



Leadership in the Fast Lane

PART 1

The Value of Empathy & Impact

Your Team Today



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Today's Talking Points



01

The Leadership Landscape

Market Trends

Leadership & Retention

02

Spotlight on Empathy

Why it matters

How to develop it

03

Spotlight on Impact

Why it matters

How to develop it

04

Wrap Up

Key Reflections

Q&A

Next Steps



Market Trends



64% of organizations say changing their leadership requirements over the next 3 years is a priority

Smart leaders aren't thinking about the next phase as a return to what we had before but are taking the opportunity to ask how we will reimagine our organization



Leaders need to become more skilled at discussing mental and personal health with team members, not an area leadership development may have focused on before

Leadership & Retention

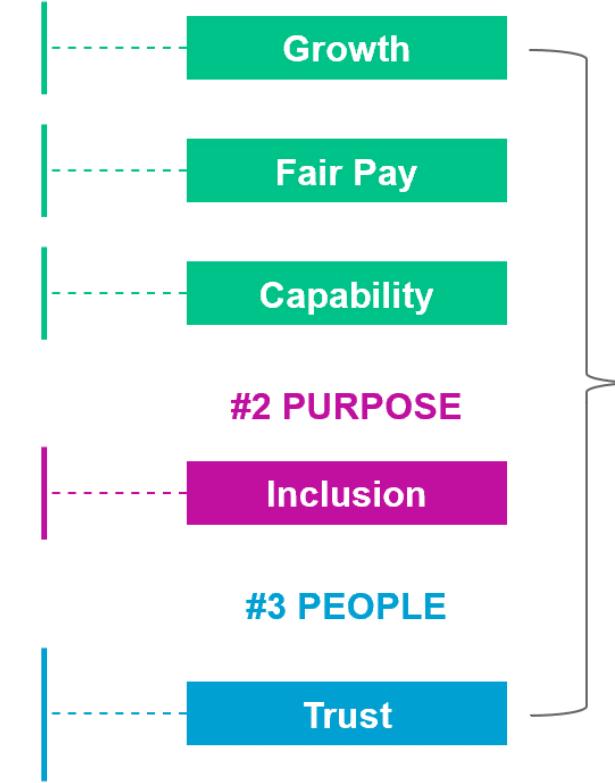
MOST-CRITICAL ITEMS

- Able to achieve personal career objectives
- Have opportunities to develop and grow
- Rewarded fairly for work done
- Company matches pay to performance
- Have opportunities to learn new skills
- Performance is evaluated fairly

- Support for equal opportunity for all
- Support for workplace diversity

- Leaders encourage employees to give their best
- Leaders communicate openly and honestly

#1 TOTAL REWARDS



Leadership & Empathy



One of the criticisms I've faced over the years is that I'm not aggressive enough or assertive enough, or maybe somehow, because I'm empathetic, it means I'm weak. I totally rebel against that. I refuse to believe that you cannot be both compassionate and strong.

Jacinda Ardern

The Female Lead

Market Trends



64% say their organizations defining objective is to embed purpose into everything they do create long-term value to all stakeholders, up from 54% the previous year



54% of workers left their previous workplace due to their boss not being empathetic to their struggles at work

The Washington Post



Why it
matters?

Empathy on it's own is not enough...

Individual behaviours
predictive of leadership
success

- **Pursuing Goals**
- **Directing People**
- **Taking Action**
- **Developing Strategies**
- **Providing Insights**





Why it
matters?

Empathy on it's own is not enough...

Individual behaviours not
predictive of leadership
success

Empathy!





Why it
matters?

Empathy on it's own is not enough...

