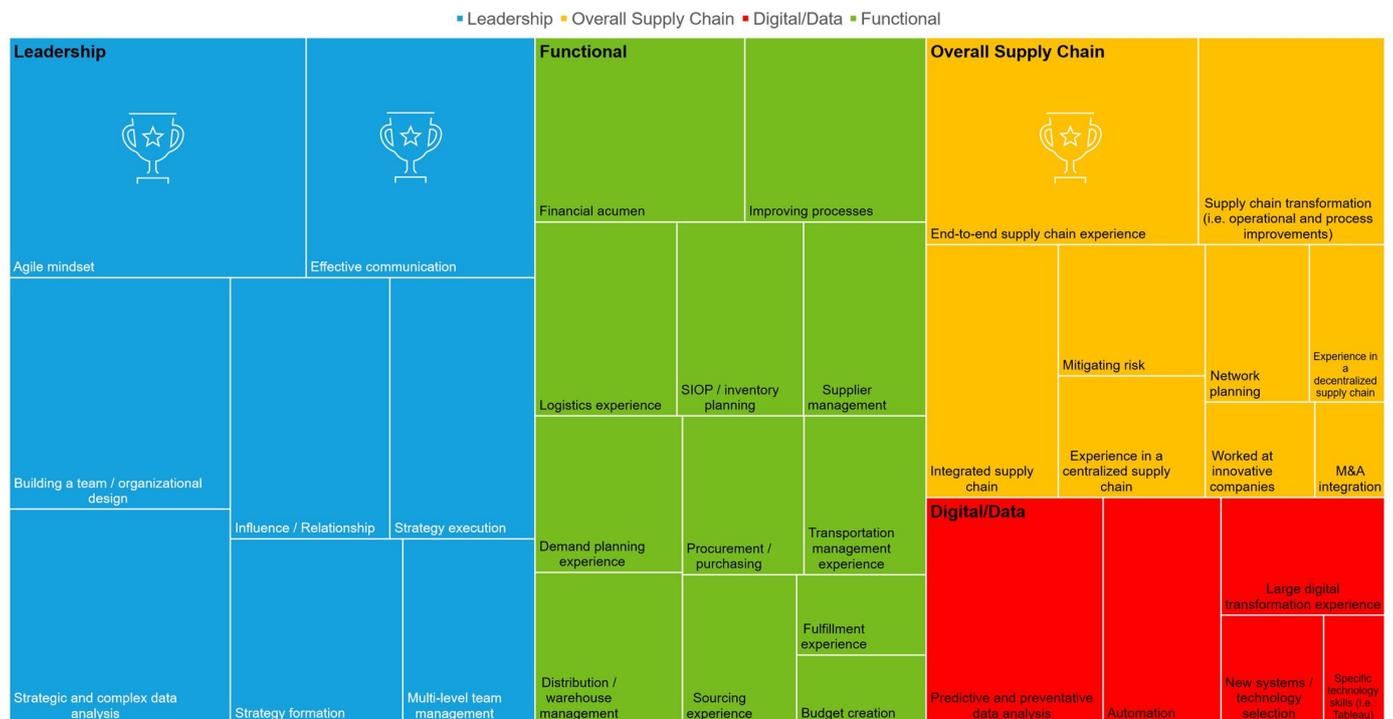
Korn Ferry Assessments

Korn Ferry is uniquely positioned to transform supply chain talent. We connect the supply chain trends that were discussed at the Forum and link them to our talent assessment and development capabilities. At Korn Ferry, we have over 8.5 million executive assessments in our global database and are able to deep-dive by functional scope to identify the key competencies, personality traits and drivers for the Supply Chain Leader of the Future.

Since 2019, Korn Ferry has conducted 34,334 assessments of supply chain professionals globally across a breadth of sectors, whereas more than 1800 have been at CSCO/ CPO Executive level. Through our analysis of this data, we guide organizations on the mix of critical skillsets, experiences, competencies, traits and drivers required to be a world class supply chain leader of the future. By combining our supply chain benchmark data with organizational strategy, we enable the effective recruitment, transformation and development of supply chain talent.

Our assessment of Supply Chain Leaders provides clear data backed direction around the must haves in supply chain going forward. Knowledge of the End-to-End Supply Chain becomes fundamental alongside the more leadership orientated skills of an Agile Mindset and Effective Communication. The critical skills required to lead a supply chain transformation and orchestrate a modern supply chain ecosystem rely more and more on soft skills than pure technical prowess, which represents a step change in the functional focus and hiring patterns required by organizations today. This was captured and presented at the Forum under narratives such as the Self-disrupted Leader, Decision-Empowered Leader, Ecosystem Orchestrator, Culture Catalyst and Trusted Leader and key elements in the DNA of the future Supply Chain Leader.

Profile of a Supply Chain Leader



n = 234 CSCOs, CPOs and Exec Supply Chain Leaders

Korn Ferry Assessment Methodology

At Korn Ferry, we offer our proprietary assessment tool and methodology, the Korn Ferry Four Dimensions (KF4D), which provides a data-driven, robust and consistent approach to measuring and developing supply chain talent. A KF4D assessment includes a 45-60 minute online Psychometric assessment combined with behavioral and market specific interviews. We assess individuals through four different dimensions; Experience, Competencies, Traits and Drivers to get a whole person view and match it up with the requirements of a specific data-driven Success Profile to benchmark and assess fit to the exact role and context. Our data demonstrates that individuals with a strong fit to the Success Profile are 13 times more likely to be engaged than individuals with a low fit, which correlates significantly with stronger performance.

Our data also shows that employees closely aligned with our assessment approach are eight times more likely to be promoted to leadership roles and 67% greater chance to be retained.



The feedback from the Forum underscores the highly competitive landscape in the quest for exceptional supply chain talent. We are here to empower your organization's success, relying on factual insights rather than intuition to equip you to thrive in tomorrow's operating reality.



Summary

The Supply Chain Leaders Forum serves as a stark example of how the demands on Chief Supply Chain Officers are rapidly evolving, and the competition to find talent capable of making this transition has never been fiercer. Supply Chain Leadership has become a pivotal component of a CEO's agenda, and Korn Ferry, with its assessment expertise, is exclusively positioned to educate organizations on the critical leadership competences, traits and drivers essential for successful supply chain executives.

Our data-driven, objective, and supply chain- tailored KF4D assessment offers best-in-class benchmarks, enabling companies to assess and develop their existing talent pool and mitigate the risks associated with external hiring.

To find out more about our assessment capabilities, visit our website or contact one of our experts.



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About Korn Ferry

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.

Business Advisors. Career Makers.