





WELCOME



Magdalena Perier

Director of Global Lead Management & Strategic Enablement

Magdalena.Perier@kornferry.com

Location: Amsterdam, NL, EMEA



Nalissa Bedford

Lead Management Representative Nalissa.Bedford@kornferry.com

Location: London, UK, EMEA





AGENDA

The Success Formula to "Be More Than"

- 1. Campaign Managers Collaboration
- 2. Leadership Partnership
- 3. Targets and Goals
- 4. Resources and Enablement
- 5. Social Selling





5000 VEARING PEOPLE AND ORGANIZATIONS TO EXCEED THEIR POTENTIAL

Helping clients to hire, advise, reward, motivate and develop their workforce.

From 1969

Access and identify high quality executive level talent

1998-2008

Define a common language for talent

2009

Identify and develop leaders across the whole organization

2014

Execute strategy through aligning people and organization

2019

Scale and accelerate the execution of strategy through organization and people

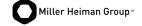
2021-2022

Develop forward thinking talent strategies with access to interim and contract talent











LOMINGER









THENEWMANGROUP

PDI Ninth House



achieve**+**forum[™]



DD1 GLOBALNOVATIONS



OUR POSE

TO ENABLE PEOPLE AND ORGANIZATIONS TO EXCEED THEIR POTENTIAL

Why?

We have a vision where work, works for everyone

Employees and employers are engaged and valued

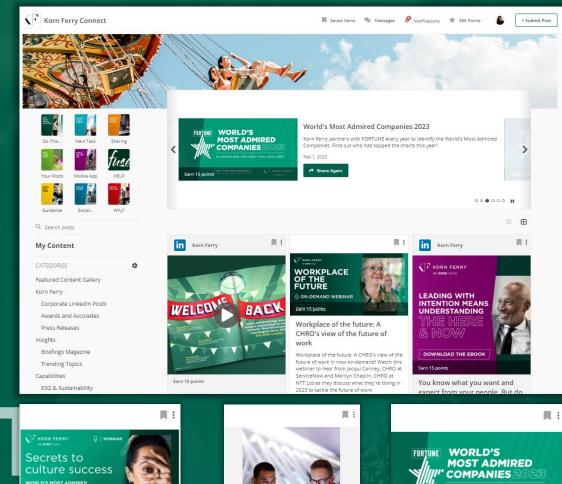
Customers are happy and feel connected

The organization and society it impacts thrive

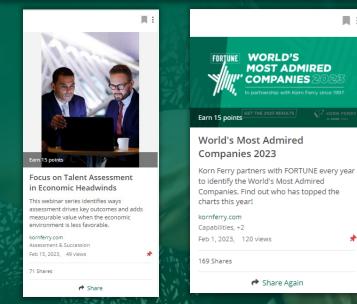
It's called being more than, and it's why we get up in the morning

OUR OUR PLATFORM KF CONNECT

KF CONNEC











5 core capabilities that have a team of Campaign Managers who create a range of content strategies:

Organization strategy

We map talent strategy to business strategy, designing operating models and organization structures that help companies put plans into action. 02

Assessment and succession

We identify the talent you need, compare that to the talent you have, and help close the gaps. 03

Talent acquisition

From executive search, interim placement to recruitment process outsourcing ("RPO"), we help organizations attract and retain the right people across all functions, at every level.

Leadership & professional development

We develop leaders along every stage of their career journey with a spectrum of intensive high-touch and scalable high-tech development experiences. 05

Total rewards

We help organizations provide a full range of rewards to their employees aligned with their business and people strategy.



REPORTING & DATA

The Campaign Managers add content to KF Connect, and it is our responsibility to support them. We ensure that their posts are properly managed, and we encourage and support the performance of the posts with reporting and data.

Hi Connect team,

I hope this finds you well! I'm searching for some data regarding our Connect usage (top shared posts, top sharers, etc.) and thought it would be a good idea to reach out. Hoping you can help retrieve some insights for us.

