

Providing critical insight for a leadership development initiative

A new Group CEO was appointed to help two private equity-owned food-tech businesses unlock the potential for growth. The role of the Group CEO was to create more synergies between the two companies, bring a broader industry perspective, and provide strategic support.



The challenge

Both businesses were private equity-owned (PE) for years but were only distantly managed by the PE and broadly left to their own devices.

Whilst both companies were financially healthy, they struggled to recognize that they had not fully unlocked their growth potential. The new Group CEO wanted to get to know both businesses in order to understand their leadership capability and how to support both businesses in accelerating their growth, helping them become industry shapers.



The solution

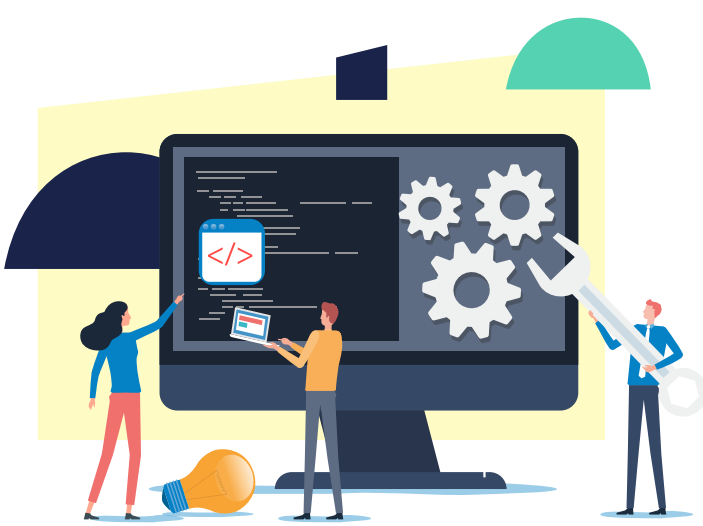
Saville Assessment helped implement three phases to promote leadership development in both businesses.

Insights from the **Wave Leadership Impact report** and **Leadership Risk report** were used alongside structured interviews to dive deeper into the strengths, weaknesses, opportunities, and threats (SWOT) of the two businesses and their leadership teams.



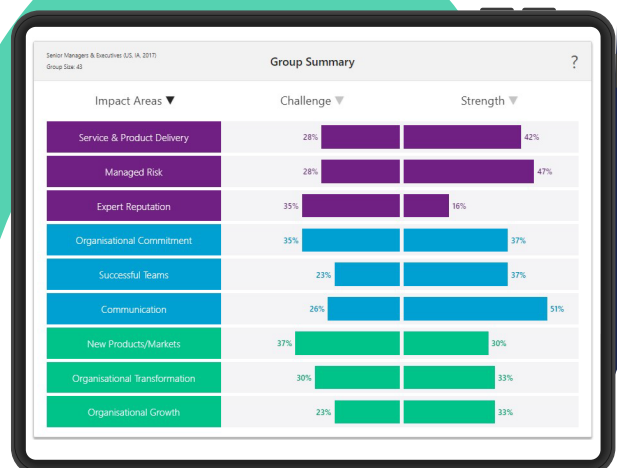
We then facilitated two half-day sessions to assess the future organizational and leadership capabilities with the CEOs and CHRO of both businesses, as well as senior figures at the PE to agree on key goals for team sessions and share initial insights.

We helped create alignment and buy-in to future expectations of the PE by assessing identified SWOT areas, refining organizational language for goal-setting and prioritizing issues to tackle.



Lastly, we led a full-day session for the entire leadership teams of both businesses to assess their organizational and leadership diagnostic outcomes. This session included High-Performing Team methodology and activities focused on defining trust, team composition and interpersonal dynamics, and team maturity.

Leadership Analytics powered by the Impact and Risk models were used to present the group dynamics of the businesses' leadership teams, including joint strengths and challenge areas to help define key actions to take after the session.



Benefits to the organization

QUALITY



The Private Equity firm and Group CEO were able to gather a better understanding of the support that they can provide for their two businesses. The process also provided the teams with insight into the PE's expectations through interactive discussions and leadership analytics.

EFFICIENCY



Information was exchanged in an open and trustful way during the leadership insight sessions, resulting in clear development planning and accelerating the relationship between the new Group CEO and leadership teams of both businesses. Without these sessions, development planning would have taken far longer.

ENGAGEMENT



Both businesses' leadership teams gained momentum and individual insight to propel their future leadership development and business growth.

DIVERSITY, EQUITY & INCLUSION



The three-pronged approach of the instrument, validation interviews, and alignment sessions increased the objectivity of the process and gave a lens to leadership potential in the businesses.