

2026

HR

CAPABILITY

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 HR Capability Development Programmes offer two transformative journeys designed for HR and talent management professionals. The Strategic HR Business Partner Programme equips you with the skills to align HR with business objectives, positioning you as a trusted advisor in driving organisational success. The Future-Ready Talent Management Programme empowers you to attract, develop, and retain top talent, building a workforce prepared to thrive in the future.

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 environment.

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.

Strategic HR Business Partner Programme

Designed for modern HR professionals, to enhance your business acumen, analytical capabilities, and stakeholder influence, enabling you to step confidently into a more strategic role for contributing to business success and transformation.

S\$ 11,200* + GST

Up to 90% funding applicable for individual sponsored participants (subject to eligibility)



6 MONTH JOURNEY



5 MODULES



9 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

Business Partnering and Consulting Skills for HR Professionals

Elevate your HR expertise by aligning your practices with organisational goals and objectives, empowering you to drive transformative business outcomes and tangible impact.

2 DAYS | IN PERSON

COHORT 1

COHORT 2

24-25 MAR

25-26 MAY

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

COHORT 2

21-22 APR

7-8 JUL

MODULE 3

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

COHORT 2

20-21 MAY

28-29 JUL

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

COHORT 2

4 JUN

4 SEP

MODULE 5

The AI Enhanced HR Professional

Leverage Generative AI to elevate HR effectiveness. Gain practical skills to streamline workflows, personalise communication, accelerate creation and strengthen strategic influence across the business.

2 DAYS | IN PERSON

COHORT 1

COHORT 2

23-24 JUL

5-6 OCT

3 Application Coaching Sessions to be initiated by participant during the Programme Journey

1 HOUR VIRTUAL

Strategic HR Business Partner Programme

MODULE 1

Business Partnering and Consulting Skills for HR Professionals

Elevate your HR expertise by aligning practices with business goals. Enhance your business partnering and consulting skills, empowering you to drive transformative business outcomes and become an integral contributor to your organisation's success.

Key topics:

- The Evolving Role of an HR Business Partner (HRBP)
- Metrics and Success Factors of Effective HRBPs
- HRBPs as Drivers of Business Strategy
- HRBPs as Internal Consultants and Strategic Problem-Solvers
- HRBPs as Trusted Advisors to Senior Management
- HRBPs as Enablers of Organisational Change and Transformation
- Effective Stakeholder Management

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

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
- Understanding the Role of Power in Influence
- 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 4

Performance Management in a Multigenerational Workforce

Navigate the complexities of today's diverse, multigenerational workforce and discover strategies to address critical performance challenges including creating a performance and output driven culture, fairly and effectively evaluating performance, delivering feedback to various employee profiles and bridging generational work preferences.

Key topics:

- Understanding and Engaging the Multigenerational Workforce
- Create a Performance Culture in Diverse Teams
- Managing Under-Performance
- Holding Teams Accountable to Performance Standards
- Delivering Performance Feedback Across Generations
- Conduct Outcome-Based Performance Evaluations

MODULE 5

The AI-Enhanced HR Professional

Unlock the power of Generative AI to enhance HR impact, efficiency and employee engagement. Learn to integrate AI into daily workflows, accelerate content creation, and personalise communication across the employee lifecycle. Through hands-on experimentation and structured prompting, gain practical tools and confidence to enhance creativity, boost efficiency, and strengthen HR's strategic impact across your business.

Key topics:

- Fundamentals of Gen AI and Prompting for HR Use
- Enhancing HR Communication with AI: Speed, Tone and Clarity
- AI-Driven Content Creation for Job Descriptions, Onboarding, Surveys
- Leveraging AI for Feedback Analysis, Learning Insights and Reporting
- Designing Personalised and Reusable AI Workflows for HR Efficiency

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



" THE FACILITATORS' PRACTICAL INSIGHTS, COMBINED WITH CASE STUDIES AND GROUP DISCUSSIONS, MADE THIS PROGRAMME TRULY IMPACTFUL. THE SUPPORT PROVIDED THROUGHOUT THE PROGRAMME WAS EXCELLENT."

Future Ready Talent Management Programme

Designed for executives seeking to elevate their talent management expertise and drive impactful workforce strategies, equip yourself with actionable frameworks and skills to maximise your team's potential and build a future-ready workforce.