We're trying to better understand how our Connect channel is utilized and, more importantly, where we can improve. I'm only focused on Sales Effectiveness (Sales & Service/ ARG) and how our content is being shared within this category. Here are some of the key insights we have in mind and hope to get a better understanding of:

- How many total users are within (joined? subscribe to?) the Sales & Service /ARG category
 - o Can we break this down by region? Where are these users located?
- Top users who Sales & Service / ARG content most often
 - o Break down by region where are the most shares coming from? Which region is sharing the least?
- Top shared posts for S&S / ARG
 - o Helps us identify what content is shared most often (articles, ebooks, event posts, etc)

If there's something I missed/left out that would apply to S&S, please feel free to add any data that relates to our category's performance.

Happy to answer follow up questions or clarify anything further.

Thank you!

Reporting

Providing reports on the performance of posts uploaded to Connect by Campaign Managers

Post Management

Providing support for posts that are uploaded onto Connect and ensuring that they are edited correctly.

Broadcasting & Newsletters

Educating and supporting Campaign Managers on how to create and send out Broadcasts and Newsletters to the Connect users.



Hello,

Together with our supplier of Connect platform, Scott Stewart, we're organizing a 30 min training, to give you more guidance on broadcasting possibilities via Connect.

It's a way to boost member's engagement. If there is a content that you would like to highlight, a broadcast could be one of the ways to do it.

This training is meant to Campaign Managers and anyone interested in utilizing what the Connect platform has to offer. This session will be recorded and shared with everyone on this invitation.

Speak then, Magdalena

Hello,

Today I sent out the first Connect broadcast (see attached), which was sent to the users who have not yet had the opportunity to add their social accounts to their Connect account. The purpose of this is to remind users to add their social accounts, as they cannot post content until they do so.

A few things I have learnt throughout the process is:

- 1. If you would like to include a link in the text, you cannot hyperlink a word, you can only include the link.
- 2. You can view the reporting of your broadcast once it has been sent, so we can monitor how effective the broadcasts are.
- 3. I always recommend sending a test run of your broadcast to someone within the team, so you can view how it looks before you send it out this is especially important if you are sending it to a large group of people.

If you are going to send a broadcast in the coming weeks, please use this file to plan and claim your spot. Our vendor mentioned to not overuse broadcasting 2 per weeks max.

If you need any support in doing so, please reach out to me with any questions you may have, and I will be happy to help.

Good luck with your broadcasts.

Thanks, Nalissa



ENABLING

BROADCASTING & NEWSLETTERS

Hi Nalissa - hope you are well.

I understand that Zach has been in touch to catch up on how to do a Broadcast on KF Connect.

We are in fact due to launch the campaign we wanted to talk about tomorrow. And wondered if you could speak today instead of Friday?

Would 1300 work?

Korn Ferry Connect

Sent Feb 15 2023

Sent By: Korn Ferry Connect

Created By: Zach Dore

Heading: New Webinar to Share: Workplace of the future: A CHRO's view of the future of work

Sent Via: In App Notification, Email, Mobile Push Notification

Priority: Normal



Recipient

View Attachment

Unique Recipients 🚱	1,082
Email Opens 🔞	15%
Email Clicks 🔞	1%
Mobile Notifications 🔞	86
Mobile Opens 🔞	3
Post Views 🔞	4
Post Shares 🔞	17
Chatter Opens 🔞	0
Broadcast Views 🔞	16

Resend Broadcast

Broadcast

Email

Subject: New Webinar to Share: Workplace of the future: A CHRO's view of the future of work



Broadcast

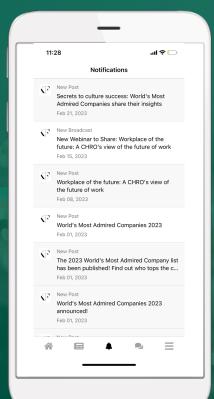
New Webinar to Share: Workplace of the future: A CHRO's view of the future of work

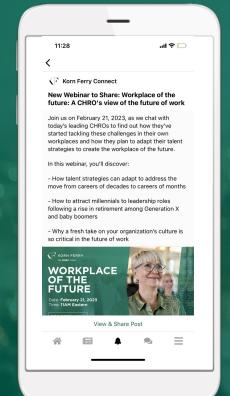
Join us on February 21, 2023, as we chat with today's leading CHROs to find out how they've started tackling these challenges in their own workplaces and how they plan to adapt their talent strategies to create the workplace of the future.

