

The Power of **Choice**

Accelerating your Impact

Fact Sheet



A differentiated approach to talent development.

Companies acknowledge that attracting underrepresented talent is crucial to success. Recently, they have begun to accomplish this with greater success. However, in order to yield the benefits of underrepresented talent, organizations must ensure that they thrive, stay, and advance.

Our research indicates that different groups experience unique headwinds in every organization. Additionally, Korn Ferry finds there to be a significant lack of representation among leadership ranks, particular at the senior-level. Employees will benefit from support to navigate around and overcome those headwinds. The Power of Choice program has been proven to accelerate talent and enhance retention of underrepresented talent.

Overview

Our research indicates that the lack of advancement and representation of underrepresented talent comes from many causes. This includes social, personal, and organizational headwinds. This program is tailored to underrepresented talent and their unique personal and workplace experiences. It helps participants identify the obstacles to their career and personal development. Additionally, it assists in the implementation of strategies to increase contribution and personal growth. The Power of Choice engages participants and challenges them on a series of personal and professional choices through which they drive and own their development path.

In this program, participants will:

- Examine personal and social narratives that drive beliefs about their capabilities.
- Identify ways to drive their own career path and overcome headwinds that may be getting in the way.
- Explore technical, relational, and influential confidence. Identify key network building approaches.
- Create a plan to get the types of visible, important, and complex assignments that will drive development, and the support to succeed at those assignments.
- Commit to practical, actionable steps that they can take to achieve their goals.

Participants will leave with:

- Enhanced personal, interpersonal, and organizational awareness.
- Increased impact as a strategic thought partner, collaborator, and decision maker.
- A clearer perspective on how to represent their personal brand to reflect identity and capability.
- Strategies for expanding contribution and organizational influence.
- Clearly identified career goals and a strategy for accessing the necessary experiences supporting that growth.
- Mastery of tools and skills to fuel career acceleration, mobility, and momentum.

Delivery options:

- Six (6) Core modules: The Awareness Choice, The Development Choice, The Contribution Choice, The Self-Determination Choice, The Relationships Choice, and The Influence Choice. The Awareness choice is a mandatory precursor for the other core modules.
- Manager Pairs* – Complementary program available. A program consisting of Three (3) modules to facilitate the manager/participant relationship and application of content.
- Tailoring and customization available.
- Impact Surveys - Standard Pre, Post, and Follow-Up for each learning cohort.

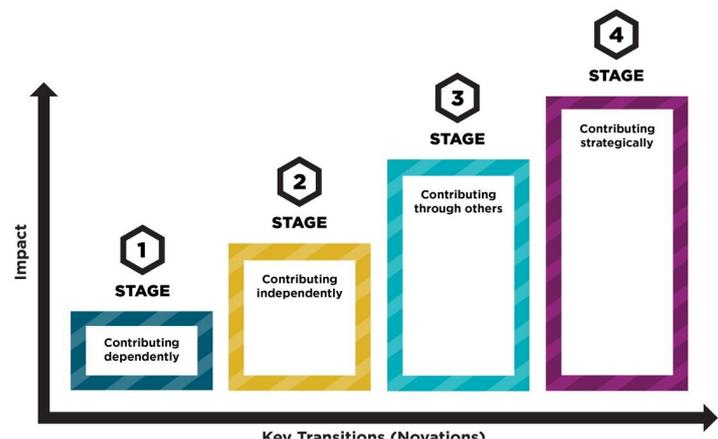
39% of surveyed program participants since 2014 have reported a promotion, whilst 47% have said the program has helped them transition into a higher or more desirable position.

- Optional pre-reading, intersession work and/or meetings, individual coaching, manager/participant paired coaching, reinforcement/application tools, assessments, additional modules for specific audiences or topics.
- *The Awareness Choice, The Development Choice, and The Contribution Choice are mandatory precursors to the Manager Pairs program.
- **Methodologies:**
Personal reflection and insight tools.
- Experiential exercises.
- Group discussions, peer coaching and accountability activities.
- Action planning.

Standard programs available:

- Participants can be invited based upon affinity such as Asian, Black, Latinx, LGBTQ+, women, for example, or in mixed groups of underrepresented talent.

The Four Stages of Contribution Model



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.