S\$ 11,200* + GST
Up to 90% funding applicable for individual sponsored participants (subject to eligibility)

 6 MONTH JOURNEY
  5 MODULES
  9 TRAINING DAYS
  3 COACHING SESSIONS
  1 KORN FERRY TALENT ASSESSMENT

START	MODULE 1	MODULE 2	MODULE 3	MODULE 4	MODULE 5
<p>Korn Ferry Talent Assessment 1 HOUR ONLINE</p> <p>Group Assessment Debrief 1.5 HOUR VIRTUAL</p>	<p>Strategic Talent Management for Business Growth</p> <p>Explore talent management strategies and tactics required to drive business growth, innovation, competitiveness and a culture of excellence.</p>	<p>Identifying and Developing Future Leaders</p> <p>Discover how to identify high-potential talent within your organisation and support their growth to thrive in critical leadership roles and drive future success.</p>	<p>Retaining Top Talent</p> <p>Learn practical strategies to retain your top talent, boost their engagement and maximize their productivity to help them excel while driving long-term organisational success.</p>	<p>Succession Planning for Future-Ready Organisations</p> <p>Future-proof your organization with succession planning to build a strong talent pipeline, ensure seamless leadership transitions, and drive sustainable growth for your business.</p>	<p>Talent Analytics for Decision Making</p> <p>Unlock your HR data's value by identifying key metrics and presenting insights that empower leaders to make informed decisions for success.</p>
	2 DAYS IN PERSON	2 DAYS IN PERSON	1 DAY IN PERSON	2 DAYS IN PERSON	2 DAYS IN PERSON
	COHORT 1: 11-12 MAR COHORT 2: 15-16 JUL	COHORT 1: 8-9 APR COHORT 2: 19-20 AUG	COHORT 1: 6 MAY COHORT 2: 15 SEP	COHORT 1: 3-4 JUN COHORT 2: 20-21 OCT	COHORT 1: 1-2 JUL COHORT 2: 18-19 NOV

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

Future Ready Talent Management Programme

MODULE 1

Strategic Talent Management for Business Growth

In today's fast-changing business world, staying competitive means hiring and retaining top talent. Discover strategies to boost competitiveness and develop a culture of excellence within your organisation, positioning it to attract and retain the talent essential for long-term success.

Key topics:

- Business Strategy Essentials
- Developing a Talent Strategy & Philosophy
- Aligning Talent Strategy with Business Strategy
- Identifying and Retaining Top Talent, including Succession Planning
- Business Performance Outcomes Through Talent Management

MODULE 2

Identifying and Developing Future Leaders

Cultivating talent from within is far more cost-effective than external hiring, and you can play a key role in realising these savings. Discover how to identify high-potential talent within your organisation and support their growth to thrive in critical leadership roles and drive future success.

Key topics:

- Defining Talent and Future Leaders: Success Profiles and Talent Competency Frameworks
- Assessing Internal Talent for Performance and Potential
- Effectively Utilising Talent Assessment Tools (Psychometric Testing, AI, etc.)
- Talent Reviews, Calibration, and Critical Decision-Making
- Developing the Whole Individual Using the Korn Ferry Four-Dimensional [KF4D] Framework: Experiences, Competencies, Traits, and Drivers
- Top Talent Learning Needs Analysis
- Building High-Potential Programmes
- Personalised Talent Development Strategies
- Measuring Talent Development Impact and ROI

MODULE 3

Retaining Top Talent

Nurturing and retaining your best employees is crucial for your organisation's long-term success. Learn practical strategies to retain your top talent, boost their engagement and maximize their productivity to help them excel while driving long-term organisational success.

Key topics:

- Understand the Changing Context and the Impact on Talent Management
- Exploring the Key Drivers of Top Talent Engagement, including Total Rewards
- The Impact of Culture and Leadership on Talent Engagement and Retention
- Crafting a Comprehensive Talent Engagement Strategy
- Essential Metrics and Statistics for Talent Engagement
- Engaging Top Talent in "Stay" and Challenging Conversations

MODULE 4

Succession Planning for Future-Ready Organisations

Succession planning is no longer a luxury; it's a vital strategy for success. Future-proof your organization with succession planning to build a strong talent pipeline, ensure seamless leadership transitions, and drive sustainable growth for your business.

Key topics:

- The Importance of Early Succession Planning
- Best Practices in Succession Planning Today
- Aligning Succession Planning with Future Business Goals
- Identifying Critical Roles and Developing Success Profiles
- Crafting Succession Planning Strategies, Processes, and Metrics
- Tailored Succession Planning Approaches for Different Organisations
- Addressing Leadership Gaps in Contingency Situations

MODULE 5

Talent Analytics for Decision Making

Many organisations generate vast amounts of data, yet much of it remains untapped. Unlock your HR data's value by identifying key metrics and presenting insights that empower leaders to make informed decisions for success.

Key topics:

- Mastering the Fundamentals of Talent Analytics
- Effective Data Collection Techniques
- Leveraging Microsoft Excel for Data Analysis
- Creating Engaging Visual Reports and Dashboards
- Crafting Clear HR Narratives

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

" THE PROGRAMME GAVE ME A FORWARD-LOOKING PERSPECTIVE ON WORKFORCE DEVELOPMENT, STRATEGIC TALENT PLANNING, AND THE USE OF TECHNOLOGY IN HR. THE SKILLS I'VE GAINED WILL NOT ONLY SUPPORT MY CAREER GROWTH BUT ALSO HELP ME MAKE MORE MEANINGFUL CONTRIBUTIONS IN MY ROLE."



Invest in your career today.
Be the trusted HR Advisor
to drive people strategy
and organisational success.

START THE
CONVERSATION

