

# Leadership U for Humanity

**Korn Ferry Foundation**

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Managing Partner  
Korn Ferry

2023 General Assembly, June 19-20, NYC



 velocity

Leadership U for Humanity is a program of the Korn Ferry Foundation designed to create the leaders of tomorrow.

Leaders who bring diverse backgrounds and experiences to the table. Who champion conscious inclusion and celebrate and empower difference. Benefitting not only businesses, but underrepresented people across the world.

LEADERSHIP U FOR  
**HUMANITY**



# Leadership U for Humanity

## The participant journey



CORE PROGRAM



START HERE

MONTH 1 – LUFH KICK-OFF

MONTH 2 – SELF-AWARENESS

MONTH 3 – ECONOMIC VALUE AND CORPORATE WORLD

MONTH 4 – LEADERSHIP

\*MONTH 7 – SELF-DIRECTED

MONTH 6 – CAREER PROGRESSION AND ADVANCEMENT

MONTH 5 – INFLUENCE AND IMPACT

\*MONTH 8 – SELF-DIRECTED

\*MONTH 9 – SELF-DIRECTED

ENHANCED PROFESSIONAL, LEADERSHIP OPPORTUNITIES



# Leadership U for Humanity

## Virtual Classroom Experiences and Powerful 1:1 Coaching

**Leadership U:** These one-hour virtual classroom experiences will provide new insight into critical aspects of leadership that are non-negotiables in today's business climate.

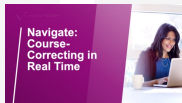
**Personal coaching:** helps leaders at all levels discover opportunities for development and make intentional change

### Anticipate



Helping leaders assess and extract meaning from the current reality, to project what might happen in the future.

### Navigate



How to be proactive, purposeful, and agile to course-correct in real time.

### Communicate



Hone your message and point of view in a concise, compelling way.

### Listen



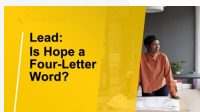
Explore empathy and compassion and the role these play in opening the door to authentic conversations.

### Learn



Explore the tools needed to be curious, engaged and genuinely committed to facilitate better decision making.

### Lead



Explore the role that displaying courage plays in helping teams and businesses move forward.



