



**Saville**  
assessment

# Wave-i Sales Workshop

Thursday 16<sup>th</sup> November 2023

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Equip you with an understanding to start taking Wave-i to market and use it as a solution for generating leads and enquiries

**Today's  
Objective**

# AGENDA

**01**

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**What is Wave-i?**

**02**

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**Value Proposition**

**03**

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**Applications**

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**Client Projects & Case  
Studies**

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**Sales Messaging & USPs**

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**Sales Incentive &  
Materials**

# What is Wave-i?

Wave-i is a new solution for identifying, measuring and developing potential.

The interactive dashboards provide a dynamic insight for organizations to understand the career type and leadership roles in which individuals will thrive, as well as benchmark and profile their talent pools.

It provides a dual insight of potential for the organization and the individual.

Dashboard scores are available to key stakeholders illustrating an individual's potential.

Career Potential Development Reports give individual's a starting point for mapping their own development.



# Value Proposition

## Customer Pains

- We need to know what good looks like for us
- Limited places on hi-po/acceleration/development programs
- Unable to identify the leaders they need for the future
- Skills-gaps within the organization
- Subjective performance data
- Lack of diversity in talent pipelines



## Pain Relievers

- Ability to flex the algorithm
- Career path indicators
- i-potential score and career indicator data
- Career indicators for lateral progression
- Underpinned by powerful research and data
- Fairness tested for adverse impact

## Customer Gains

- Stronger pipeline of talent aligned to organizational strategy
- Engaged strong performers adding value
- Accurate predictor of future potential
- Better retention, employee experience and organizational performance
- Unearthing hidden talent that might have been overlooked
- Better representation of talent encouraging others to step forward



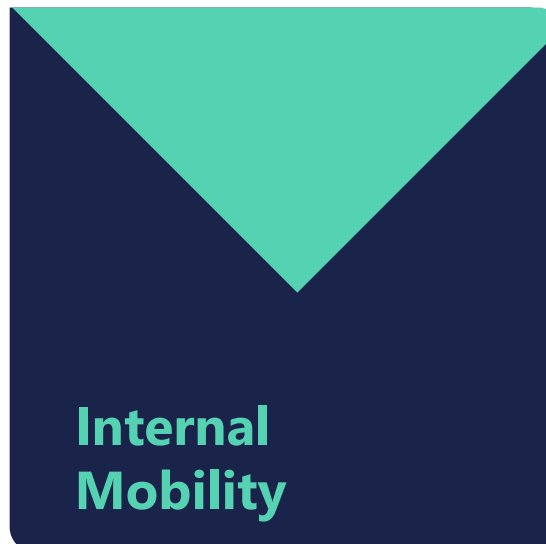
## Gain Accelerators

- Career indicators and tailored algorithm
- Career Potential Development Report
- Underpinned the power of Wave
- Improved employee experience, better retention, stronger organizational performance
- Having accurate data to make informed decisions mitigating 'mini-me' succession planning
- Robust and objective data which has been fairness tested mitigating for bias and adverse impact

# Applications / Buying Signals



- Hi-Po Programs
- Talent Development Programs
- Talent Acceleration Programs



- Re-skilling Programs
- Internal Recruitment
- Pathways and Development for All



- Profiling Talent Pool
- Analyzing Bench strength
- Performance Reviews



- Leadership Development Programs
- M&A / Transformation
- Self Awareness

# Client Projects Using Wave-i



## Global IT Organization

Identifying individuals with the potential to be placed on a digital transformation reskilling program



## UK Local Government Organization

Supporting the delivery of a women in leadership development program



## Global Electronics Organization

Helping leaders work together more effectively as part of a leadership transformation program



## UK Construction Organization

Succession Planning for numerous boards across multiple business units



## Middle East Utilities Organization

Identifying individuals to place on a talent acceleration program to support a massive period of growth



## Global Pharmaceuticals Organization

Identifying Future Leaders and Developing Potential for All



## European Construction Organization

Improving the quality of performance reviews



## Global IT Organization

Identifying and developing a broad spectrum of leadership talent

# Why Clients Chose Wave-i

The Model Made  
Sense

Agility of Solution

Spectrum of  
Potential



“

“One of our greatest success stories from using Wave-i is that a colleague who was seen as low potential by his line manager was identified through the data provided in Wave-i. We were told they shouldn’t be invested on in this program.

