

Talent Analytics

Align talent with organizational strategy.

Talent Analytics and Big Data are among the top trends in today's workplace¹. To execute your business strategies successfully, it's critical to have the right people in the right roles. But how can you ensure the talent you need to succeed, now and in the future, is in place?

By utilizing talent intel, Korn Ferry Talent Analytics, as part of our world-class R&D arm, specializes in using data and analytics to answer your most pressing talent questions such as:

- What does our talent "look" like? What are our strengths and opportunities?
- Who are our high potentials? Are they different than our high performers?
- How does our talent compare to external talent benchmarks and best-in-class profiles?
- What are the key leadership characteristics that drive engagement and performance at our organization?

To answer these critical talent questions, you need standardized talent assessments with enterprise-wide processes coupled with aggregate talent intelligence from every sector, function, and region of the globe.

This is the power of Korn Ferry.

Psychologists, statisticians, and computer scientists on the Korn Ferry Talent Analytics team partner with consultants and clients to constantly create and pilot new innovations. From this process, they have become experts in appropriately and effectively analyzing data using cutting-edge methods, coupled with a continuous focus on quality & impact.

KORN FERRY TALENT ANALYTICS CAN HELP WITH:

- Aggregated group results that help you address strategic talent issues throughout your leadership pipeline.
- Focused talent reviews, selection, promotion, and succession planning.
- Needs analysis and targeted development, including measurable pipeline advancement.
- Identifying key drivers of performance and business outcomes analytics.
- Increasing your ability to execute on strategic business imperatives via alignment with talent.

DID YOU KNOW?

Korn Ferry has data gleaned from millions of leaders and their employees around the world, with unsurpassed insight into CEO and executive leadership.

Highlights include:

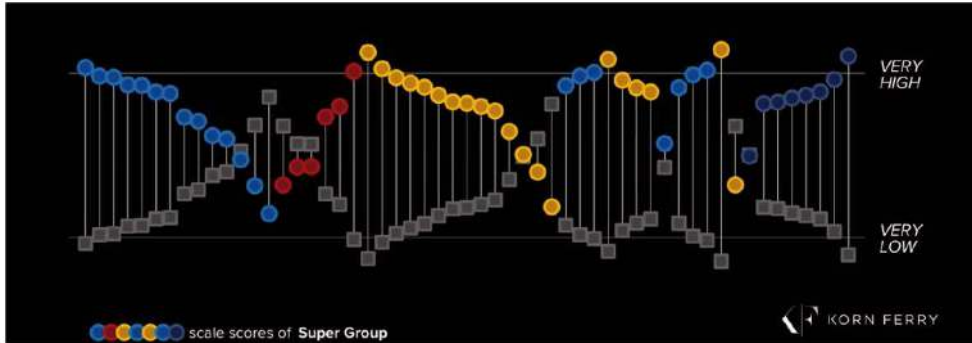
- 20 million compensation records.
- 6.8 million engagement records.
- 6.5 million assessment records.

This data adds depth and perspective to the issues highlighted in your group results, allowing us to compare your leaders to our global norms or craft specific comparison groups by industry or level - whatever you need to better understand your talent.

1. http://www.siop.org/article_view.aspx?article=1610



Korn Ferry is uniquely positioned to support you in your Talent Analytics efforts. Our IP, rich data, and research, coupled with top-notch consulting, allow Korn Ferry to provide the insights your organization needs to visualize the “DNA” of your talent - and help align that talent with your business needs.



Talent Analytics Services

Korn Ferry offers a wide range of Talent Analytics services to help your organization achieve its goals, including:

- **Industry, Function, and Role Analytics**
These types of talent analytics focus on macro-level talent intel across organizations and answer questions such as: What does talent in my Industry or Function look like? How does my area compare to top talent in other areas? Where should we be looking for key talent to meet our critical needs? What differentiates those leaders that are highly sought-after from those that are not? Korn Ferry has the data that is needed to provide you with answers to these key talent questions and more.
- **Client Analytics**
For organizations that have conducted talent assessments with Korn Ferry, we can provide analytics specific to the talent at that company. These analytics help answer questions such as: What does my own company’s talent look like? How do we stack up against critical benchmarks? Do we have the talent we need to execute our business strategies? What gaps exist and how might we close them? The insights from Korn Ferry’s Talent Analytics services allow our clients to drive superior performance through better talent decisions.
- **Predictive Analytics & Business Outcomes**
Predictive Analytics and Outcome Studies are some of the most valuable studies Korn Ferry embarks upon with organizations. In addition to showing return on investment to the organization, the Korn Ferry Talent Analytics Team can also conduct analyses that identify the Key Drivers of engagement, performance, and business outcomes for the organization, which can in turn drive improved talent acquisition, selection, succession, development, and retention.

Savvy organizations that correctly leverage data have the best potential to maximize business success. Whether you are just starting out in the talent analytics space or you are looking for a strategic partner to take your analytics to the next level, Korn Ferry has the knowledge, experience, and perspective to help you achieve your goals.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.