

HOW WE HELP CLIENTS EXCEED POTENTIAL



Korn Ferry at a glance

KF in numbers



Korn Ferry at a glance

KF's unique consultancy approach

KF distinguishes itself clearly from its competitors, either traditional management consulting firms or accounting firms, by balancing conceptual capabilities with outstanding people and implementation skills. That makes KF the ideal partner for critical transformation processes

KF treats the needs of our costumers individually because we are convinced that it needs more than a handful of prefabricated presentations and tools to find the best and long-lasting solutions for our clients. Our understanding of a transparent consulting process is reflected in our highly skilled and experienced experts, who are ready to solve each challenge individually and in partnership. We are convinced that our clients deserves a customized solution.

The typical global consulting firm deals with many parameters but not with the core of every company - the employees.

We at KF are convinced that new strategies and change processes can only be successfully developed and implemented if the role of employees is included in strategy development from the very beginning.

No global consulting firm combines its strategy development for clients with HR and corporate culture - only KF follows this path!

We place the people issue in the center of our strategic planning for our client, because we are convinced that any transformation process will fail if the employees do not support this process.

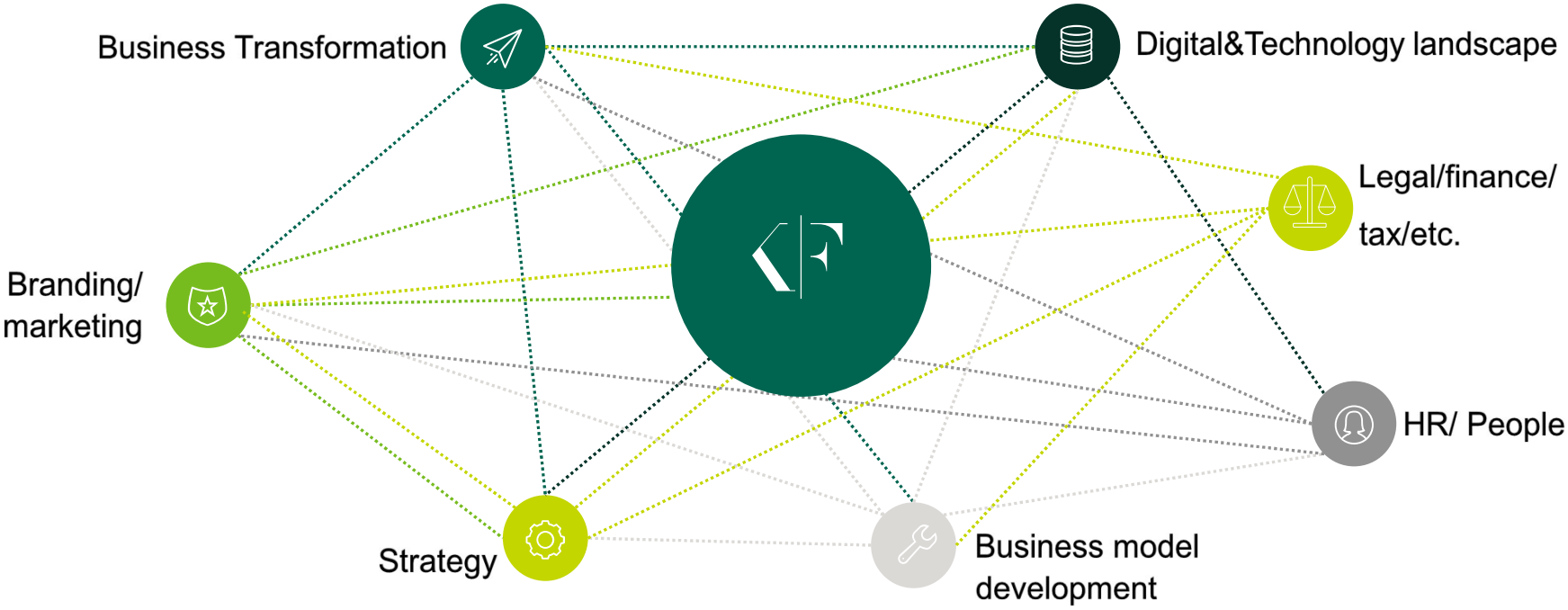
	Korn Ferry	Big 4	Strategy Consultants
Strategic Analysis	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓
Strategy Formation	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓
Strategy Implementation	✓ ✓ ✓	✓	✓
Strategic Control	✓ ✓ ✓	✓	✓

Even with the best strategy you will never succeed without the people.



