Introducing the Lominger Tools and Services—comprehensive leadership development resources for individuals, teams and organizations.

Integrated development options
Research-based, experience-tested and completely integrated, Lominger Tools and Services can be used for everything from organizational development and job profiling to selection, training, individual and team development, succession planning and more.

Our products
Lominger Tools and Services serve as the foundation of a global business of leadership development resources for individuals, teams and organizations. Our mission is to help organizations meet development challenges by offering the tools, applications and support that can make a difference in organizations and in the practice of developing leaders around the world.

Our tools are:
- Built upon 67 Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas identified as critical to success (A competency is a measurable characteristic of a person related to success at work. It can be a skill, an attribute or an attitude. Since Lominger competencies drive the majority of job success, they are the universal common denominator in creating effective HR systems)
- Customizable to fit any organization’s culture or operating style
- Useful in a range of applications including creating competency models, job profiling and training, recruiting new hires, succession planning, giving feedback, performance management and designing a development plan
- Designed as integrated solutions that let people from different areas work together effectively because they share a common language
Leadership and Executive Development
Are your leaders equipped to achieve and sustain the business strategy? Korn/Ferry offers tools and resources for equipping leaders and optimizing leadership performance. Leadership and executive development tools and resources focus on:

- Team Effectiveness (Team Architect® and FYI for teamsTM 2nd Edition)

Strategic and Organizational Alignment
Does your talent strategy support your business objectives? Korn/Ferry offers tools and resources for aligning structure, organization and talent with business strategy. Strategic and organizational alignment tools and resources focus on:

- Engagement (FYI for Talent EngagementTM)
- Strategic Alignment (Strategic Effectiveness Architect® and FYI for Strategic EffectivenessTM)

Talent and Performance Management
Does your organization have a consistent, integrated and sustainable process for optimizing talent? Korn/Ferry offers tools and resources that can help you establish and implement a scalable talent management foundation. Talent and performance management tools and resources focus on:

- Competency Development and profiling (Leadership Architect® Suite and Success Profile ArchitectTM online)
- Selection (Interview Architect®, Learning From ExperienceTM (LFE) Interview Guide, and Interviewing Right: How Science can Sharpen Your Accuracy)

Talent alignment, management and development
Creating a long-term human capital competitive advantage rests on the ability to address three fundamental leadership and talent management needs—strategic and organizational alignment, leadership and executive development, and talent and performance management.
Our Services

Licenses, surveys, certifications and implementation
In addition to all of our tools and resources, we offer a variety of services, programs, processes and relationships that can help make it easier to implement your organization’s strategies. Here are a few of the ways we can work with you:

**Intellectual Property Licenses**
Many of our tools are available as intellectual property licenses for your organization’s internal use. Purchasing a Lominger intellectual property (IP) license gives your organization the freedom to alter, copy, and modify Lominger content.

Organizations can use an intellectual property license to:
- Create a competency model for your organization
- Create competency-based job profiles and descriptions, modify Leadership Architect® Competency definitions to fit your corporate culture
- Load Leadership Architect® competencies into your performance or talent management systems
- Put competency-based interview questions into your own database or recruitment software

Call 914.488.5532 or email office@LarryClarkGroup.com for more information.

**Certifications and Events**
Our Certifications and best practice survey courses, conferences, Client Enrichment Series (formerly called User Groups) and Webcasts provide Human Resource Practitioners and leaders in Human Capital the opportunity to network, connect and add to their portfolio of leadership and talent development best practices.

To ensure that users of our tools and solutions receive and in turn deliver best practice applications of our research-based and experience-tested tools, we require certification on several of our advanced product suite areas.

To find out more about our events call 914.488.5532 or email Certifications@LarryClarkGroup.com

**Implementation**
Lominger offers many opportunities to access talent development and management experts and content. Associates in our global network can help guide you through implementation of our various product suites.

Strategic Alliance partners meet organization needs for automated talent management practices and broad-based talent management thought leadership.
- Our Global Associates Network helps provide guidance in implementing best practice solutions using our competency-based tools.
- Our Strategic Alliances partners allow us to offer relationships that let you use our content in a system you already have in place or plan to implement.
- Our consultants with Korn/Ferry Leadership and Talent Consulting can help guide you through creation of long-term human competitive advantage.

For more information, visit our Website at www.LarryClarkGroup.com or contact Dr. Larry Clark at (914.488.5532), or e-mail us at: Larry@LarryClarkGroup.com

**Global Survey Center**
Our Global Survey Center has been specializing in accurate, confidential and timely administration and processing of a variety of online surveys for over a decade. Survey administration can be conducted inside your company or outsourced to the Global Survey Center. The Global Survey Center offers complete administration of these surveys:
- Voices® 360° Feedback Online and Development Tracker Surveys
- eSEATM Online Survey
- eTeamsTM Online Survey
- eChoicesTM Online Survey
- Talent Engagement Online Survey

To find out more about our Global Survey Center process and pricing, call 914.488.5532 or e-mail CustomerService@LarryClarkGroup.com
Our Research

Competencies, Stallers and Stoppers, and Global Focus Areas

The Leadership Architect® Competencies, Career Stallers and Stoppers, and Global Focus Areas are based on competency work done across many years at the Center for Creative Leadership (CCL), Hay-McBer, Sears, Exxon, AT&T, and thousands of professional studies. We have tested these competencies empirically since 1994 and found:

- Related proficiency at our competencies to bonus levels, stock options, profitability and exceeding sales targets for sales managers, and retention of key staff
- Leadership Architect® Competencies predict both promotion and performance years later

Korn/Ferry Institute

The Korn/Ferry Institute commissions, originates and publishes groundbreaking research using Korn/Ferry’s unparalleled expertise in executive recruitment and talent development, combined with our preeminent behavioral research library.

The website provides unrestricted access to the entire Korn/Ferry library of leadership literature, including whitepapers, studies, videos, podcasts, webcasts and books.

Download whitepapers, studies, podcasts, webcasts and more at [www.kornferryinstitute.com](http://www.kornferryinstitute.com).

Our history

The Leadership Architect® Competencies were first introduced in 1991 by Michael M. Lombardo, Ed.D. and Robert W. Eichinger, Ph.D. under the company name Lominger. The Suite quickly became an internationally recognized set of tools known to fit any organization’s culture or operating style.

In 2006 Lominger joined the Korn/Ferry International family of companies. Since its founding in 1969, Korn/Ferry International has been the executive recruitment industry’s leader and innovator. The company has evolved as the world’s premier provider of executive talent management solutions.

For more information:

For more information about the Lominger tools and resources visit our website at [www.LarryClarkGroup.com](http://www.LarryClarkGroup.com), contact Dr. Larry Clark at (914.488.5532), or e-mail us at office@LarryClarkGroup.com.

Lawrence P. Clark, Ph.D.: For over 30 years, Dr. Clark has been a consultant to businesses, government agencies, educational institutions, and private research corporations. He has extensive experience with change management, management assessment, design and implementation of executive development programs, organizational development, and organizational research. As an executive coach Dr. Clark has worked with over 2500 executives and managers.