

2025

**LEADERSHIP**  
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 Leadership Development Programmes offer three transformative journeys tailored for today's evolving leadership needs. ASCEND equips first-line managers with the essential tools and foundation to successfully transition from individual contributor to effective leader. ELEVATE empowers middle managers to master critical leadership skills, balancing strategy, and operations, driving impact, and aligning teams with business objectives. DELIVER transforms project managers by providing the tools to lead high-performing teams, influence stakeholders, and communicate with impact in complex environments.

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.

## 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.


# ASCEND

## Equipping First-Line Managers

From individual contributor to first time manager. Build skills to manage diverse teams in today's multigenerational workforce and strengthen your presence as a leader who inspires trust and collaboration.

**S\$ 10,400\*** + GST  
*Up to 90% funding applicable for individual and company sponsored participants (subject to eligibility)*

 6 MONTH JOURNEY

 5 MODULES

 8 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

### Self Awareness for Peak Performance

Break down your barriers to peak performance, assemble a comprehensive toolkit that minimises limiting mindsets and enables a more impactful and purpose-driven career.

**2 DAYS | IN PERSON**

COHORT 1: 5-6 MAR  
 COHORT 2: 23-24 JUL

### 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: 25-26 AUG

### MODULE

## 3

### Delivering Results Through Others

Learn how to encourage your people to take ownership of their work - and build a team that you can trust to do their best work even when no one's watching.

**2 DAYS | IN PERSON**

COHORT 1: 28-29 APR  
 COHORT 2: 17-18 SEP

### MODULE

## 4

### Performance Management in a Multigenerational Workforce

Navigate the complexities of today's diverse, multigenerational workforce and discover strategies to address critical performance challenges.

**1 DAY | IN PERSON**

COHORT 1: 27 MAY  
 COHORT 2: 30 OCT

### MODULE

## 5

### Elevating your Personal Brand & Executive Presence

Start building an authentic personal brand that not only reflects your unique strengths and values but also positions you as a trusted expert in your field.

**1 DAY | IN PERSON**

COHORT 1: 16 JUN  
 COHORT 2: 26 NOV

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



# ASCEND

## Equipping First-Line Managers

### Module Descriptions

#### MODULE 1

### Self-Awareness for Peak Performance

The insights of successful athletes, business and country leaders reveal a powerful truth: success begins in the mind and is built on small but intentional habits. Unlock your potential by overcoming barriers to peak performance through self-awareness and agile practices, driving a purpose-driven career.

#### Key topics:

- Self-Discovery & Mapping Your Personal Journey
- The Impact of Beliefs on Performance
- Cultivating a Growth Mindset for Success
- Embracing Choice and Purpose in Your Mindset
- Identifying Behavioural and Communication Patterns
- High-Performance Strategies

#### 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

### Delivering Results through Others

Instead of relying on high achievers to come together on their own, learn how to nurture and develop a cohesive team using Korn Ferry's unique TEAMM model. Acquire practical skills to create a culture of trust and accountability that inspires consistent, high-quality results.

#### Key topics:

- Harnessing the Power of OKRs and KPIs
- Engaging Stakeholders for Maximum Buy-In
- Cultivating Alignment on Ownership and Accountability
- Tracking Project Performance with Precision
- Navigating and Resolving Conflicts

#### MODULE 4

### Performance Management for the Evolving Workforce

Does your current performance management system feel more like a box-checking exercise than a dynamic driver of success? Create a performance-driven culture by mastering impactful goal-setting techniques, and gain fresh insights to boost engagement and drive organisational success.

#### Key topics:

- The Importance and Role of Performance Management
- Adapting Performance Management for a Post-Pandemic Workforce
- Effective Goal Setting, Coaching and Feedback
- Performance Appraisal - Recognizing and Rewarding Growth
- Creating Open Feedback Culture in Teams

#### MODULE 5

### Elevating your Personal Brand and Executive Presence

How do your colleagues perceive you when you're not in the room? What do they say when introducing you to others? Explore the art of effective personal branding, that not only reflects your unique strengths and values but also positions you as a trusted expert in your field.

