



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 an "effectiveness scale" that asks raters to assess the individual's effectiveness with 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.

To find out more about KF360 including the improvement to the surveys and reports, please contact an account manager.