

Change-Ready Leader

Develop future-ready leadership in an environment of hyper-change.

Fact Sheet



To succeed in a rapidly changing business world, organizations need a different kind of leader: The Change-Ready Leader. Is your organization preparing your future-ready leadership? It is time now.

Overview

Disruptive forces are driving the future of work. This simple statement challenges all leaders. In-depth Korn Ferry research shows how important the change-ready leader will be to future business success.

To succeed in a rapidly changing business world now and in the years ahead, a new kind of leadership must take priority. Current models of leadership address some changes, but research by the Korn Ferry Institute reveals the ideal leader for tomorrow's disruptive business environment is the Change-Ready Leader. We identified distinct areas where leaders need to place their time and effort to lead organizations successfully in the future.

We further believe that leaders need to demonstrate a new mindset in an increasingly volatile and uncertain business landscape. Mindset is an individual's internal operating system: the mindset we have impacts how we make sense of the world. When we encounter a situation, we interpret and react to it based on our subjective interpretation. If the problems and challenges become more complex than our internal operating system is ready to deal with, we are outmatched. Growing business complexity requires an evolving, agile mindset. This demands of leaders to have the skill and ability to continuously 'reboot' their mindset, be nimble to stay more than effective but thrive in an ever-changing environment.

At a glance

Program summary:

- Three-hour Virtual Classroom Experience (VCE) program designed to give participants the ability to identify and develop the essential behaviors for future-ready leadership.

Who should attend:

- All leaders.

Key outcomes:

- Participants will leave with an understanding of their own skill and ability aligned to change-ready leader behaviors after completing a self-insight tool. They will also complete the tool with how they see their team as being change-ready.
- Aggregate data from the self-insight tool will be shared with the organization to be able to identify gaps and plan future learning and development.

Participants will leave with:

- An understanding and a definition of what a change-ready leader looks like.
- Insight into personal and team change-ready leadership strengths and areas of opportunity. Additionally, the organization can review the aggregate data to determine gaps in skills to drive future development.
- Insights around change fatigue and the role it can play on initiatives in organizations.
- Insights on how to begin shifting critical mindsets.
- An initial plan to build change-ready leadership.

Agenda

Concept
Let's start with a disruption/change in your market!
What is a change-ready leader?
Traditional vs. change-ready leaders – why being change-ready might help!
Are you and your team change-ready?
Elements of a change-ready leader. What about change fatigue?
Mindset and the role that plays when leading your teams.
Cognitive reframing....you want me to what?
Tools and development planning

"There are uncertainties and disruptions due to all sorts of reasons. You jump from one crisis to another.... Even if we identify very carefully the trend and then the action plan to prepare for it, there always will be something else that will surprise you."

—CEO, Consumer Goods

Methodologies

- Personal reflection.
- Break-out group activities.
- Real-time white-boarding.
- Polling.
- Insight tool.



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.

Korn Ferry. Business Advisors. Career Makers.