#### Key topics:

- Crafting and Promoting Your Personal Brand
- Building Strong Networks and Relationships for Career Advancement
- Enhancing Executive Presence and Self-Confidence
- Mastering Verbal Communication and Nonverbal Cues
- Elevating Your Personal Brand in the Digital Space
- Projecting Confidence in Common Professional Challenges



*"THE FACILITATORS' ENGAGING METHODS MADE THE CONCEPTS COME ALIVE AND ENSURED THEY RESONATED EFFECTIVELY WITH ALL OF US."*


# ELEVATE

## Empowering Middle Managers

From managers to leaders. Develop essential skills to thrive in complex organisational environments, empowering you to lead with impact, navigate diverse stakeholder relationships, and drive initiatives that align with broader business goals.

**S\$ 10,400\*** + GST  
*Up to 90% funding applicable for individual and company sponsored participants (subject to eligibility)*

 6 MONTH JOURNEY

 4 MODULES

 8 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

## Building High Performing Teams

Create high-performing teams with a strategic plan that empowers individuals to excel, drives collaboration, and sparks innovation in a dynamic environment.

**2 DAYS | IN PERSON**

COHORT 1: 20-21 MAR  
 COHORT 2: 25-26 JUN

### MODULE 2

## Leading and Managing Change

Unlock the power of trust and collaboration to drive impactful change, guiding employees through transitions in a way that feels inclusive, empowering, and results-driven.

**2 DAYS | IN PERSON**

COHORT 1: 28-29 APR  
 COHORT 2: 19-20 AUG

### MODULE 3

## Cross-Team Collaboration and Innovation

Enhance cross-team collaboration by instilling strategic communication. Inspire teams to break down silos and drive innovative solutions together.

**2 DAYS | IN PERSON**

COHORT 1: 20-21 MAY  
 COHORT 2: 18-19 SEP

### MODULE 4

## Effective Coaching for Talent Development

Master coaching techniques to become a trusted manager in a diverse workforce and acquire essential coaching skills that enhance performance and cultivate a growth-oriented team culture.

**2 DAYS | IN PERSON**

COHORT 1: 26-27 JUN  
 COHORT 2: 16-17 OCT

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



# ELEVATE

## Empowering Middle Managers

### Module Descriptions

#### MODULE 1

### Building High Performing Teams

Gain insights into what drives your team's motivation and engagement, while discovering your unique leadership style. Learn how to adapt it to various situations, maximising your team's potential and performance, while also exploring strategies to encourage open communication, creativity and calculated risk-taking.

#### Key topics:

- Understanding the Stages of Team Development
- Key Components of High-Performing Teams
- Cultivating Psychological Safety in Teams
- Driving Employee Motivation and Engagement
- Creating Positive Team Dynamics Through Leadership
- Utilising Coaching as a Leadership Approach

#### MODULE 2

### Leading and Managing Change

Change is an inevitable force in business today, yet many individuals still naturally resist it. Unlock the power of trust and collaboration to drive impactful change, guiding employees through transitions in a way that feels inclusive, empowering, and results-driven.

#### Key topics:

- The Psychology of Change: Understanding Mindsets and Reactions
- Assessing Stakeholder Needs: Aligning Perspectives for Successful Change
- Kotter's Eight Steps: A Comprehensive Framework for Leading Change
- Effective Communication and Influence: Strategies for Change Leaders
- Navigating Resistance: Strategies for Overcoming Barriers to Change

#### MODULE 3

### Cross-Team Collaboration and Innovation

To deliver outstanding solutions for clients and stakeholders, you need to combine deep expertise with collaborative innovation. Gain critical skills to foster teamwork and unity, helping you break down silos that limit your team's potential, and enabling them to drive transformative change.

#### Key topics:

- Overcoming Silos: Identifying Barriers to Collaboration
- The Competitive Mindset: Understanding Collaboration Challenges
- Harnessing the Power of Cross-Team Collaboration
- Collaborative Techniques for Collective Success
- Identifying Cross-Team Needs and Motivations
- Innovative Solutions Through Integrative and Design Thinking

#### MODULE 4

### Effective Coaching for Talent Development

With Gen Z and Millennials now making up nearly half of the workforce, their expectations of leadership have evolved. Master coaching techniques to become a trusted manager in a diverse workforce and acquire essential coaching skills that enhance performance and cultivate a growth-oriented team culture.

