



# Korn Ferry 360 overview.

We are pleased to announce the launch of Korn Ferry 360 (KF360): a major revision to our 360 competency product offerings. It combines our world-class competency IP, a state-of-the-art survey process and completely redesigned feedback reports for outstanding insights.

**Our new 360 offering provides:**

- A more powerful, flexible, and consistent offering.
- Dramatically improved user experience and updated look-and-feel.
- Re-designed individual and group reports from the ground up for deep insights and more targeted development support.
- Support for both full and self-service: Korn Ferry can manage the process for you, or you can manage it in-house.

**Flexible measurement approach.**

KF360 supports two approaches:

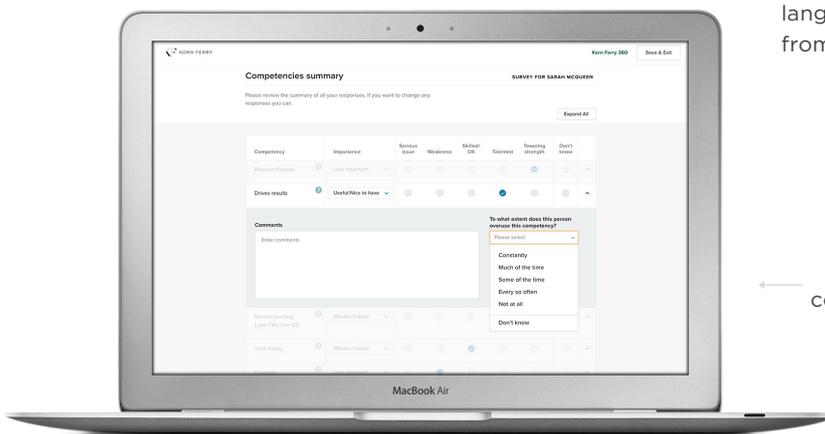
**1. A competency-based approach where:**

- The competency skill level is measured directly, along with the importance of each competency and whether it is overused.
- We also measure ‘stallers and stoppers’ and their ‘harmfulness’.

**2. A behavior-based approach where:**

- We measure the underlying behaviors that roll up to a competency.
- Options include our proprietary “behaviorally-anchored rating scale” that asks raters to assess against very specific behaviors, and a “frequency scale” that asks raters to assess the frequency of specific behaviors.

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 organization. We are doubling the language availability for our KFLA competency model from 10 to 20 languages within the next 12 months.



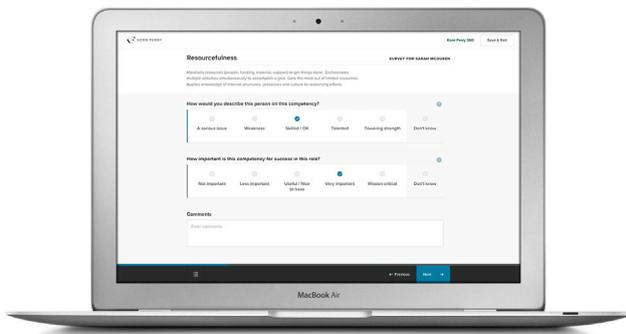
← Measuring competencies



## Survey improvements.

The main improvements in our new survey include:

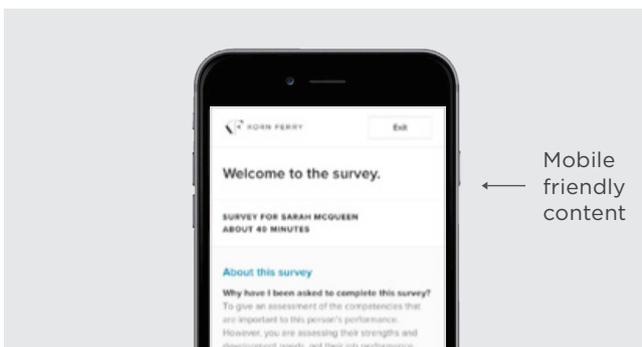
- A more intuitive, enjoyable and flexible experience for participants and raters along with full mobile compatibility.
- A new summary page for reviewing and adjusting survey answers and easier navigation.
- Options to assess either at the competency or behavior level and to measure differentiating factors like importance or overuse.
- A system to support participants nominating their own raters or client submission of this information in advance.



## Report improvements.

The main improvements in our new feedback reports include:

- A focus on ensuring users can understand the core messages in their reports and what's most important.
- More emphasis on supporting individual's development with new development guidance.
- Greater insights in the group reports into the distribution of a group's results, and their strengths and weaknesses.



## If using an existing Korn Ferry 360 product, how do you transition to the new offering?

We plan to move clients on legacy 360 products onto our new offering over the next 12 - 18 months.

Month	Clients supported
August	Voices clients, using standard KFLA content, English only.
September	Voices clients using standard Lominger 67* content in English only.
October	Voices clients - support for 10 KFLA languages. Support for Lominger 67* in currently available languages.
November	Voices clients using non-standard content in multiple languages. TLP and PROFILOR clients using standard content.
December	TLP and PROFILOR clients, using non-standard content.
January	Complex clients, either with very custom content, or specific features/ processes.
February - December 2018	Talent Q Multiview and GN Stages 360 products.

\* We encourage clients to switch to KFLA content - speak to your Account Manager to hear the benefits.

A member of the Korn Ferry project team will contact you over the next few weeks to review your product usage, respond to any questions/concerns and work with you to suggest the best timing for transition.

**If you have any queries in the meantime or would like to find out more information, please contact your account manager.**

## About Korn Ferry

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations and societies succeed by releasing the full power and potential of people. Our nearly 7,000 colleagues deliver services through our Executive Search, Hay Group and Futurestep divisions.