

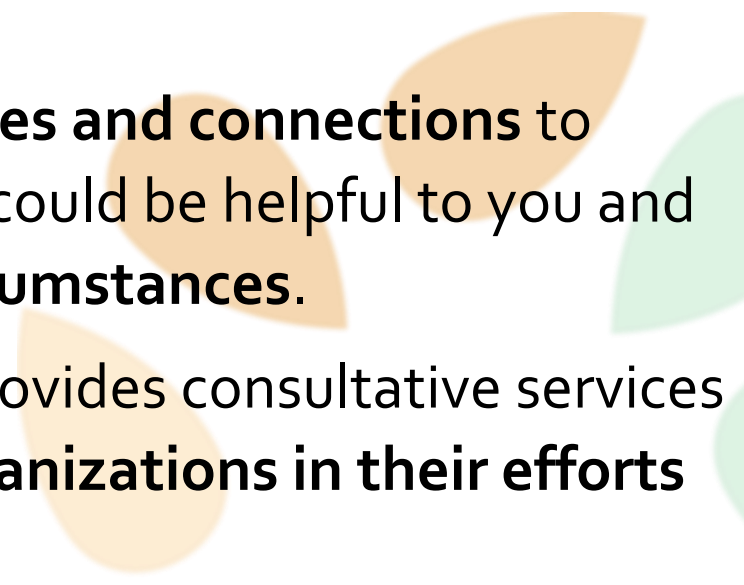
The Diversity, Equity, & Inclusion



TOOLKIT

PART 3: NAVIGATION



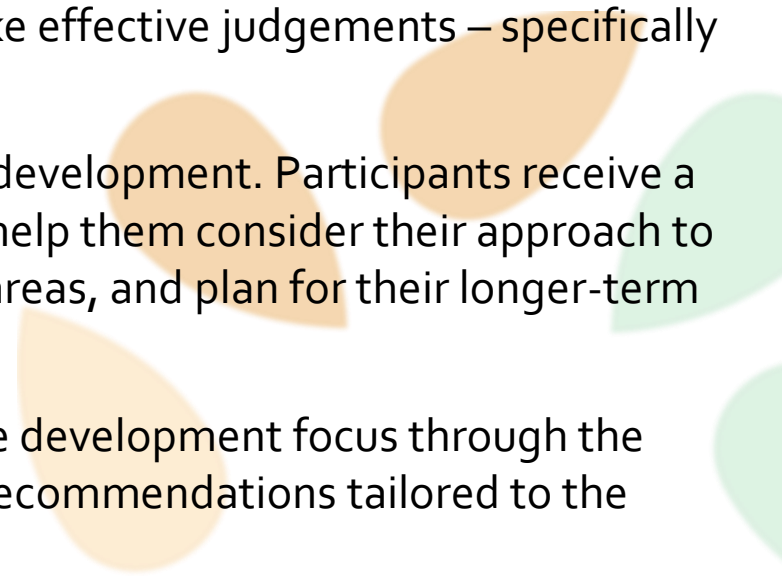
- As you move forward on your path toward becoming a more diverse, equitable, and inclusive organization, **you may need support along the way.**
 - You will find **additional references and connections** to resources and consultation that could be helpful to you and your **organization's specific circumstances.**
 - Global consultant, Korn Ferry, provides consultative services and assessments to **support organizations in their efforts to advance DEI practices.**
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Inclusive Leader Assessment

Korn Ferry offers an online assessment to support *Inclusive Leader™* development.

The professional self-assessment presents leaders with a series of engaging, real-life, work-related scenarios specific to their model and profile.

Inclusive Leader Assessment

- **The program assesses an individual's ability** to choose the most appropriate action and determine whether an individual can make effective judgements – specifically aligned to inclusive leadership.
 - **Feedback is easy to understand** and use for development. Participants receive a report containing development insights that help them consider their approach to work, reflect on successes and development areas, and plan for their longer-term development and skills training.
 - **An individual's assessment data** helps define development focus through the personalized learning journey with targeted recommendations tailored to the participant's results.
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Inclusive Leader Assessment

COMPASS

- Using Korn Ferry's employee survey tool, **Compass**, companies can identify where their organization is **today** in each of these areas and then develop a **roadmap** to advance to the **next level**.
- The **DE&I Maturity Model** can then be used by leaders as a **strategic** tool to track and **report** on how you are progressing on your DEI **journey**.



Download
DEI Maturity Model Factsheet.pdf



Inclusive Leader Assessment

MATURITY MODEL

Korn Ferry's **DE&I Maturity Model** measures an organization's DEI maturity across **five strategic dimensions**:

- Risk Management
- Awareness
- Talent Integration
- Operations Integration
- Market Integration



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