- In this webinar, you'll discover:
- How talent strategies can adapt to address the move from careers of decades to careers of months
- How to attract millennials to leadership roles following a rise in retirement among Generation X and baby boomers
- Why a fresh take on your organization's culture is so critical in the future of work



MOBILE APP BROADCAST ALERT







Mobile App notification of Webinar Broadcast created by one of our Campaign Managers

Increase post shares through broadcasting.

The ability to share a post directly from your email.

Unique Recipients:

1,082

Mobile Notifications:



POST PROMOTION & PERFORMANCE

	Post	P	Categories Tags	Ď	D	Q	Ω	C	•	\$	•	*	((*))	Newsletter	Publish Date ▼	
	On getting to the top today: Women CEOs speak Amy Chilla	15	Korn Ferry	0	5	0	0	18	34	48	39K	*			09/29/2022	~
WOHEN	On getting to the top today: Women CEOs speak Brittani Allshouse	15	Diversity, Equity & inclusion	0	3	0	0	20	24	19	45K	*			09/26/2022	~
70	On getting to the top today: Women CEOs speak Elizabeth Cave CEOs discuss the path, the role, and how more women can	15	Korn Ferry, ESG & Sustainability, Future of Wor	0	63	0	0	158	459	467	555K	*		~	09/22/2022	~
WOOLEN SEEDS	On getting to the top today: Women CEOs speak Elizabeth Cave CEOs discuss the path, the role, and how more women can	15	ESG & Sustainability, Future of Work, Organizat	0	50	0	0	103	320	379	321K	*		~	09/22/2022	~
WOMEN CEOS	On getting to the top today: Women CEOs speak Elizabeth Cave CEOs discuss the path, the role, and how more women can	15	ESG & Sustainability, Future of Work, Organizat	0	15	0	0	77	122	126	223K	*		~	09/22/2022	~
MOMEN CO	On getting to the top today: Women CEOs speak Elizabeth Cave CEOs discuss the path, the role, and how more women can	15	ESG & Sustainability, Organization Strategy, Di	0	20	0	0	81	270	281	300K	*		~	09/22/2022	*
WOMEN COLOR	On getting to the top today: Women CEOs speak Elizabeth Cave CEOs discuss the path, the role, and how more women can	15	ESG & Sustainability, Organization Strategy, Di	0	27	0	0	107	410	364	423K	¥		~	09/22/2022	*



Dear colleagues,

In 2017, when we launched our original <u>Women CEOs Speak</u> research, women accounted for roughly 6% of Fortune 500 CEOs. Today, that figure stands at 15%.

This means that we are on track to achieve The Rockefeller Foundation's "100x25" campaign goal of having 100 women CEOs leading at Fortune 500 companies by 2025. But there is more work to be done.

We are delighted to share our new report, <u>Women CEOs Speak Today</u>, created to find out what has changed since our first report, what has stayed the same, and what organizations need to do to continue making progress.

Click <u>here</u> to access the report and <u>visit Fuse here</u> for tools to help you share it with your clients and networks, including:

- · Social media posts
- Outreach email templates
- Email signature assets and guide
- · Client discussion deck
- · Internal placemats to help guide your client conversations

Special thanks go to the Korn Ferry Institute, the firm's research arm, for supporting this project. We are truly excited for the continued conversations that it will help us to have in every region and in each sector too. Please do reach out to us with any questions.

Best regards

Jane Stevenson & Evelyn Orr



Example email how we direct people to Fuse to get KF Connect posts

LEADERSHIP COLLABORATION

ESG Leaderboards- top 10

(data pulled on March 1st, 2023, representing Feb 2023 Anyone on KF Connect sharing ESG content

