

2025

HR

CAPABILITY

DEVELOPMENT
PROGRAMMES



ABOUT KORN FERRY ACADEMY

Korn Ferry Academy is a career accelerator dedicated to empowering individuals, teams, and organisations to excel in today's rapidly changing world. As part of Korn Ferry's Singapore Advisory division, we deliver transformative learning experiences that combine cutting-edge global research with practical, actionable insights. Our courses are designed to integrate seamlessly into busy professional lives, equipping participants with the critical skills and mindsets needed to navigate the complexities of the modern workplace.

As a SkillsFuture Queen Bee, Korn Ferry Singapore plays a pivotal role in advancing skills development and driving enterprise transformation. With funding support of up to 90% across our training courses and initiatives for Singapore-based organisations, we are committed to cultivating a highly skilled and adaptable workforce ready to lead in the industries of tomorrow.

PROGRAMME JOURNEYS

Korn Ferry Academy's HR Capability Development Programmes offer two transformative journeys designed for HR and talent management professionals. The Strategic HR Business Partner Programme equips you with the skills to align HR with business objectives, positioning you as a trusted advisor in driving organisational success. The Future-Ready Talent Management Programme empowers you to attract, develop, and retain top talent, building a workforce prepared to thrive in the future.

At the core of these 6-month journeys are cutting-edge insights and practical skills curated as course modules, Korn Ferry's renowned Talent Assessment to uncover your strengths and growth areas, and three personalised one-on-one coaching sessions for actionable guidance by our experts. Designed to meet your unique needs, these programmes provide you with an opportunity to elevate your career, deliver impact, and excel in today's dynamic business environment.

THE KFA ADVANTAGE



Practical Skills for Real-World Impact

Gain hands-on knowledge from Korn Ferry's global research and industry insights to equip you with the critical skills and competencies in demand today.



Personalised Coaching for Accelerated Success

Benefit from three one-on-one application coaching sessions with experts, offering tailored guidance to help you apply programme knowledge and skills to unlock your full potential.



Faculty with Industry Expertise

Learn from seasoned facilitators who bring deep industry experience, providing practical, actionable insights that directly apply to your challenges and goals.



Generous Funding Support

Eligible participants can benefit from SkillsFuture funding, covering up to 90% of programme fees, making it easier to invest in your professional development without financial constraints.



Data-Driven Insights for Career Growth

Get data-driven insights and feedback from the Korn Ferry Talent Assessment, empowering you to identify your strengths, growth areas, and development opportunities to accelerate your career.



Flexible Format for Seamless Learning

Korn Ferry Academy programmes are designed for maximum convenience, with well-paced modules conducted at easily accessible locations that fit into your busy professional life.

Strategic HR Business Partner Programme

Designed for modern HR professionals, to enhance your business acumen, analytical capabilities, and stakeholder influence, enabling you to step confidently into a more strategic role for contributing to business success and transformation.

S\$ 11,200* + GST
Up to 90% funding applicable for individual sponsored participants (subject to eligibility)

 6 MONTH JOURNEY

 5 MODULES

 9 TRAINING DAYS

 3 COACHING SESSIONS

 1 KORN FERRY TALENT ASSESSMENT

START

Korn Ferry Talent Assessment
1 HOUR | ONLINE

Group Assessment Debrief
1.5 HOUR | VIRTUAL

MODULE 1

Business Partnering and Consulting Skills for HR Professionals

Elevate your HR expertise by aligning your practices with organisational goals and objectives, empowering you to drive transformative business outcomes and tangible impact.

2 DAYS | IN PERSON

COHORT 1: 11-12 FEB
 COHORT 2: 8-9 APR

MODULE 2

Business Acumen for Commercial Success

Develop cross-functional leadership skills across strategy, finance, and customer-centric practices to enhance your impact and drive business growth.

2 DAYS | IN PERSON

COHORT 1: 25-26 MAR
 COHORT 2: 14-15 MAY

MODULE 3

Design Thinking for HR Professionals

Transform HR by focusing on employee needs with design thinking approach to solve problems, spark innovation, and enhance employee engagement.

1 DAY | IN PERSON

COHORT 1: 24 APR
 COHORT 2: 17 JUN

MODULE 4

Driving HR Efficiency through AI and Tech

Master HR tools and tech to enhance operations, productivity and employee experience, leveraging AI to streamline processes and foster engagement.

2 DAYS | IN PERSON

COHORT 1: 22-23 MAY
 COHORT 2: 8-9 JUL

MODULE 5

Mastering the Art of Influence for Stakeholder Management

Unlock your influence. Gain skills to guide decisions, drive change and enhance collaboration for a thriving team and organisation.