Combination of behaviours
predictive of leadership
success

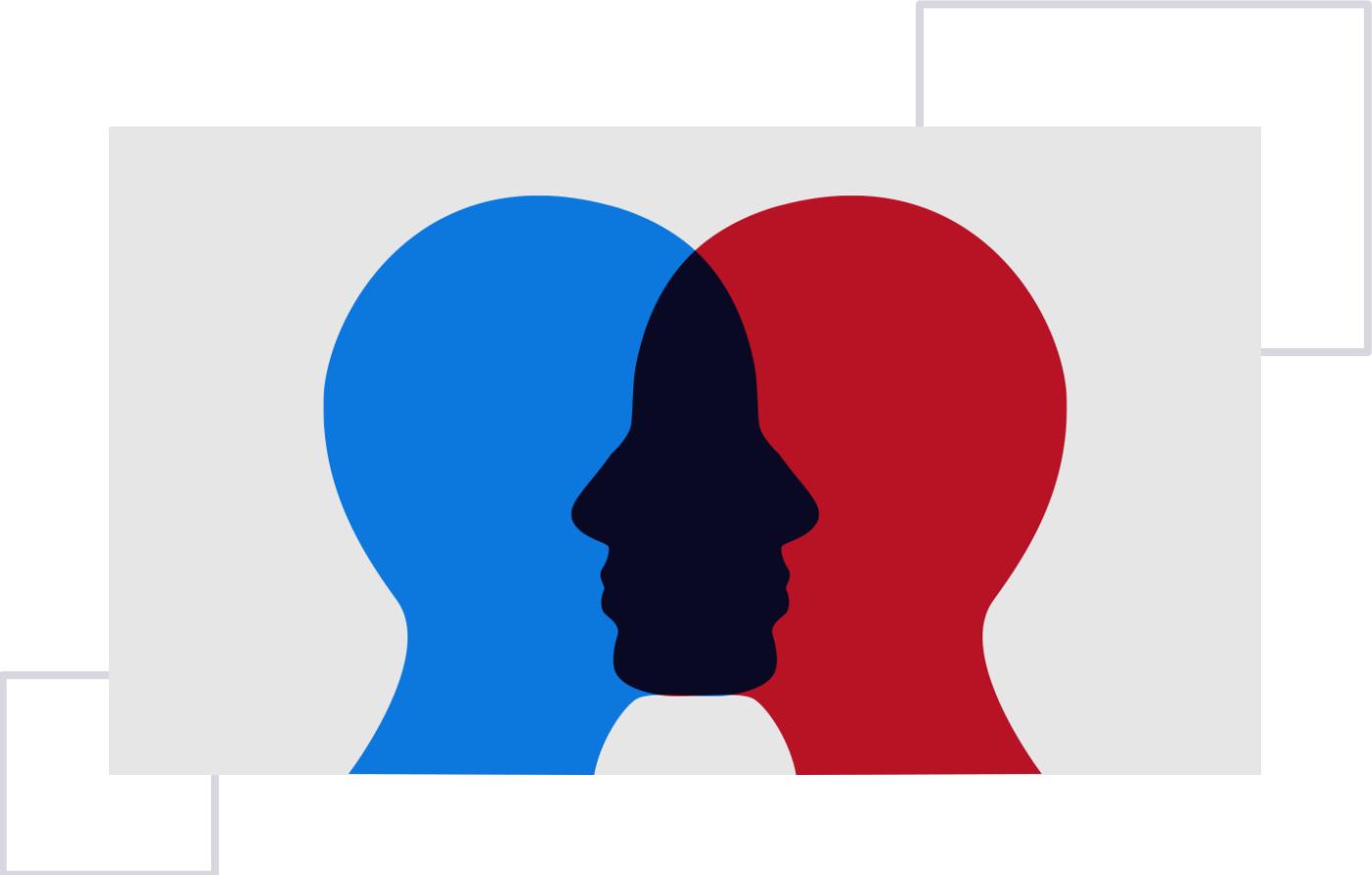
- Pursuing Goals
- Directing People
- Taking Action
- Developing Strategies
- Providing Insights



Empathy!