	Post Publish Post					Total		Commen Re- Points				
Member Nan * Post	Date UTC	* Post UF * Post ID *	Views " S	hares *	Impressir C	licks Reac	tion Ukes		* share	Subtotal	-1	
Shaheda Begum The electric car revolution: 5 ways to find tech talent	31/01/2023 09	36 https://wre1ca8821-	. 0	1	5043	9	15	15	0	0	135	
Kate Shattuck Paid family leave still out of reach for most American workers.	01/02/2023 21	:10 https://w 98a3344f-	0	1	4135	8	10	8	2	0	105	
Patrick Maeder ESG ratings: Don't throw the baby out with the bath water	25/02/2023 22	:30 https://m 1913e89f-	1	1	0	17	0	0	0	0	100	
Peter McDermo Work Advice: Boss and I dashed, but it's okay now. Do we still need mediation?	31/01/2023 09	:45 https://wr 07d81f26-	0	1	12184	16	0	0	0	0	95	
Kaushik Konladi How US cities are finding creative ways to fund climate progress	24/02/2023 00	:35 https://w:02d33409	0	5	6718	0	2	2	0	0	85	
Kaushik Konlade ESG ratings: Don't throw the baby out with the bath water	25/02/2023 22	30 https://m 1913e89f-	. 0	5	6720	2	0	0	0	0	85	
Kaushik Konlade Leveraging ESG and DEI to Attract and Retain Talent	15/02/2023 22	28 https://w/874d4f55-	- 0	5	6711	1	1	1	0	0	85	
Kaushik Konlade The electric car revolution: 5 ways to find tech talent	31/01/2023 09	36 https://w/e1ca8821-	. 0	5	6673	2	0	0	0	0	85	
Kaushik Konladi Secrets to culture success: World's Most Admired Companies share their insights	13/02/2023 17	:53 https://w/39575391-	- 0	5	6711	1	0	0	0	0	80	
Kaushik Konlade Executive Pay Tied to ESG Goals Grows as Investors Demand Action	15/02/2023 22	26 https://ne 818b6d46	0	5	6711	0	1	1	0	0	80	

Monthly Reports
with leaders on their
capabilities post
performance in
Connect

Who are the first 3 top users?

Member 1 - Project Manager in EMEA

Member 2 - Senior Client Partner in NA

Member 3 - Senior Client Partner in EMEA

ESG Leaderboard- top 10

(data pulled on March 1st, 2023 - representing point accumulated since Feb 1st, 2022) ESG & Sustainability members sharing any content on KF connect