2 DAYS | IN PERSON

COHORT 1: 18-19 JUN
 COHORT 2: 6-7 AUG

3 Application Coaching Sessions to be initiated by participant during the Programme Journey | **1 HOUR VIRTUAL**

Strategic HR Business Programme

Module Descriptions

MODULE 1

Business Partnering and Consulting Skills for HR Professionals

Elevate your HR expertise by aligning practices with business goals. Enhance your business partnering and consulting skills, empowering you to drive transformative business outcomes and become an integral contributor to your organisation's success.

Key topics:

- Metrics and Success Factors of Effective HRBPs
- HRBPs as Drivers of Business Strategy
- HRBPs as Internal Consultants and Strategic Problem Solvers
- HRBPs as Trusted Advisors to Senior Management
- HRBP as Organisational Change and Transformation Enablers
- Effective Stakeholder Management

MODULE 2

Business Acumen for Commercial Success

Develop cross-functional leadership skills with a business-savvy mindset that aligns with organisational strategy. Enhance your commercial acumen, enabling you to engage confidently in strategic discussions and drive business growth.

Key topics:

- Understanding Your Business and Strategic Objectives
- Customer Analysis and Market Segmentation
- Conducting Comprehensive Market Analysis
- Financial Acumen: Cost Strategies and Pricing Models
- Mastering Business Communication and Presentation Skills

MODULE 3

Design Thinking for HR Professionals

Creativity can be a powerful differentiator in addressing complex HR challenges, yet it is often overlooked. Transform HR by focusing on employee needs with design thinking approach to solve problems, spark innovation, and enhance employee engagement.

Key topics:

- Core Principles of Design Thinking
- Bringing Solutions to Life with Prototypes
- Applying Design Thinking to Key HR Challenges
- Communicating Effectively to Pitch Design Thinking Solutions
- Exploring Ethnographic Research Methods
- Utilising Prototyping Methods for Quick Experimentation

MODULE 4

Driving HR Efficiency through AI and Tech

As a forward-thinking HR professional, you're in a pivotal role to drive transformation of the workplace and the workforce. Equip yourself with HR tools and tech to enhance operations, productivity and employee experience, leveraging AI to streamline processes and foster engagement.

Key topics:

- Impact of AI, Blockchain, Cloud, and Data (ABCD) in HR
- Leveraging Generative AI to Address HR Challenges
- Integrating Technology and Data Throughout the Employee Lifecycle
- Navigating the Benefits and Limitations of HR Technology
- Key Elements for a Successful Digital HR Transformation
- Assessing Organisational Readiness for HR Technology Adoption

MODULE 5

Mastering the Art of Influence for Stakeholder Management

Unlock the power of influence to guide you in nurturing trust-based relationships within your workplace and equip you with techniques to influence others positively, ensuring mutually beneficial results for clients and team members alike—even in situations where resistance may arise.

Key topics:

- The Interplay of Influence and Decision-Making
- Unlocking Your Personal Power to Influence Effectively
- Expanding Your Influence Through Strategic Networking
- Cultivating Influence: Adapting Your Style to Fit the Situation
- The 5 C's of Impactful Conversations
- Navigate Critical Conversations to a Positive Outcome



"THE PROGRAMME IS EXCELLENT, INCLUDING THE FACILITATORS AND COACH.

EACH FACILITATOR IS HIGHLY SKILLED IN THEIR AREA OF EXPERTISE AND PROVIDES VALUABLE SUPPORT IN HELPING US APPLY THE KNOWLEDGE GAINED TO REAL-LIFE SITUATIONS."

Future Ready Talent Management Programme

Designed for executives seeking to elevate their talent management expertise and drive impactful workforce strategies, equip yourself with actionable frameworks and skills to maximise your team's potential and build a future-ready workforce.

S\$ 11,200* + GST

Up to 90% funding applicable for individual sponsored participants (subject to eligibility)



6 MONTH JOURNEY



5 MODULES



9 TRAINING DAYS



3 COACHING SESSIONS



1 KORN FERRY TALENT ASSESSMENT

START

Korn Ferry Talent Assessment
1 HOUR | ONLINE

Group Assessment Debrief
1.5 HOUR | VIRTUAL

MODULE 1

Strategic Talent Management for Business Growth

Explore talent management strategies and tactics required to drive business growth, innovation, competitiveness and a culture of excellence.

2 DAYS | IN PERSON

COHORT 1

4-5 MAR

COHORT 2

1-2 JUL

MODULE 2

Identifying and Developing Future Leaders

Discover how to identify high-potential talent within your organisation and support their growth to thrive in critical leadership roles and drive future success.