How to Develop Empathy

- It's difficult!
- Ensure leaders understand its power
- Increase self-awareness, in both individuals and teams
- Look at Brene Brown



Leadership Impact

The 3P Model



Our 3P framework of leadership identifies whether an individual has potential strengths or weaknesses in the areas of **Professional**, **People** and **Pioneering**.

This Empowers businesses to align their leadership talents to their organizational requirements.



CÔTE
BRASSERIE

TESCO



Why it matters?



Professional

Service & Product Delivery

Maintaining productive delivery of goods and/or services; driving quality customer service; delivering appropriate solutions

Managed Risk

Actively controlling risk; championing effective corporate governance; ensuring compliance with policies, procedures and requirements

Expert Reputation

Building organizational expertise; promoting technical excellence; enhancing organizational reputation



People

Organizational Commitment

Creating a shared sense of purpose; enhancing employee motivation; building organizational morale

Successful Teams

Building effective teams; attracting and developing talent; utilizing potential

Communication

Delivering influential communication; building cross-functional/geographic communication; encouraging involvement and consultation



Pioneering

New Products/Markets

Identifying market gaps or routes to market; cultivating innovation; generating impactful solutions

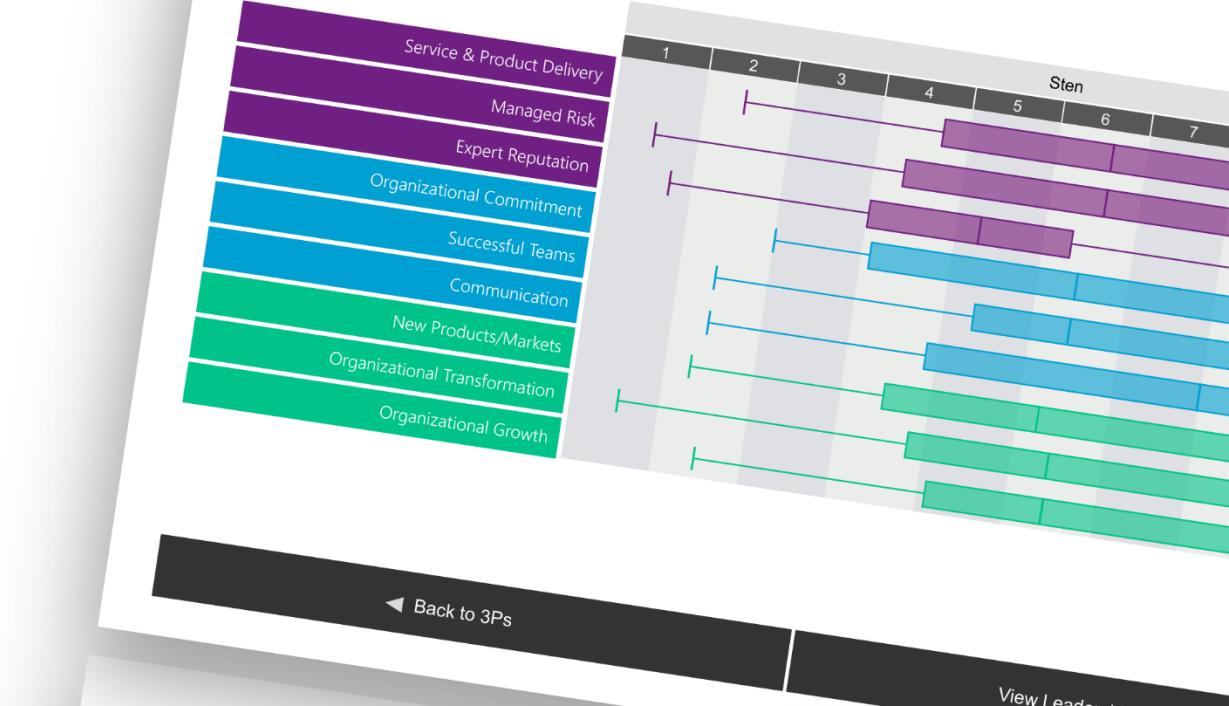
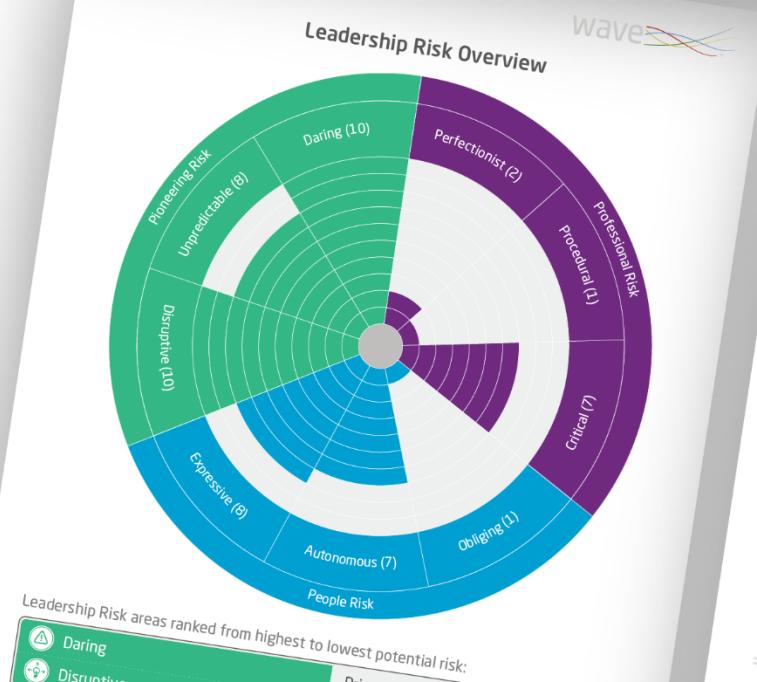
Organizational Transformation

