

KORN/FERRY INTERNATIONAL POWERED BY LOMINGER

Leadership Architect[®] Competency Content Validated Integration with PeopleSoft Enterprise



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Attract. Develop. Retain. Sustain.

Lominger produces research-based, experience-tested development resources for individuals, teams, and organizations.

Company Overview

Founded in 1991 by Robert W. Eichinger, Ph.D., and Michael M. Lombardo, Ed.D., Lominger has built a global business of competency-based leadership development resources for individuals, teams, and organizations. Lominger's range of products and services, known as the Leadership Architect[®] Suite, comprises research-based, experience-tested and internationally recognized tools that can be customized to fit any organization's culture or operating style.

In August 2006, Lominger joined the Korn/Ferry International family of companies. With more than 70 offices in 40 countries, Korn/Ferry is a premier global provider of talent management solutions delivering an array of services that help clients attract, deploy, develop, retain, and reward talent.



Validated Integration
PeopleSoft Enterprise

Through the Oracle PartnerNetwork Application Integration Architecture for Partners Initiative, partners with validated integrations are able to provide customers with standards-based product integrations, tested and validated by Oracle. Customers benefit from improved risk management and smoother upgrade capability, leading to a lower total cost of ownership and greater overall satisfaction.

Integration Overview

Lominger tools are connected by the universal language of the Leadership Architect[®] Competency Library. Our integrated solutions enable people from different areas of an organization to work together more effectively by sharing a common language. Lominger tools help you create a competency model, recruit new hires, give feedback, or design a development plan, using the same competency language. As a result, you spend less time interpreting and more time adding value to each process.

Aligning the competencies individuals need to develop with the competencies organizations require is the basis of a successfully integrated competency-based talent management program. Organizations use Lominger's Leadership Architect[®] content to develop a common language for leadership and individual development across processes, solutions, and applications.

Integration Details

When integrated into the Content Catalog feature of Oracle's PeopleSoft Enterprise, the Lominger tools support the PeopleSoft ePerformance, PeopleSoft eDevelopment,

Availability

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Support

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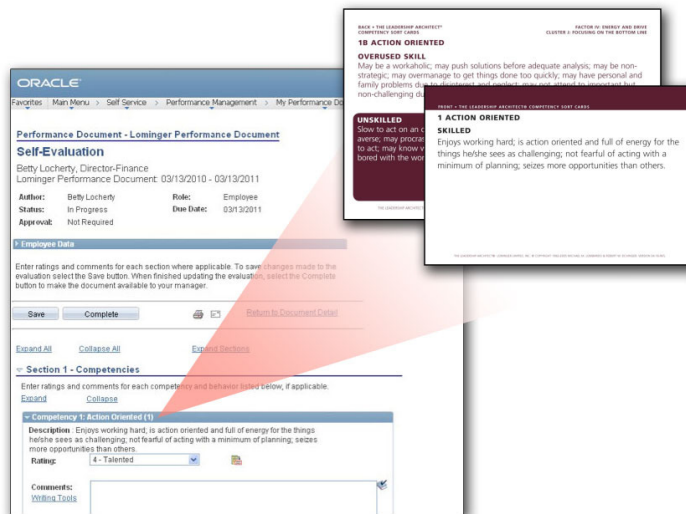
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PeopleSoft Recruiting Solutions, PeopleSoft eProfile Manager, and PeopleSoft Talent Acquisition Manager products in the PeopleSoft Enterprise product line. Everyone from individual contributors to senior management can use the Leadership Architect® content.

You choose the preintegrated tools you need for evaluating performance, providing feedback, creating development opportunities, and evaluating talent and succession from a full suite of content solutions including

- **Leadership Architect® Competencies.** Defines the critical success profiles for any role in your organization.
- **Performance Management Architect® Performance Dimensions.** Enables you to evaluate the performance of virtually anyone at any level, in any job or unit.
- **Leadership Architect® Aspects & Tuning Statements.** Helps you dig deeper into performance and provide your managers with the language to clearly state what they are seeing from their employees. This is the Results Writer content.
- **FYI For Your Improvement™ Development Remedies.** Provides development and coaching tips that learners, supervisors, managers, coaches, and mentors can use throughout the appraisal process. This is the Development Tips content.



Environment

Korn/Ferry International powered by Lominger Environment

Leadership Architect® Competency Content, version 9.1a

Oracle Environment

PeopleSoft Enterprise Release 9.1

PeopleSoft PeopleTools Release 8.5

For additional information about partnering with Oracle, please contact opninfo_us@oracle.com or visit partners.oracle.com.

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