



Saville Assessment

Willis Towers Watson 

Building Resilient Agility Workshop

Pre-session activity

Background

This document provides some pre-reading and an exercise to help you prepare for your Building Resilient Agility Workshop. Both this exercise and the group session are designed to enable you to be more effective during times of change, to help you understand your own strengths and challenge areas, and to understand more about the group's strengths and challenges in the context of dealing with change and transformation.

This document covers some short pre-reading on the Resilient Agility Model. You will have also been provided with your personal Building Resilient Agility Report. You will need to read through your report and complete the exercise within this pack before your group session. If you have any questions, please direct them to the facilitator of the group session.

The Building Resilient Agility Model



Dealing with Change	Embracing change positively. Managing uncertainty with composure.
Staying Connected	Making and maintaining connections. Actively participating and communicating.
Enabling New Ways of Working	Using insights to forge new directions at work. Ensuring effective work plans are delivered.
Maintaining Drive	Capitalizing on the opportunities change presents. Keeping everyone focused on key work objectives.

The Report

The Building Resilient Agility report provides a guide for individuals and teams going through times of change and transformation, based on their completions of the Wave assessment.

The report can be used for example to support development during changes such as M&A activity and digital transformation.



How the Scoring Works



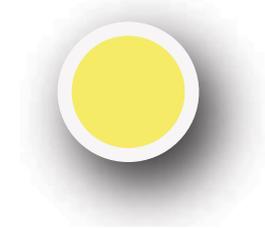
This symbol indicates that the individual has a typical preference for this behavior when compared to others.

- The first bullet point provides advice on how to build and capitalize on this as an area of strength.
- The second bullet point provides suggestions for how to effectively use their strengths at work.



This symbol indicates that the individual has a particularly strong preference for this behavior when compared to others.

- The first bullet point provides advice on how to build and capitalize on this as a strength.
- The second bullet point provides suggestions for how the individual can effectively use their strengths at work.
- The third bullet point provides advice to optimize the special consequences these strengths can bring and make individuals aware of potential undesirable consequences if these behaviors are overplayed.



This symbol indicates that the individual has less of a preference for this behavior when compared to others.

- The first bullet point provides advice on how to develop and manage potential challenge areas.
- The second bullet point provides tips on how to effectively support the individual's development at work.

Exercise: Getting to know your Strengths and Challenge Areas.

Read through your personal Building Resilient Agility Report; familiarize yourself with the Key Drivers and the five dimensions that underpin each driver.

Complete the table on the next page, reflect on your Key Drivers:

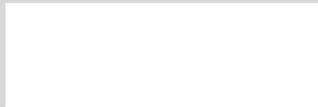
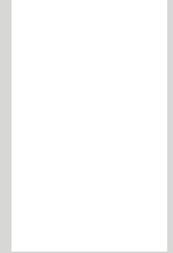
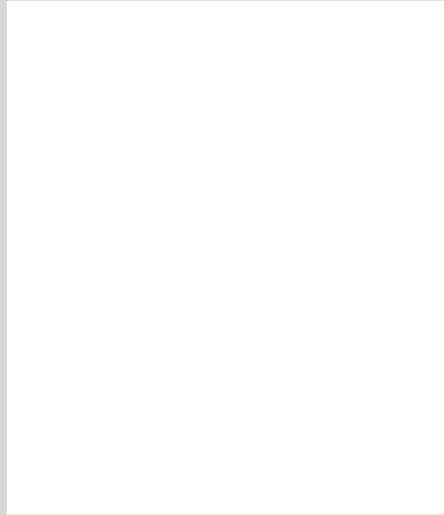
- Which do you show the greatest strength in?
- Which Key Driver is the biggest challenge for you?
- Then, complete the additional questions to help you reflect and think about examples.

NB: Please think of and note examples that you are willing and comfortable to share in the group session.



<p>Which Key Driver do you show the greatest strength in?</p>	
<p>Give an example of where you have successfully utilized this Key Driver in change or transformation</p>	
<p>Give an example of where you experienced a negative consequence as a result of not utilizing this Key Driver effectively</p>	
<p>Give an example of where you feel this Key Driver could be utilized in an upcoming organizational change</p>	
<p>Which underlying dimension(s) will be especially important for this?</p>	

<p>Which Key Driver is the biggest challenge for you?</p>	
<p>Give an example of where you experienced a negative consequence as a result of not utilizing this Key Driver effectively</p>	
<p>Choose an underlying dimension you wish to develop, and provide a specific example of how you could go about doing so</p>	
<p>Give an example of where you feel this Key Driver could be utilized in an upcoming organizational change</p>	
<p>Which underlying dimension(s) will be especially important for this?</p>	



About Saville Assessment, a Willis Towers Watson Company

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