

2026

LEADERSHIP
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 Leadership Development Programmes offer three transformative journeys tailored for today's evolving leadership needs. ASCEND equips first-line managers with the essential tools and foundation to successfully transition from individual contributor to effective leader. ACCELERATE equips middle managers to lead through change, develop and engage their people, and build performance cultures grounded in trust, empathy, and accountability. ELEVATE transforms middle managers to think strategically, lead with influence, and align cross-functional teams to deliver results that advance organisational goals.

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.

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.

ASCEND: Equipping First-Line Managers

From individual contributor to first time manager. Build skills to manage diverse teams in today's multigenerational workforce and strengthen your presence as a leader who inspires trust and collaboration.

S\$ 10,400* + GST
Up to 90% funding applicable for company sponsored participants (subject to eligibility)



6 MONTH JOURNEY



5 MODULES



8 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

Self Awareness for Peak Performance

Break down your barriers to peak performance, assemble a comprehensive toolkit that minimises limiting mindsets and enables a more impactful and purpose-driven career.

2 DAYS | IN PERSON

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

MODULE

3

Delivering Results Through Others

Learn how to encourage your people to take ownership of their work - and build a team that you can trust to do their best work even when no one's watching.

2 DAYS | IN PERSON

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

MODULE

5

Elevating your Personal Brand & Executive Presence

Start building an authentic personal brand that not only reflects your unique strengths and values but also positions you as a trusted expert in your field.

1 DAY | IN PERSON

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

ASCEND: Equipping First-Line Managers

MODULE 1

Self-Awareness for Peak Performance

The insights of successful athletes, business and country leaders reveal a powerful truth: success begins in the mind and is built on small but intentional habits. Unlock your potential by overcoming barriers to peak performance through self-awareness and agile practices, driving a purpose-driven career.

Key topics:

- Self-Discovery & Mapping Your Personal Journey
- The Impact of Beliefs on Performance
- Cultivating a Growth Mindset for Success
- Embracing Choice and Purpose in Your Mindset
- Identifying Behavioural and Communication Patterns
- High-Performance Strategies

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

Delivering Results through Others

Instead of relying on high achievers to come together on their own, learn how to nurture and develop a cohesive team using Korn Ferry's unique TEAMM model. Acquire practical skills to create a culture of trust and accountability that inspires consistent, high-quality results.

Key topics:

- Harnessing the Power of OKRs and KPIs
- Engaging Stakeholders for Maximum Buy-In
- Cultivating Alignment on Ownership and Accountability
- Tracking Project Performance with Precision
- Navigating and Resolving Conflicts

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

Elevating your Personal Brand and Executive Presence

How do your colleagues perceive you when you're not in the room? What do they say when introducing you to others? Explore the art of effective personal branding, that not only reflects your unique strengths and values but also positions you as a trusted expert in your field.

Key topics:

- Crafting and Promoting Your Personal Brand
- Building Strong Networks and Relationships for Career Advancement
- Enhancing Executive Presence and Self-Confidence
- Mastering Verbal Communication and Nonverbal Cues
- Elevating Your Personal Brand in the Digital Space
- Projecting Confidence in Common Professional Challenges

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



"WE ESPECIALLY VALUED THE COMPREHENSIVE AND RIGOROUS CURRICULUM, WHICH WAS BOTH PRACTICAL AND HANDS-ON, ENABLING PARTICIPANTS TO APPLY THEIR LEARNING IMMEDIATELY."

ACCELERATE: Advancing Middle Managers

From frontline leader to seasoned manager. Build capabilities to lead high-performing teams, foster engagement, and inspire accountability to drive productivity in today's dynamic workplace.

S\$ 9,400* + GST
Up to 90% funding applicable for company sponsored participants (subject to eligibility)



6 MONTH JOURNEY



5 MODULES



7 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

Building High Performing Teams

Create high-performing teams with a strategic plan that empowers individuals to excel, drives collaboration, and sparks innovation in a dynamic environment.

2 DAYS | IN PERSON

MODULE

2

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

MODULE

3

Coaching for Performance and Engagement

Master coaching techniques to become a trusted manager in a diverse workforce and acquire essential coaching skills that enhance performance and cultivate a growth-oriented team culture.

1 DAY | IN PERSON

MODULE

4

Leading and Managing Change

Unlock the power of trust and collaboration to drive impactful change, guiding employees through transitions in a way that feels inclusive, empowering, and results-driven.

2 DAYS | IN PERSON

MODULE

5

Leveraging AI for Effective People Management

Boost productivity and streamline your workflow with Generative AI. Learn how to enhance the quality of your content and communication for more efficient outcomes.

1 DAYS | IN PERSON

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

ACCELERATE: Advancing Middle Managers

MODULE 1

Building High Performing Teams

Gain insights into what drives your team's motivation and engagement, while discovering your unique leadership style. Learn how to adapt it to various situations, maximising your team's potential and performance, while also exploring strategies to encourage open communication, creativity and calculated risk-taking.

Key topics:

- Understanding the Stages of Team Development
- Key Components of High-Performing Teams
- Cultivating Psychological Safety in Teams
- Driving Employee Motivation and Engagement
- Creating Positive Team Dynamics Through Leadership
- Utilising Coaching as a Leadership Approach

MODULE 2

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 3

Coaching for Performance and Engagement

With Gen Z and Millennials now making up nearly half of the workforce, their expectations of leadership have evolved. Master coaching techniques to become a trusted manager in a diverse workforce and acquire essential coaching skills that enhance performance and cultivate a growth-oriented team culture.

