

Voices®

Clearer insight to accelerate development.

Voices® with Korn Ferry Leadership Architect™.

A research-validated, 360 multi-rater feedback system, that drives self-awareness, acceptance, and action in developing your future leaders.

Easy administration and set-up.

- ▶ Engage with our global survey center to leverage global expertise in managing programs and events worldwide.

Customization.

- ▶ Use our Korn Ferry Leadership Architect Global Competency Framework, custom competencies and behaviors, values, or any combination of these to assess and inform your future leaders.
- ▶ Create custom, automatic email invitations and reminders by program or for specific individuals.
- ▶ Create custom program report templates or specific report outputs by selecting from twenty-one impactful sections.

Options.

- ▶ Optional demographics and normative data.
- ▶ Learner-driven rater nomination and approval workflow.
- ▶ Languages: US English, French, German, Spanish, Chinese Simplified, Japanese, Korean, Russian, and Brazilian Portuguese.

Getting started.

- ▶ To get started with a pilot or program contact: Beat Johner, An Independent Korn Ferry Master Associate, welcome@jocon.com, Cell +41(0)79 410 3008.

At a glance:

Why 360 matters—future leaders need to know:

- ▶ How their on-the-job behaviors are perceived by others.
- ▶ What's critical for success?
- ▶ Gaps they have in how they see themselves versus others.

“The opportunity to grow and develop is in the top three things employees seek from their current company, or in looking outside. Feedback is necessary to that growth.”

Eichinger, R. Lombardo, M. and Ulrich, D (2004). *100 Things You Need To Know: Best People Practices for Managers and HR*. Korn Ferry.

Development.

Combine Voices assessment results with the new Korn Ferry Leadership Architect™ “for your improvement” to coach your learners and create directed and effective development plans.

FYI® for your improvement

- ▶ Built upon decades of research.
- ▶ Easy-to-use development guide.
- ▶ Actionable tips for each of the thirty-eight competencies and ten career stallers and stoppers.
- ▶ Categorized into skilled, less skilled, talented, and overused behaviors.
- ▶ Job assignments and learning resources.
- ▶ Inspirational quotes.
- ▶ Flexible access in print and digital formats.
- ▶ Available in nine languages.



Coaching resources.

- ▶ Leverage our global network of coaches.
- ▶ Certify individuals within your organization to deliver feedback:
 - Attend Voices 360 Feedback Facilitation and Interpretation, a public certification program. Visit www.kornferry.com/products
 - Partner with your Korn Ferry consultant to conduct an in-house Voices certification program.