Korn Ferry at a glance

KF solar system – expert network



To find the perfect solution for our client's specific needs, we manage a diverse network of highly qualified experts with different professional backgrounds



A group of diverse professionals in a meeting. In the foreground, a woman with glasses and a brown shirt is looking at a document. In the background, two men are looking at a whiteboard with diagrams. The image has a green and yellow color scheme.

**Whatever comes next, we are
the team who will provide you
with a full-service package**



Organizations today are built on constantly moving ground

Competition, cost pressures, complex regulation, a multi-generational workforce, skill gaps, labor shortages, digital disruption, the rise of robotics, the need to innovate while managing risks.

Business leaders have more to think about than ever before.



Transforming your business.

Aligning your people and structure to your strategy and operating model.



Delivering on your M&A.

Driving value from your corporate transactions.



Getting ahead of digital disruption.

Aligning your people and organization to your digital journey.



Building an inclusive organization.

Harnessing diverse thinking to innovate and grow.



Driving organization efficiency.

Creating a cost structure that will allow you to compete effectively.



Delivering on your functional strategy.

Getting the right people and structure to drive value from your core functions.



The future of organization design is...



Why organization design matters

The right strategy without the right structure is just a wish list.
Structure is the engine for executing your strategy.

95% of the World Most Admired Company's say organization agility is a 'critical' or 'very important' focus area.

When organizations adopt agile ways of working, they are **5X more** likely to achieve above-average profit margins and growth.



Strategic alignment

Aligns resources to operating model, organization direction and priorities.



Engagement

Provides clear and meaningful roles, leverages talent, fosters collaboration and inclusion, builds buy-in.



Agility and scalability

Provides the agility to quickly respond and adapt to changing market demands and opportunities.



Clarity and efficiency

Clarifies ways of working, accountabilities and decision rights, removes duplication and wasted effort.

Interrelated

88% of executives value expertise over formal position, emphasizing the need to build flexible pools of capability.

Organizations with a collaborative, people-focused culture **double their chance of being top performers**. But, 40% of organizations say efforts to support and engage their people are deficient.



Eight golden rules for successful design

1 Align senior executives

Align around strategy, intent and business outcomes before addressing structure if more than a tactical change is required.

2 Take a holistic and inclusive approach

Align your structures to your culture, purpose, strategy, operating model and organization capabilities.

3 Build with and for agility

Follow an iterative approach, structure work and decision-making around effectiveness and not chain of command.

4 Be realistic about what is 'sacred'

And cannot be broken versus where the business needs to be leading edge and innovating.

5 Be disruptive

By challenging existing boundaries and how work gets done today. Look at how the organization needs to connect differently.

6 Take difficult decisions

About people and capabilities early on.

7 Harness the power of people

Build meaningful and doable roles, that give your people a sense of purpose and clarify accountability.