Key topics:

- The Role of Coaching in Leading a Diverse Workforce
- Essential Leadership Skills: Coaching, Mentoring, and Beyond
- The Coaching Triangle: Mastering Core Skills
- The Art of Listening: Techniques for Connection
- Applying the GROW Model for Effective Coaching
- Goal Setting and Action Planning for Success
- Cultivating a Culture of Accountability

MODULE 4

Leading and Managing Change

Change is an inevitable force in business today, yet many individuals still naturally resist it. Unlock the power of trust and collaboration to drive impactful change, guiding employees through transitions in a way that feels inclusive, empowering, and results-driven.

Key topics:

- The Psychology of Change: Understanding Mindsets and Reactions
- Assessing Stakeholder Needs: Aligning Perspectives for Successful Change
- Kotter's Eight Steps: A Comprehensive Framework for Leading Change
- Effective Communication and Influence: Strategies for Change Leaders
- Navigating Resistance: Strategies for Overcoming Barriers to Change

MODULE 5

Leveraging AI for Effective People Management

Generative AI is revolutionising how managers streamline processes, enhance communication, and drive productivity. For managers seeking to elevate their impact, this course offers practical solutions to automate repetitive tasks, produce high-quality outputs, and make smarter, data-driven decisions with ease.

Key topics:

- AI Fundamentals and Prompt Engineering Basics
- GenAI and Communication: Raising Quality and Efficiency
- Content Creation on Demand
- AI for Research, Analytics, and Insight Gathering
- Creating Personalised AI Workflows

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



"THIS COMPREHENSIVE PROGRAMME FROM KORN FERRY ACADEMY HAS GREATLY ENHANCED MY ABILITY TO MANAGE PEOPLE, BOTH PERSONALLY AND PROFESSIONALLY. IT HELPED ME RECOGNISE THAT LEADERSHIP CHALLENGES OFTEN CALL FOR A BLEND OF TOOLS, NOT A SINGLE SOLUTION."

ELEVATE: Empowering Middle Managers

From team leader to strategic influencer. Hone the skills to lead cross-functional initiatives, drive innovation, and translate business strategy into impactful team outcomes and align diverse teams with organizational priorities.

S\$ 9,400* + GST

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



6 MONTH JOURNEY



4 MODULES



7 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 Driving Business Strategy

Drive strategic vision into measurable action by aligning goals, clarifying direction and anticipating shifts to confidently deliver business performance.

2 DAYS | IN PERSON

MODULE

2 Strategic Problem Solving and Decision Making

Master strategic decision-making and leadership paradoxes to deliver breakthrough solutions that turn complex challenges into sustainable results.

2 DAYS | IN PERSON

MODULE

3 Cross-Team Collaboration and Innovation

Enhance cross-team collaboration by instilling strategic communication. Inspire teams to break down silos and drive innovative solutions together.

2 DAYS | IN PERSON

MODULE

4 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.

1 DAY | IN PERSON

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

ELEVATE: Empowering Middle Managers

MODULE 1

Driving Business Strategy

Turn strategic vision into meaningful action that drives business results. Learn to connect organisational goals with day-to-day execution, aligning your team's efforts to deliver measurable impact. Strengthen your ability to communicate direction with clarity, make confident decisions, and anticipate shifts—ensuring business strategy is translated into performance across the organisation.

Key topics:

- What Strategy Is – and Isn't
- Understanding How Business Strategy Is Created
- Translating Strategy into Departmental and Team Priorities
- Making Trade-offs and Measuring What Matters
- Communicating and Presenting Strategy Clearly

MODULE 2

Strategic Problem Solving and Decision Making

Master strategic decision-making and leadership paradoxes to deliver breakthrough solutions. By developing critical analytical skills, you'll learn to navigate ambiguity and turn complex challenges into sustainable results, ensuring your contributions are both relevant and impactful in today's dynamic landscape.

Key topics:

- Identifying and Defining Organisational Problems
- Applying Effective Problem-Scoping Techniques
- Conducting Root Cause Analysis
- Testing Hypotheses
- Generating and Validating Solutions
- Exploring Decision-Making Frameworks
- Managing Paradoxes in Leadership

MODULE 3

Cross-Team Collaboration and Innovation

To deliver outstanding solutions for clients and stakeholders, you need to combine deep expertise with collaborative innovation. Gain critical skills to foster teamwork and collaboration, breaking down silos that hinder your team's potential and empowering them to drive meaningful change.

Key topics:

- Overcoming Silos: Identifying Barriers to Collaboration
- The Competitive Mindset: Understanding Collaboration Challenges
- Harnessing the Power of Cross-Team Collaboration
- Collaborative Techniques for Collective Success
- Identifying Cross-Team Needs and Motivations
- Innovative Solutions Through Integrative and Design Thinking

MODULE 4

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.

- 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

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

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"THE TOPICS WERE HIGHLY RELEVANT, AND THE FACILITATORS MADE THE SESSIONS ENGAGING AND ENJOYABLE. THE PROGRAMME PROVIDED RELEVANT TOOLS THAT I CAN APPLY WHEN WORKING WITH DIFFERENT STAKEHOLDERS."

Now is the time to
invest in your team.
Seize the opportunity
to build leaders
from within.

START THE
CONVERSATION