#### Key topics:

- Essential Leadership Skills: Coaching, Mentoring, and Beyond
- The Coaching Triangle: Mastering Core Skills
- The Art of Listening: Techniques for Connection
- Applying the GROW Model for Effective Coaching
- Goal Setting and Action Planning for Success
- Cultivating a Culture of Accountability

 [Click on the course title for more information](#)

*"THE OPPORTUNITY TO WORK ON ACTUAL ISSUES WITH A STRUCTURED APPROACH WAS ESPECIALLY BENEFICIAL."*






# DELIVER

## Transforming Project Managers

From navigating remote collaboration and stakeholder engagement to managing limited resources and adapting to change, this programme is designed to equip project managers with the leadership, communication, and decision-making skills to thrive in their roles.

**S\$ 9,400\*** + GST  
*Up to 90% funding applicable for individual and company sponsored participants (subject to eligibility)*

 6 MONTH JOURNEY

 4 MODULES

 7 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 Building High Performing Teams

Create high-performing teams with a strategic plan that empowers individuals to excel, drives collaboration, and sparks innovation in a dynamic environment.

**2 DAYS | IN PERSON**

COHORT 1: 20-21 MAR  
 COHORT 2: 25-26 JUN

### MODULE

## 2 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: 22-23 APR  
 COHORT 2: 6-7 AUG

### MODULE

## 3 Strategic Problem Solving and Decision Making

Master strategic decision-making and leadership paradoxes to deliver breakthrough solutions that turn complex challenges into sustainable results.

**2 DAYS | IN PERSON**

COHORT 1: 29-30 MAY  
 COHORT 2: 4-5 SEP

### MODULE

## 4 Mastering Presentation and Storytelling in Business

Equip yourself with a structured process to prepare and deliver engaging presentations across diverse audiences and settings, helping you transform from a nervous to a confident presenter.

**1 DAY | IN PERSON**

COHORT 1: 25 JUN  
 COHORT 2: 2 OCT

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



# DELIVER

## Transforming Project Managers

### Module Descriptions

#### MODULE 1

### Building High Performing Teams

Gain insights into what drives your team's motivation and engagement, while discovering your unique leadership style. Learn how to adapt it to various situations, maximising your team's potential and performance, while also exploring strategies to encourage open communication, creativity and calculated risk-taking.

#### Key topics:

- Understanding the Stages of Team Development
- Key Components of High-Performing Teams
- Cultivating Psychological Safety in Teams
- Driving Employee Motivation and Engagement
- Creating Positive Team Dynamics Through Leadership
- Utilising Coaching as a Leadership Approach

#### MODULE 2

### 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

#### MODULE 3

### Strategic Problem Solving and Decision Making

Master strategic decision-making and leadership paradoxes to deliver breakthrough solutions. By developing critical analytical skills, you'll learn to navigate ambiguity and turn complex challenges into sustainable results, ensuring your contributions are both relevant and impactful in today's dynamic landscape.

#### Key topics:

- Identifying, Defining, and Scoping Problems
- Conducting Root Cause Analysis
- Testing Hypotheses
- Generating and Validating Solutions
- Exploring Decision-Making Frameworks
- Managing Paradoxes in Leadership

#### MODULE 4

### Mastering Presentation and Storytelling in Business

Are your ideas struggling to stand out in the fast-paced environment of your organisation? Don't let them go unheard. Equip yourself with a structured process to prepare and deliver engaging presentations across diverse audiences and settings, helping you transform from a nervous to a confident presenter.

#### Key topics:

- Cultivating an Intentional Mindset
- Defining Clear Audience Goals
- Crafting a Well-Structured Presentation
- Creating Impactful First and Last Impressions
- Enhancing Your Delivery to Showcase Executive Presence
- Mastering Effective Presentation Techniques

 [Click on the course title for more information](#)

*"REAL-WORLD APPLICATION MADE THE MODULE IMPACTFUL, ENHANCING PRACTICAL SKILLS AND BRIDGING THEORY WITH REAL-WORLD LEADERSHIP CHALLENGES."*



Now is the time to  
invest in yourself  
and your team.  
Seize the opportunity  
to build leaders  
from within.

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