#### Global Healthcare & Biopharmaceuticals Consulting Firm



Development of a newly-formed European leadership team

# The Challenge

The organization were looking to put together a new leadership team, including a new CEO, and decide upon a new set of business priorities.





They needed to gain insight into their leadership styles, both as individuals and as a team, and create space for reflection around how they would most effectively work together.

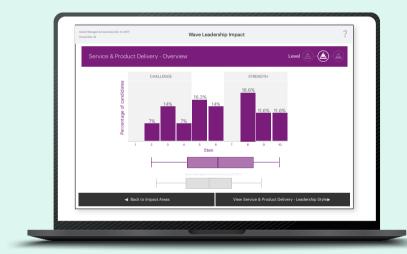
They agreed upon key priority areas which the new team should focus on moving forward.



## The Solution

Each leader completed the Saville Assessment Wave Professional Styles questionnaire and partook in a one-to-one development feedback session exploring leadership styles, individual strengths and challenge areas.

Buttom to + 2pe 10 a 20   The data that the data way way way way way way way way way wa					wave	
Maxing your will, microire will   Line will, hintered in will youth blane and will   Hondry of the schward information is important will   Line will blane and will youth blane and will   Line will blane and will blane and will blane and will   Line will blane and w						
Le rol de la lance de la la la norma de la		I really want to be successful	1 2 3 4 5 6 7 8 5	Very Strongly Agree		
Many all berkahang information bergamant with     Image: Second all secon		Receiving praise really motivates me	9 2 2 4 5 6 7 8 8	Agree		
La assenind to no huit invent vipartientes  La assenind to no huit		I am really interested in why pepte behave as they do	1 2 3 4 5 6 7 8 9	Disagree		
Example of the first later of yorkelow     Example of the first laterow     Example of the first laterow		Having all the relevant information is important to me	123456765	Unsure		Statements - Page 1of 36
E de la facta de l		It is essential to me that I meet my deadlines	1 2 3 4 5 6 7 8 5	Strongly Agree		Please indicate to what extent you agree with the following statements.
Incl > In		I want to receive feedback on my performance	1 2 3 4 5 6 7 8 5	Strongly Agree		Treatly want to be successful
ber 2 - Ager					- 1	
6.200 Mit have think that a second to be particular to be			Next >			
Initial address         Initial addres         Initial address         Initial add						123454759
la (important) to ma	© 2019 Will in Towers W	aisee, All Sytis resourcest;			Privacy Acc	Lans really interested in why pepter to the set of the
Rosiga Danikawai Mondia 🗸 🗸	~~~		*******			Having of the relevant information v
	_					Having all the relevant information is important to me



The leaders explored how their individual leadership style interplayed with the others in the team, as well as exploring the leadership profile of the group in context of the new business priorities in a full-day facilitated workshop.

A further one-to-one session was conducted with each of the leaders to delve into their Leadership Risk profiles and the potential impact these have on their team and the wider



organization.

	ed from highest to lowest potential risk:	
Disruptive Disruptive	Secondary Risk	
Expressive		
Critical		
Autonomous		
Perfectionist		
Obliging		
Procedural		



A final follow-up group session facilitated discussion about the team's Leadership Risk profile as well as its impact on the organization and culture, along with an evaluation of progression made from phase one.

## Benefits to the Organization

### QUALITY

A data-driven approach was implemented to facilitate a greater understanding of the collective strengths and potential risk areas of the team.

ENGAGEMENT

Individuals had the opportunity to build comradery as a team and collectively agree key areas of focus for the team using a common language.

Shared recognition of the areas of development for the team and the types of activities to undertake to address these.

66

The level of consciousness with which the team started to engage with each other, and in turn

#### their team, after the workshop was remarkable.

- CEO





info@savilleassessment.com www.savilleassessment.com