uts Indesign 6

k Member	Targets	년		0	0	Points *
Member 1	Rewards & Benefits, Executive Search, Comm-Fee	36	861	138,150	479	1,515
Member 2	North America, Fee Earners, Global Industrial	1382	3.837	3.141,859	1,936	380
Member 3	Execution, Portland, Advisory, North America, N	5	39	7,144		325
Member 4	Organizational Strategy, Advisory, No Market, C	25	55	2.876	94	245
Member 5	KF institute, North America, No Market, Corpora	14	28	10.201	72	230
Member 6	Advisory, Europe, Global Financial, Leadership	71	300	161,065	340	120
Member 7	Professional Search, Chicago, Global Consumer,	40	70	212,878	26	105
Member 8	Organizational Strategy, Advisory. Leadership &	6	18	6,140	27	90
Member 9	RPO & Professional Search, No Market, Organizat	0	0	0	0	45
Member 10	Execution, Advisory, Organizational Strategy, N	0	0	0	0	45
	Member 1 Member 2 Member 3 Member 4 Member 5 Member 6 Member 7 Member 8 Member 9	Member 1 Rewards & Benefits, Executive Search, Comm-Fee Member 2 North America, Fee Earners, Global Industrial, Member 3 Execution, Portland, Advisory, North America, N Organizational Strategy, Advisory, No Market, C Member 5 Member 5 Member 6 Advisory, Europe, Global Financial, Leadership Member 7 Professional Search, Chicago, Global Consumer, Organizational Strategy, Advisory, Leadership & Member 8 Organizational Strategy, Advisory, Leadership & Member 9 RPO & Professional Search, No Market, Organizat	Member 1 Rewards & Benefits. Executive Search. Comm-Fee Member 2 North America, Fee Earners, Global Industrial 1332 Member 3 Execution. Portland. Advisory, North America, N 5 Member 4 Organizational Strategy, Advisory, No Market. C 25 Member 5 KF Institute, North America, No Market. Corpora 14 Member 6 Advisory, Europe, Global Financial, Leadership 71 Member 7 Professional Search, Chicago, Global Consumer, 40 Member 8 Organizational Strategy, Advisory, Leadership & 6 Member 9 RPO & Professional Search, No Market, Organizat 0	Member 1 Rewards & Benefits. Executive Search. Comm-Fee 36 861 Member 2 North America, Fee Earners, Global Industrial 1382 3.837 Member 3 Execution, Portland, Advisory, North America, N 5 39 Member 4 Organizational Strategy, Advisory, No Market, C 25 55 Member 5 KF Institute, North America, No Market, Corpora 14 28 Member 6 Advisory, Europe, Global Financial, Leadership 71 380 Member 7 Professional Search, Chicago, Global Consumer, 40 70 Member 8 Organizational Strategy, Advisory, Leadership & 6 18 Member 9 RPO & Professional Search, No Market, Organizat 0 0	Member 1 Rewards & Benefits. Executive Search. Comm-Fee 36 861 138,150 Member 2 North America. Fee Earners. Global Industrial 1382 3,837 3,141,859 Member 3 Execution. Portland. Advisory. North America. N 5 39 7,144 Member 4 Organizational Strategy. Advisory. No Market. C 25 55 2,876 Member 5 KF Institute. North America. No Market. Corpora 14 28 10,201 Member 6 Advisory. Burope. Global Financial. Leadership 71 380 161,065 Member 7 Professional Search. Chicago. Global Consumer, 40 70 212,878 Member 8 Organizational Strategy. Advisory. Leadership & 6 18 6,140 Member 9 RPO 8. Professional Search. No Market. Organizat 0 0 0	Member 1 Rewards & Benefits. Executive Search. Comm·Fee 36 861 138,150 479 Member 2 North America. Fee Earners. Global Industrial 1382 3.837 3.141,859 1,936 Member 3 Execution, Portland. Advisory, North America. N 5 39 7,144 8 Member 4 Organizational Strategy, Advisory, No Market. C 25 55 2,876 94 Member 5 KF institute, North America, No Market. Corpora 14 28 10,201 72 Member 6 Advisory, Europe, Global Financial, Leadership 71 380 161,065 340 Member 7 Professional Search, Chicago, Global Consumer, 40 70 212,878 26 Member 8 Organizational Strategy, Advisory, Leadership & 6 18 6,140 27 Member 9 Member 9 8PO & Professional Search, No Market, Organizat 0 0 0 0



TEAM TRAINING & FEEDBACK

Thank you for the update! The refresher focus looks great. @Nalissa Bedford, you will have about 25 minutes starting from 4:35PM to 5:00PM GMT. In terms of run of show, this is the agenda for the meeting:

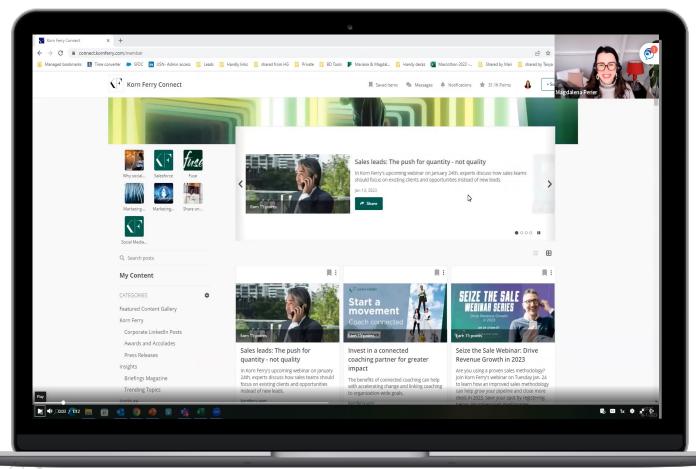
- ESG people news and recent wins (4-4:10PM)
- ESG Social Media Use Andrea (4:10-4:25PM)
- How to build a social media brand Flo Falayi (4:25-4:35PM)
- KFConnect Nalissa (4:35-5:00PM)

Please let me know if you have any questions! I'm looking forward to seeing the slides. Thank you!

Wonderful, thank you. Will do. On a different note, I wanted to pass along that I received AMAZING feedback from the whole team about the session earlier this week. Thank you so much for your partnership.