INSPIRE

The participant's journey to his/her ideal self and future state



EXPLORE

The participant's current state



CREATE

The participant's best path forward

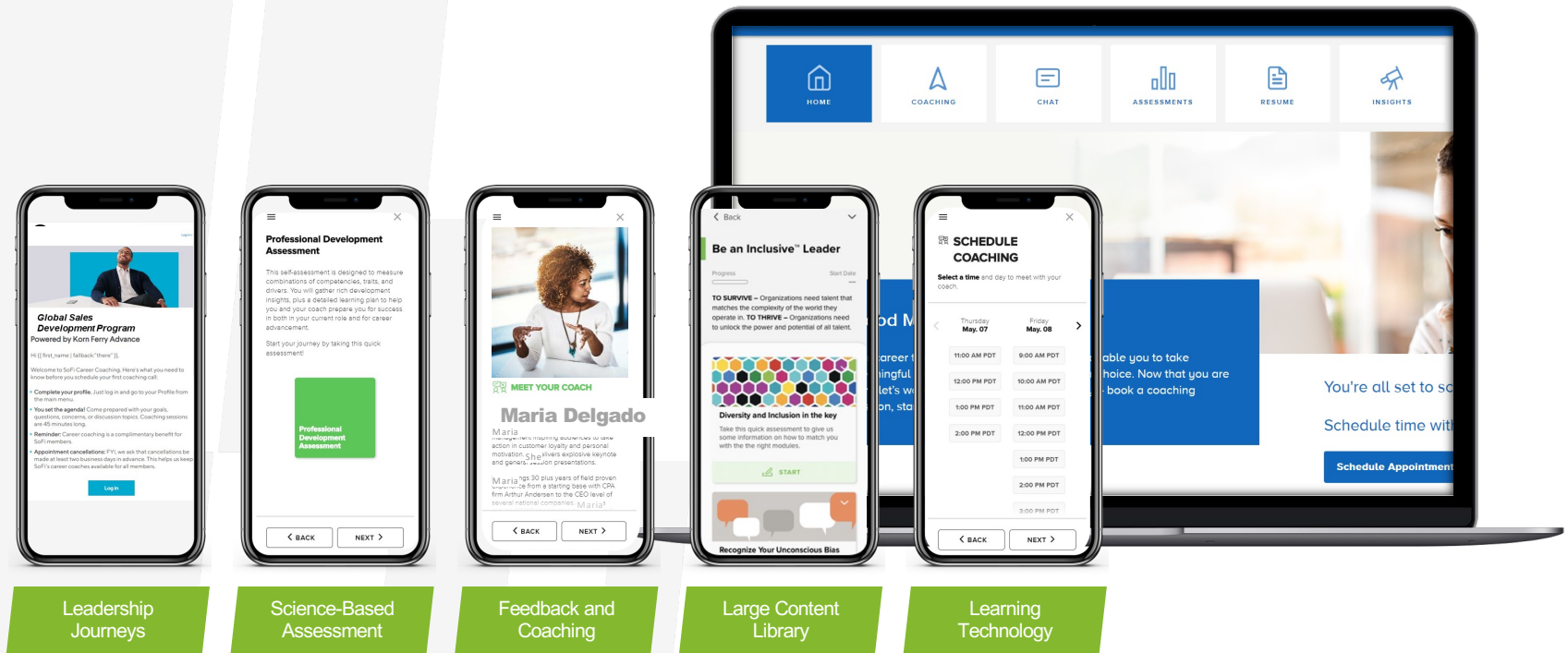


ACTIVATE

The participant's development experience

# Leadership U for Humanity

## Journey powered by KF Advance, now Velocity-enabled



Leadership  
Journeys

Science-Based  
Assessment

Feedback and  
Coaching

Large Content  
Library

Learning  
Technology



Participant facts and figures<sup>11</sup>

1,043

Participants

57%

African American/Black

8%

Asian/Asian-American/  
Pacific Islander

27%

LGBTQ+

23,500+

Program hours

2,500+

1:1 professional coaching hours

22%

Hispanic/Latino/a/e

61%

Women

2%

Nonbinary

LEADERSHIP U FOR  
**HUMANITY**

712  
graduates



# Continuing to Help

## Leadership U for Humanity, Korn Ferry and Velocity

- Program completion credentials are issued to all participants at the end of the program
- Will be expanded to our new pilot with the L’Oreal Foundation in France when that 1<sup>st</sup> cohort graduates.
- As we continue to work with participants post-program, their Velocity wallet and credentials are active tools in the Leaders’ development and career journeys
- Next up for Korn Ferry – Enterprise Coaching certification credentials issued through Velocity – helping KF’s fast growing business continue to accelerate!
- About 200,000 people per year use Korn Ferry Advance for assessment and development – this is the target population to enable on Velocity.



# Implementing Velocity

Can have a huge positive impact, but don't underestimate the work.

POSITIVES	CHALLENGES
<ul style="list-style-type: none"><li>• Having participants with the Velocity wallet and credentials enables a continuing relationship with them as they continue their professional journeys.</li><li>• A wonderful, innovative cap on an important development initiative for Korn Ferry and the Korn Ferry Foundation.</li><li>• Beginning to expand to other, much larger programs in Korn Ferry (Enterprise Coaching)</li><li>• The Velocity team was incredibly responsive and helpful at all times – their passion drove ours</li></ul>	<ul style="list-style-type: none"><li>• Velocity's infrastructure and tooling were evolving, as were Korn Ferry's</li><li>• The newness of this technology to everyone slowed us down significantly working through public company IT security, privacy and disclosure processes</li><li>• Competitive product use in Korn Ferry caused some internal machinations not expected</li><li>• We'll discover the real value to participants as we go – right now, the organization is taking a leap of faith</li></ul>



# Thank you for listening.

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