

Efficacy for Professionals of Color Institute:
*Transforming Diverse Talent
into Executive Ready*

AABE

A woman with short dark hair, wearing a white blazer, is smiling and looking towards the right. The background is a blurred office setting with a window and a person in a dark suit.



Efficacy for Professionals of Color Institute: *Transforming Diverse Talent into Executive Ready*

The Professionals of Color Institute is a professional development experience that includes the following:

- ✦ Two-day, facilitated Efficacy for Professionals of Color session
- ✦ Korn Ferry Assessment of Leadership Potential (KFALP) Assessment
- ✦ KFALP Feedback & Coaching

Efficacy for Professionals of Color

Efficacy explores the impact of effective effort and confidence on skill development in three critical areas—Technical, Influential, and Relational—and helps participants take personal responsibility for gaining more proficiency in these areas.

Participants emerge with strategies to understand performance expectations, set regular development goals, and take appropriate risks that support growth.

Efficacy for Professionals of Color provides proven, concrete techniques for participants to maximize their levels of contribution and sustain a competitive advantage in today's challenging workplace. The program focuses on increasing confidence and competence in the influential and relational arenas that often derail the career momentum and mobility for professionals of color. Program themes include:

- ✦ Aligning personal/cultural values with organizational values
- ✦ Building intellectual, political, and relational confidence
- ✦ Navigating the corporate culture
- ✦ Using feedback to accelerate development
- ✦ Understanding the dynamics of power and influence
- ✦ Sustain high performance and increase promotional opportunities through continuous skill development
- ✦ Develop a strategic problem-solving approach to managing personal and organizational obstacles
- ✦ Enhance confidence and mobility with increased personal branding, networking, influence skills
- ✦ Create a strategic plan for ongoing professional development



Korn Ferry Assessment of Leadership Potential (KFALP)

Korn Ferry Assessment of Leadership Potential (KFALP) uses decades of research to give the participant a complete view of their leadership potential.

In a single, easy-to-use assessment instrument, KFALP measures the Seven Signposts of Leadership Potential found within the Korn Ferry Four Dimensions of Leadership and Talent to give participants the confidence of clearly understanding the specific areas needing development:

- ✦ **Learning agility:** The ability and willingness to learn from experience and to apply that learning to perform successfully under new and first-time conditions
- ✦ **Formative experiences:** The experiences that have shaped and prepared an individual to be successful in higher-level positions
- ✦ **Self-awareness:** The ability to identify personal strengths and weaknesses and to understand how they affect others
- ✦ **Leadership traits:** The traits that contribute to being a successful leader
- ✦ **Motivation to lead:** The drive and desire to be a leader
- ✦ **Logic and reasoning:** The cognitive abilities necessary to solve complex problems
- ✦ **Derailment risk:** The risk of failure in higher-level positions



Unlike other assessments that rely heavily on performance-based measures and/or personality traits, the KFALP gives participants a comprehensive look at their potential.

The instrument also provides participants with guidance on how to close any gaps, to increase their potential for advancement at their respective companies.

Straightforward administration and reporting

As an online self-assessment, accessible via a laptop or a mobile device, KFALP is a simple, easy-to-deploy, and intuitive measurement tool that delivers individual reports, which outline the following:

- ✦ Each individual's overall leadership potential summary
- ✦ Areas of strength for each of the seven key signposts of high potential

Participant will receive powerful self-insights into both career planning and areas of focus for professional and personal development.

KFALP takes 90 minutes to complete—minimizing individual time-investment and keeping survey assessment fatigue at a minimum.



Feedback to the participant

Coaching and feedback sessions

- ★ Individual feedback is essential to ensuring that participants understand the results of their assessment and that development “insight” turns to “action.”
- ★ **Korn Ferry coaching and feedback:** Korn Ferry coaches can conduct a feedback session (60 minutes) with each participant to review his/her results.

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 approximately 7,000 colleagues deliver services through our Executive Search, Korn Ferry Hay Group, and Futurestep divisions. Visit [kornferry.com](https://www.kornferry.com) for more information.



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