

Workz leadership simulations and Korn Ferry Leadership Architect™ competency framework

This chart shows how the Workz leadership simulation portfolio maps onto the Korn Ferry competencies.

The individual simulations are marked like this:

- WB Wallbreakers®
- GC Gamechangers®
- BB Bridgebuilders®
- PM Playmakers®
- TK Timekeepers®
- SL Streamliners®

By nature all the simulations train the competencies marked in the first column.

■ A solid square marks that the competency is a primary focus area of the simulation.

□ An outlined square marks that the competency is a secondary focus area, but can be highlighted through facilitation.

FACTOR	CLUSTER	#	COMPETENCY	COMPETENCY DEFINITION	ALL	WB	GC	BB	PM	TK	SL
I: THOUGHT	A. UNDER-STANDING THE BUSINESS	5	Business insight	Applying knowledge of business and the marketplace to advance the organisation's goals.							
		11	Customer focus	Building strong customer relationships and delivering customer-centric solutions.							
		17	Financial acumen	Interpreting and applying understanding of key financial indicators to make better business decisions.							■
		35	Tech savvy	Anticipating and adopting innovations in business-building digital and technology applications.							
	B. MAKING COMPLEX DECISIONS	8	Manages complexity	Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.			■				□
		12	Decision quality	Making good and timely decisions that keep the organisation moving forward.	■						
		32	Balances stakeholders	Anticipating and balancing the needs of multiple stakeholders.			■	□	□		
	C. CREATING THE NEW AND DIFFERENT	18	Global perspective	Taking a broad view when approaching issues, using a global lens.				□			
		19	Cultivates innovation	Creating new and better ways for the organisation to be successful.							
		33	Strategic mindset	Seeing ahead to future possibilities and translating them into breakthrough strategies.							
II: RESULTS	D. TAKING INITIATIVE	2	Action orientated	Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.	■						
		27	Resourcefulness	Securing and deploying resources effectively and efficiently.						■	■
	E. MANAGING EXECUTION	15	Directs work	Providing direction, delegating and removing obstacles to get work done.					■		
		25	Plans and aligns	Planning and prioritising work to meet commitments aligned with organisational goals.		□				■	■
		38	Optimises work processes	Knowing the most effective and efficient processes for getting things done, with a focus on continuous improvement.						■	□
	F. FOCUSING ON PERFORMANCE	1	Ensures accountability	Holding oneself and others accountable for meeting commitments.							
28		Drives results	Consistently achieving results, even under tough circumstances.	■							
III: PEOPLE	G. BUILDING COLLABORATIVE RELATIONSHIPS	6	Collaborates	Building partnerships and working collaboratively with others to meet shared objectives.							
		9	Manages conflict	Handling conflict situations effectively, with a minimum of noise.		□	□				
		20	Interpersonal savvy	Relating openly and comfortably with diverse groups of people.		■		■	■		
		21	Builds networks	Effectively building formal and informal relationship networks inside and outside the organisation.			□				
	H. OPTIMIZING DIVERSE TALENT	4	Attracts top talent	Attracting and selecting the best talent to meet current and future business needs.							
		13	Develops talent	Developing people to meet both their career goals and the organisation's goals.							
		14	Values differences	Recognising the value that different perspectives and cultures bring to an organisation.				■	□		
		34	Builds effective teams	Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.				□			
	I. INFLUENCING PEOPLE	7	Communicates effectively	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.							
		16	Drives engagement	Creating a climate where people are motivated to do their best to help the organisation achieve its objectives.		■	□	■	□		
		23	Organisational savvy	Manoeuvring comfortably through complex policy, process and people-related organisational dynamics.			■	□	■		
		24	Persuades	Using compelling arguments to gain the support and commitment of others.							
		37	Drives vision and purpose	Painting a compelling picture of the vision and strategy that motivates others into action.		■	□	□	□		
IV: SELF	J. BEING AUTHENTIC	10	Courage	Rising up to address difficult issues, saying what needs to be said.							
		36	Instils trust	Gaining the confidence and trust of others through honesty, integrity and sincerity.				□			
	K. BEING OPEN	29	Demonstrates self-awareness	Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.	■						
		30	Self-development	Actively seeking new ways to grow and be challenged, using both formal and informal development channels.	■						
	L. BEING FLEXIBLE AND ADAPTABLE	3	Manages ambiguity	Operating effectively, even when things are not certain or the way forward is not clear.			□				
		22	Nimble learning	Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder.							
		26	Being resilient	Rebounding from setbacks and adversity when facing difficult situations.							
		31	Situational adaptability	Adapting approach and demeanour in real time to match the shifting demands of different situations.	■						