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.
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.
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 DEI Maturity Model measures an organization’s DEI maturity across **five strategic dimensions**:

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