TUTORIAL VIDEOS TO ENABLE LEADERS





LEADERSHIP COLLABORATION

Encourage teams to increase their usage of social media by sending Newsletters and Broadcasts that are specific to their LOB.

These are Connect posts that have been uploaded onto Connect by team members of the ESG CoE team. We then work closely with the team Leader to edit the posts and then send these posts to the rest of the team so they are aware that they can be shared to their Social Media channels.

Members of the ESG CoE team have shared content onto the Connect platform. Please take some time to check these posts out, and also share some of these posts onto your social media's!





EARN 15 POINTS

Four types of CSOs? Not so fast | Greenbiz

Great CSOs do not determine a company's sustainability strategy. They detect the strategy that's possible and the succeed through others in delivering. To differentiate actions and outcomes from intent, CSOs need the right people, doing the right things, in the right roles. Korn Ferry helps you a...

Posted Tuesday, February 28, 2023 GMT

Like

Comment

Share

View Post Details

EARN 15 POINTS

Executive Pay Tied to ESG Goals Grows as Investors Demand Action

Before enabling ESG-linked executive pay, your ESG goals need to be aligned with your corporate strategy to ensure effectiveness. Kom Ferry can guide you through the process from strategy formation to linking incentives to compensation. #ESG

Posted Wednesday, February 15, 2023 GMT

Like

Comment

Share

View Post Details



EARN 15 POINT

Empowering Your ESG Journey: Five Best Practices in ESG Communication

Change starts with aligning priorities and changing behaviours. Good communication regarding your ESG strategy is the cornerstone of new mindsets and connecting strategy development and execution. Korn Ferry can help you transform your culture. #ESG

Posted Monday, February 27, 2023 GMT

Share

View Post Details





The impact of

The Connect Platform has a new objective and new focus from May 2022. Resulting in an increase in Members, Shares, Clicks and Reactions

May 2022 – March 2023

New Users Added

Active Users

Broadcasts Sent





ACTIVE USERS/SHARES MONTHLY MONTORING

(on the KPI list)

2021 vs. 2022

Unique Active User

• 2021 vs 2022 (+21.5%)

Total Shares

• 2021 vs. 2022 (+104.8%)

Total Clicks

• 2021 vs. 2022 (+75%)

FY21 VS. FY22

Unique Active Users

• FY21 vs. FY22(+7.6%)

Total Shares

FY21 vs. FY22(+693%)

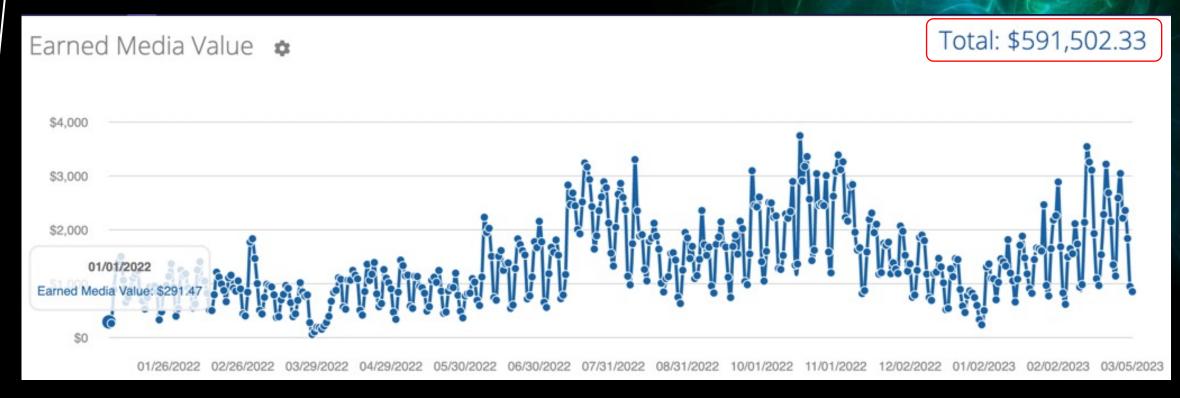
Total Clicks

• FY21 vs. FY22(+867%)

