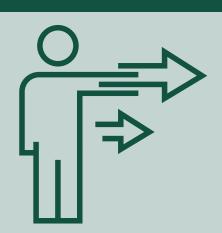
The Challenge

Following a recent merger, it was imperative that **BNP Paribas Real Estate** had leaders who were able to create positive impact and drive the business forward.





As well as developing leaders individually, it was crucial that leaders could work collaboratively across different teams.

The Solution

BNP Paribas Real Estate partnered with Saville Assessment to adopt Wave assessments to support a new Leadership Development Program.

It was important to understand leaders' potential strengths and challenge areas on an individual and group level to inform development discussions.



 several months, at the beginning of which individuals completed the Wave Professional Styles questionnaire.

The program consisted of three modules delivered over

Modules:

- Wave Expert Reports were used to deliver one-to-one feedback sessions helping individuals explore their own strengths and challenge areas.
- Impact Report ahead of support and challenge sessions to discuss how they can contribute to wider business strategy.

Then the group were asked to reflect on their own **Leadership**

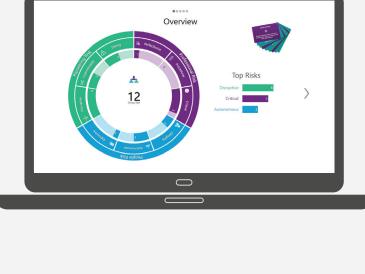
to facilitate group discussions.

Leadership Risk Reports

were also used to prompt

Finally, Leadership Impact

individuals to think about unintended risks associated with their leadership style.



strengths to be better leaders.

Benefits to Organization

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Individuals were engaged in the sessions and were

The Wave data was extremely useful for individuals to

reflect on where they could develop and leverage

ENGAG



They were able to action plan and use the discussions to not only develop themselves but also encourage each other to grow.

able to see the value of dynamic group reporting.

The administrators found the Oasys platform

EFFICIENCY



accessible, easily setting up assessments, generating reports and viewing the dynamic group overviews.

Saville Assessment delivered a support webinar for

BNP Paribas Real Estate feedback providers.



The success of the program has led to the business running the scheme for a second cohort.