2 DAYS | IN PERSON

COHORT 1

10-11 APR

COHORT 2

4-5 AUG

MODULE 3

Retaining Top Talent

Learn practical strategies to retain your top talent, boost their engagement and maximize their productivity to help them excel while driving long-term organisational success.

1 DAY | IN PERSON

COHORT 1

8 MAY

COHORT 2

3 SEP

MODULE 4

Succession Planning for Future-Ready Organisations

Future-proof your organization with succession planning to build a strong talent pipeline, ensure seamless leadership transitions, and drive sustainable growth for your business.

2 DAYS | IN PERSON

COHORT 1

3-4 JUN

COHORT 2

9-10 OCT

MODULE 5

Talent Analytics for Decision Making

Unlock your HR data's value by identifying key metrics and presenting insights that empower leaders to make informed decisions for success.

2 DAYS | IN PERSON

COHORT 1

3-4 JUL

COHORT 2

11-12 NOV

3 Application Coaching Sessions to be initiated by participant during the Programme Journey | 1 HOUR VIRTUAL

Future Ready Talent Management Programme

Module Descriptions

MODULE 1

Strategic Talent Management for Business Growth

In today's fast-changing business world, staying competitive means hiring and retaining top talent. Discover strategies to boost competitiveness and develop a culture of excellence within your organisation, positioning it to attract and retain the talent essential for long-term success.

Key topics:

- Business Strategy Essentials
- Developing a Talent Strategy & Philosophy
- Aligning Talent Strategy with Business Strategy
- Identifying and Retaining Top Talent, including Succession Planning
- Business Performance Outcomes Through Talent Management

MODULE 2

Identifying and Developing Future Leaders

Cultivating talent from within is far more cost-effective than external hiring, and you can play a key role in realising these savings. Discover how to identify high-potential talent within your organisation and support their growth to thrive in critical leadership roles and drive future success.

Key topics:

- Defining Talent and Future Leaders: Success Profiles and Talent Competency Frameworks
- Assessing Internal Talent for Performance and Potential
- Effectively Utilising Talent Assessment Tools (Psychometric testing, AI etc)
- Developing The Whole Individual using the Korn Ferry Four-Dimensional [KF4D] Assessment Process
- Top Talent Learning Needs Analysis
- Measuring Talent Development Impact & ROI

MODULE 3

Retaining Top Talent

Nurturing and retaining your best employees is crucial for your organisation's long-term success. Learn practical strategies to retain your top talent, boost their engagement and maximize their productivity to help them excel while driving long-term organisational success.

Key topics:

- Understand the Changing Context and the Impact on Talent Management
- Exploring the Key Drivers of Top Talent Engagement, including Total Rewards
- The Impact of Culture and Leadership on Talent Engagement and Retention
- Crafting a Comprehensive Talent Engagement Strategy
- Essential Metrics and Statistics for Talent Engagement
- Engaging Top Talent in "Stay" and Challenging Conversations

MODULE 4

Succession Planning for Future-Ready Organisations

Succession planning is no longer a luxury; it's a vital strategy for success. Future-proof your organization with succession planning to build a strong talent pipeline, ensure seamless leadership transitions, and drive sustainable growth for your business.

Key topics:

- Best Practices in Succession Planning Today
- Aligning Succession Planning with Future Business Goals
- Identifying Critical Roles and Developing Success Profiles
- Crafting Succession Planning Strategies, Processes, and Metrics
- Tailored Succession Planning Approaches for Different Organisations
- Addressing Leadership Gaps in Contingency Situations

MODULE 5

Talent Analytics for Decision Making

Many organisations generate vast amounts of data, yet much of it remains untapped. Unlock your HR data's value by identifying key metrics and presenting insights that empower leaders to make informed decisions for success.

Key topics:

- Mastering the Fundamentals of Talent Analytics
- Effective Data Collection Techniques
- Leveraging Microsoft Excel for Data Analysis
- Creating Engaging Visual Reports and Dashboards
- Crafting Clear HR Narratives

"AS A BUSINESS LEADER, KORN FERRY ACADEMY'S TALENT MANAGEMENT PROGRAMME GAVE ME A BETTER APPRECIATION AND UNDERSTANDING OF HR'S PIVOTAL ROLE AND THEIR UNIQUE CHALLENGES.

THIS NEWFOUND PERSPECTIVE HAS PAVED THE WAY FOR FRUITFUL COLLABORATIONS WITH HR PROFESSIONALS, WHETHER AS A COACH OR A BUSINESS MANAGER."

Invest in your career today.
Be the trusted HR Advisor
to drive people strategy
and organisational success.

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