Year-Over-Year Comparison



EARNED MEDIA VALUE - 2022 — 2023 TOTAL



Formula: CPM *Impressions / 1000 + CPC* ([Reactions Multiplier * Number of reactions] + number of clicks)



RESOURCES & ENABLEMENT

INTERNAL PAGE DEDICATED

∨Connect

√ Inbox

Connect Training

Content Subscription

Recording tutorials for YOU

LISN Subscription Requests

TEMPLATES

Inquiries

> Internal Comms

Drafts

Sent Items

Deleted Items

Archive

Connect Issues

Korn Ferry Connect



OVERVIEW

Korn Ferry Connect gives you ready-to-share content for your social network, at your fingertips. It allows you to schedule and share highly curated social media content with your networks on LinkedIn, Twitter, and Facebook.

Social selling is becoming imperative to our individual contributors' success. Korn Ferry Connect allows you to leverage all marketing content within your social networks by sharing curated Korn Ferry and non-Korn Ferry content to your networks.

The platform allows you to see what your colleagues are sharing, what posts gain the most traction, and where you receive your top engagement within your own networks.

If you have been invited, but have yet to sign up, access our Korn Ferry Connect platform here.

READ MORE V

REQUEST ACCESS

Access Request is sent to dedicated inbox

Either Nalissa or Magdalena grant new user access to

KEY CONTACTS

QUICK LINKS

(Google Store)

Nalissa Bedford Lead Management

Magdalena Perier

Director of Marketing

ALL CONTACTS

Korn Ferry Connect Mobile app (Apple

Korn Ferry Connect Mobile app

Email to Korn Ferry Connect

Representative

User registers profile

© 2023 Korn Ferry

Request Access on internal

page

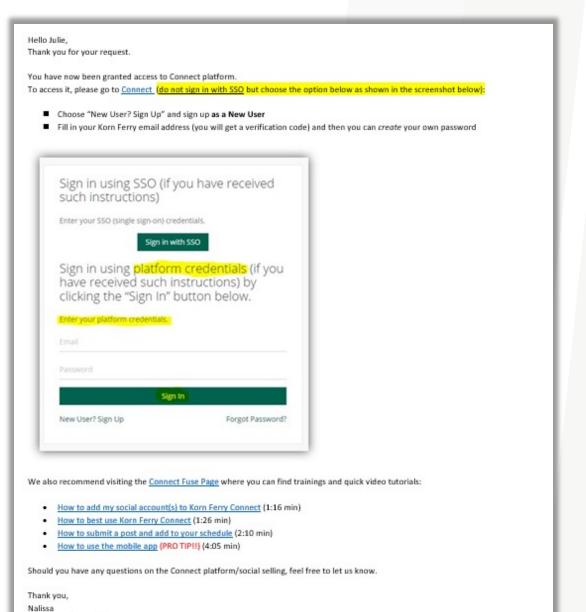
Connect



NEW USER EMAIL EMAIL

Each new user receives an email with instructions on how to set up their profile as a 'New User'.

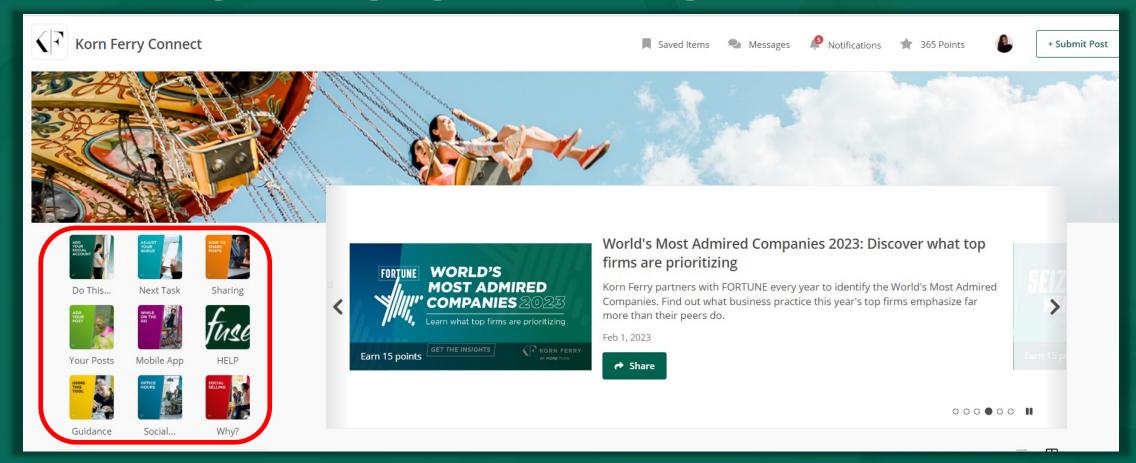
Additionally, they also receive links to our quick tutorial videos, to help them set up their accounts