Delivering organizational transformation; building commitment to change; actively managing change processes

Organizational Growth

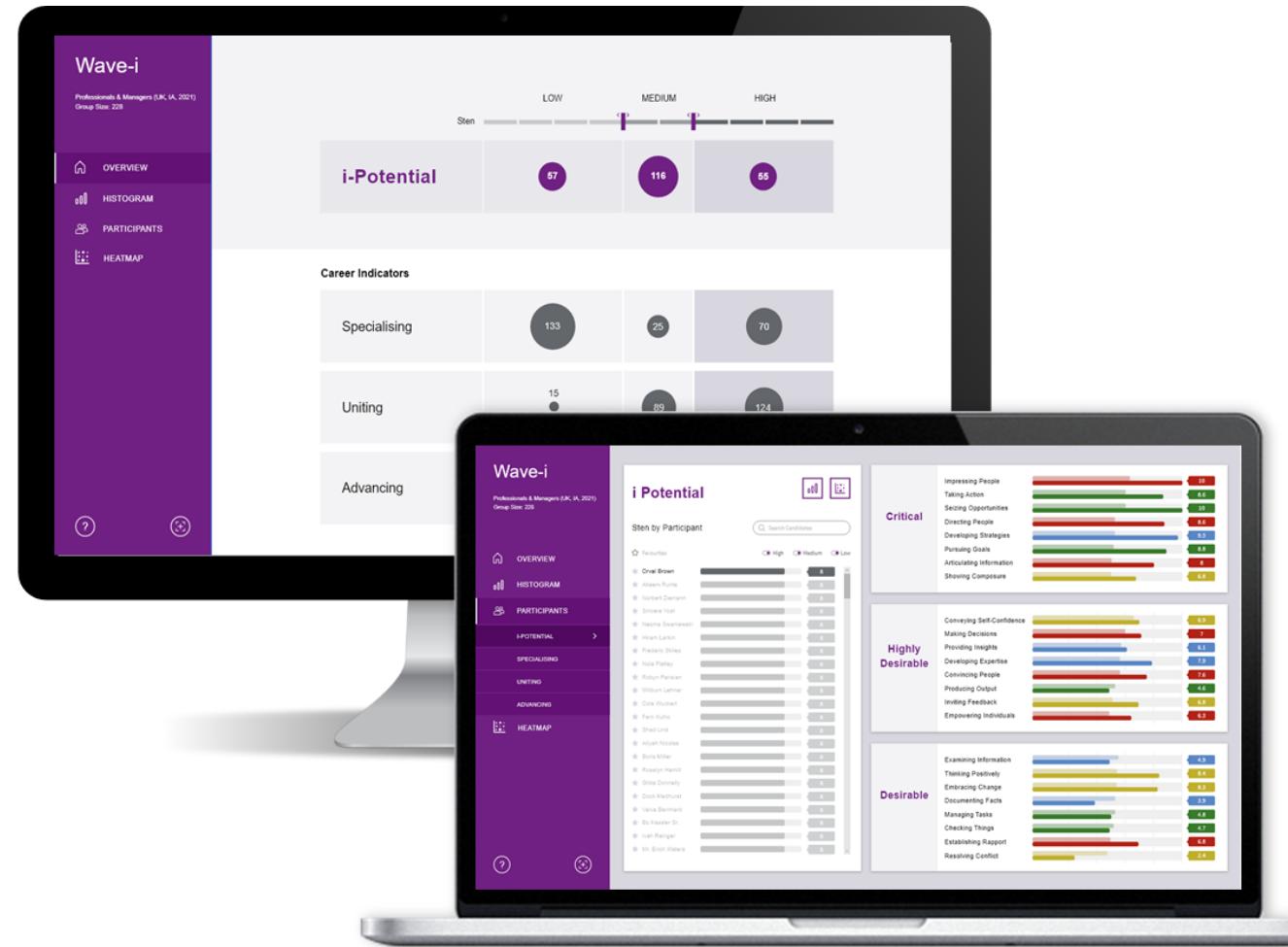
Increasing stakeholder value; establishing challenging organizational goals; driving organizational success

Group Level Impact



How to Develop Impact

- 121 coaching
- Bring in Leadership Risk
- Run Group workshops
- Utilize technology to understand & manage leadership pipelines



1

Empathy matters ...but it
won't carry a leader alone

*Don't forget about your core
leadership behaviours*



Empathy may be difficult to develop

Get creative about how you teach leaders to put themselves in others' shoes

3

Leadership roles are diversifying

How are you accounting for different types of leaders in leadership development and planning activities?



Impact resonates

*Re-focus leadership activity from
what they can already do well to
where they need to deliver impact*

5

Leadership impact can be derailed by leadership risks

Don't forget to look at your data through both lenses

① Questions





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Using a suite of solutions that power
an integrated talent strategy



Identify & develop emerging leadership pipelines

Put the best predictor of leadership potential in your hands

Reveal the types of career or leadership role individuals will naturally thrive in

Mobilize better decision making & individual development with dynamic data & interactive dashboards



Maximize the impact & minimize the risk of executive leaders

Re-focus leadership activity from what they can already do well to where they need to deliver impact

Spotlight the potential risk leaders can bring to themselves, their organization & its culture

See the collective impact of your c-suite & benchmark future success



What is Wave-i?



Wave-i is an end-to-end solution for strategically identifying & developing emerging talent. It offers a new way of measuring potential to accurately reveal the types of career or leadership roles individuals will thrive in.

Supporting organizations with

Improving retention

Better collaboration & creativity across teams

Identifying potential

Engaging candidates throughout the selection process

Improving the diversity of hires & promotions

Bringing a new leadership team together

Navigating change & transformation

Delivering a consistent talent strategy

Screening large numbers of candidates

Equipping people managers to develop their people

Increasing the caliber of their talent pools

Identifying successors for their board

Saville Assessment

Willis Towers Watson

www.savilleassessment.com