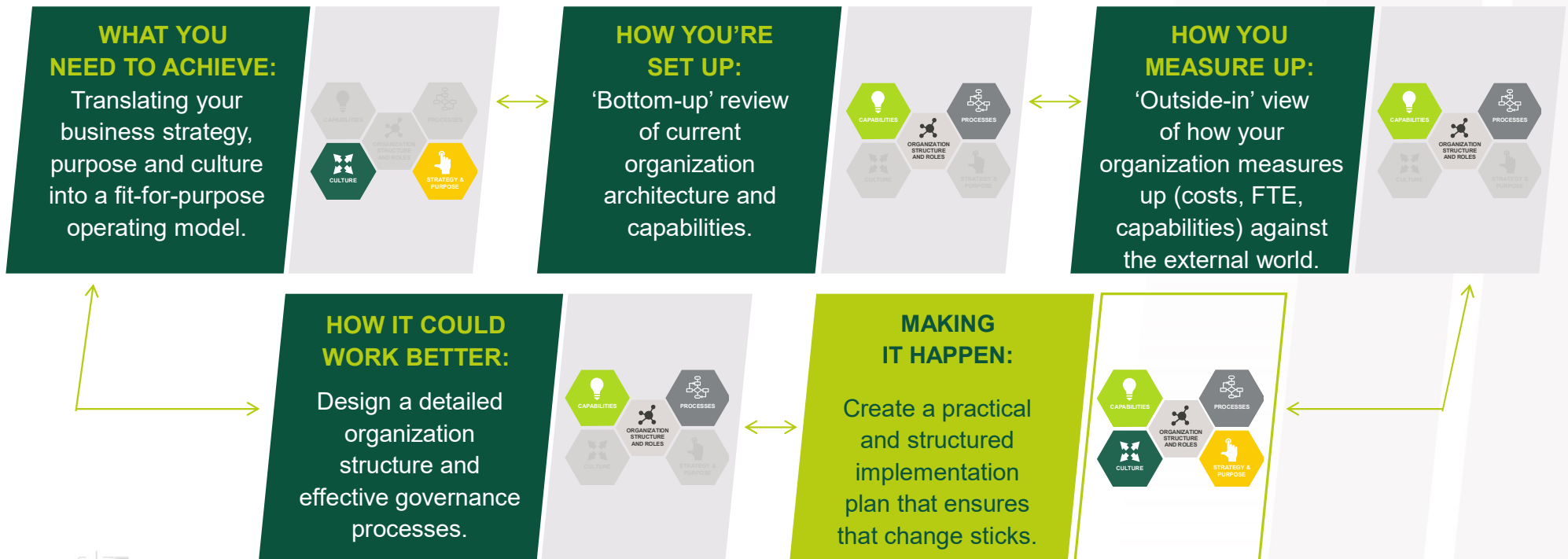
8 Focus on the end-game

Adopt an execution mindset, thinking through implementation and change impact at the outset.



Overview of the Korn Ferry process

No two designs are the same. We align around a shared purpose and case for change and clarify the strategy so it's fit-for-purpose and can be implemented. Then we work collaboratively with leadership to create and implement an organization design that is tailored to your situation.



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Delivering results for clients

Felix Benecke is a Senior Client Partner based in the firm's office in Frankfurt, Germany, and is responsible for Organization & Strategy.

Mr. Benecke advises world leaders to build economic structures.

He reshapes organizations as well as countries for future excellence.

Expertise

With more than 17 years of experience in management consulting, Mr. Benecke has a track record in transformation projects that turn cultures into high performing organizations.

He focuses on the transformation of processes, incentive models, performance indicators and organization & strategy for high performing organizations. His skill set also includes the public sector in which he advises governmental leaders in complex transformation projects.

His area of expertise includes the development of GRC-corporate governance- and corporate-finance-concepts, creating new investment corporations global sustainable ,restructuring and transformation projects, reshaping of organizations and countries, public sector consulting, development of databases and algorithms to transform KPIs and appraisals into value-based systems, value-based incentive systems for high performing organizations.

Mr. Benecke is a trusted advisor and Knowledge Partner at the Munich Security Conference.

Academic and Professional background

Mr. Benecke holds a degree in economics (Diplom Oekonom) and is the author of numerous publications. He is one of the most visionary thought leaders in the fields of Good Corporate Governance, Large scale Transformations, High Performance Organization, Ethical Leadership and Integrity Value Added.

He is fluent in German and English.