Korn Ferry Connect Team



QUICK LINKS OM COMMECT









Enablement Through Quick Tutorial Videos

- How to share a post through KF Connect Platform
- How to add your social account(s) to Korn Ferry Connect
- How to best use Korn Ferry Connect
- How to edit Connect settings
- How to edit your settings and manage your subscriptions
- How to submit a post and add to your schedule
- How to submit a post and view all your scheduled and shared posts
- How to use the Korn Ferry Connect mobile app (Dynamic Signal_Voicestorm)



SOCIAL SELLING TAKING A STEP FURTHER



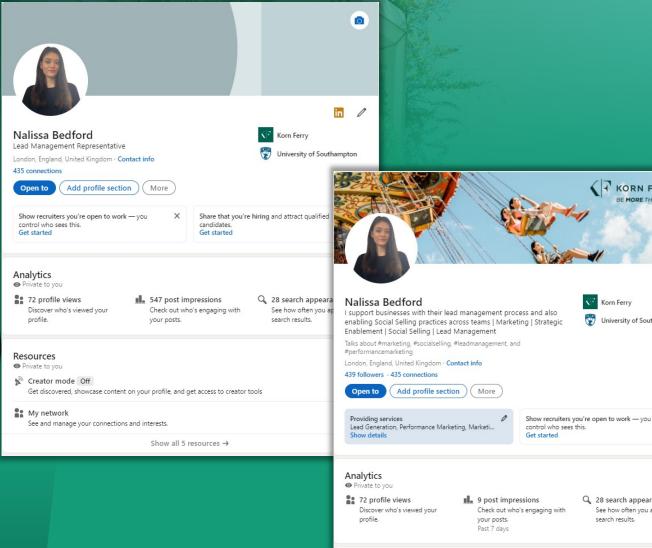
Social Selling is a Sales
Methodology that enables
employees to build trusted
relationships, boost their social
credibility and reach their goals
in the modern online era.







© Connection requests





Resources

KORN FERR

Korn Ferry

University of Southampton

Q 28 search appearances

See how often you appear in search results.

LINKEDIN AUDIT USE-CASE

"I had around 1200 connections/followers when I joined Korn Ferry last summer. Training sessions and 1-2-1 calls with Nalissa and Magdalena were really helpful to reach this level."





Shukhrat Iskandarov • 1st

Korn Ferry | Total Rewards | I help organizations attract and retain top talent ...

1w • Edited • 🐧

Just crossed 3,000 followers!

I assume LinkedIn will send me cake or something. Right?!

Still small compared to so many.

What counts here isn't the number but the people I have engaged with.

Instead, #LinkedIn has helped me with:

- Expanding my network with like-minded professionals
- Learning from some of the best professionals in the industry
- Improving my writing, specifically to say more with less
- Making new friends

Thanks everyone for connecting, your engagement, feedback, and contributions on my posts.

I hope you find my ideas and conversations with others here worth the time investment.

Ps. If you're new to following me, I talk about #hr, #totalrewards, #compensationandbenefits #talentretention, #jobs, #careeradvancement and other relevant topics in HR industry.

Have a great week ahead!



What do you think of this session? (Multiple Choice) 12/12 answered (100%)

Good to know what to expect from Marketing	42%
Insightful Content	75%
Knowledgeable Speaker(s)	33%
Fun Interactions, easy to remember	17%
A lot of content, will need a deep dive session	25%
This was too much to consume in 1-hour	17%

QUESTIONS & ANSIMERS



WEAREALL MORE MORE THAN



