

Description



Korn Ferry Canada, is a leadership talent consulting and executive search firm. Korn Ferry's Canadian board practice provides a range of advisory services including director recruiting, leadership assessment and board effectiveness.

A board of directors accepts overall responsibility for the organization by balancing short term pressures with developing a high performing, trustworthy and sustainable organization.

This project investigates the Canadian board practice's current processes and information resources to determine if they meet the team's information requirements and business goals.

Methodology



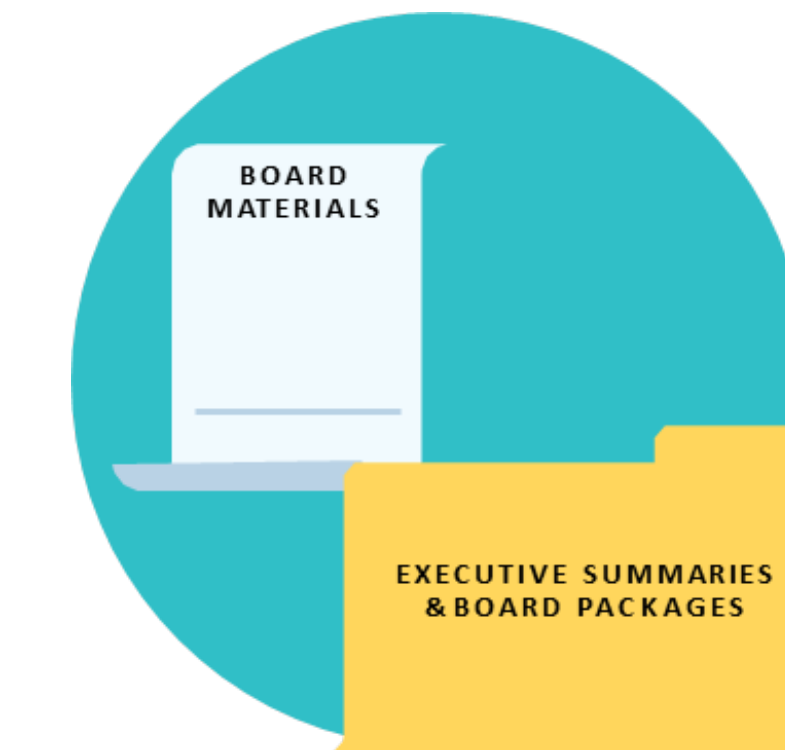
Information Audit to:

- Investigate existing workflows and resources for business development and candidate recruiting
- Review internal and external tools and resources
- Identify and evaluate Canadian business information resources



Survey the team's business and information requirements

Deliverables



Document centric workflow improvements:

- Improve information quality with standard templates
- Improve access to information with a centralized document repository
- Improve information sharing with a presence on InsideKF (intranet) and a working folder in Searcher



Information resource improvements:

- Canadian business resources
- Enhance the Canadian Corporate Governance database
- Awareness and training

Opportunity



With increased pressure on boards by shareholders, regulators and the public, Korn Ferry's clients expect to appoint highly skilled and experienced directors.

With offices in Vancouver, Calgary, Montreal and Toronto, the Canadian board practice is dispersed across four unique and diverse geographies.

Although the team partners on new business opportunities and engagements, ad hoc workflows and local information silos have emerged impacting efficiency and information quality of information.

Findings

Q. What is your biggest challenge when working on a board search?

Preparing board profiles and ensuring the research is accurate

Finding new candidates with relevant expertise

Q. What is your biggest challenge when working on board related business development?

Experience lists

Next Steps



Implement the Knowledge Management Solution over the next 6 months:

- Prioritize recommendations with Canadian Board Practice leadership team
- Develop an implementation plan
- Measure the impact on access to information, information quality and knowledge sharing