They have since progressed through the development programme with flying colors and are adding serious value in an incredibly strategically important role. If it weren’t for using Wave-i, this person would certainly have left.

**Director of Talent**

**Global IT Organization**

“

“We aimed to test new concepts and try out new ways of identifying talent, and couldn’t have asked for a better partner in this journey. It was very important for us that all of the women that took part in this process felt supported throughout the experience and Saville really helped us achieve that.

**Director of OD & Talent Management**

**Local Government**

“

“The way Wave-i allows organizations to apply the ‘everyone has potential for something philosophy’ makes it easier to run an open and transparent process without the risk of disengaging a large proportion of participants.”

**Senior Manager, L&D**

**Global Pharmaceuticals Organization**

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“I’m so pleased that we’ve partnered with Saville Assessment as an early adopter of their brand new Wave-i solution. It seeks to transform how organizations identify, measure, benchmark and develop talent in a fair and unbiased way. We now have the data to identify, champion and develop that potential.”

**National Customer Service Director**

**Global IT Organization**

“

““The process wasn’t about telling people what they are going to be, rather about facilitating change and instigating conversations about potential with individuals and what leadership development would look like to them.”.”

**Apprentice & Talent Development Manager**

**Global IT Organization**

# Case Studies

- Ricoh: Developing Digital Skills During Organizational Transformation
- Quotient Sciences: Identifying Future Leaders & Developing Potential for All



## The Challenge

A significant part of Ricoh's business was traditionally based around the Office Print trade. Even before the emergence of Covid-19, this part of business was on a flat-growth trajectory with less in-person and remote technical support required. Unsurprisingly, this part of the business was badly hit by the global pandemic.



Ricoh needed our help to identify individuals who would be suitable for the SCALA program, a project which addressed their challenge in recruiting digital talent by identifying people within.

The program aimed to promote internal mobility by upskilling talented and motivated employees from the Office Print business and helping them transition into new and exciting opportunities with Ricoh.

It was therefore crucial the individuals selected had the required characteristics to cope with the intense program, as well as thrive in their new roles.

## Identifying Future Leaders and Developing Potential for All



## The Challenge

The team at Quotient Sciences were looking for an objective assessment to help them identify future leaders, whilst simultaneously driving organization-wide development, tailored specifically to individual needs.



## The Solution

Quotient Sciences used our award-winning Wave-1 tool that goes beyond other measures of potential and considers a broader spectrum of paths for progression. Wave-1 put the best predictor of potential in the hands of the Quotient Sciences team, giving them a highly predictive and interactive dashboard that includes group level data, individual profiles and heatmaps, focusing on key behaviors shown by our latest research to be critical for leadership and career success.

## Identifying and Developing a Broad Spectrum of Leadership Talent at Ricoh UK



Discovering hidden talent and widening access to career development

## The Challenge

As a leading provider of printing technology and digital solutions, Ricoh UK is undergoing significant change and transformation, accelerated by the recent global pandemic.



Talent retention and mobility within divisions is core to Ricoh UK's organizational transformation. This is combined with a growing desire for colleagues to find increased fulfillment via the work they are doing - a desire that Ricoh UK was keen to help facilitate.

Ricoh UK hoped to unearth hidden talent within the organization, and identify more top female talent in particular. As an organization, they also recognized the wealth of cross-functional knowledge held by colleagues across the business. They hoped to break...



# Increase Accuracy, Reduce Bias

Wave-i utilizes over 15 years of research and big data putting the best predictor of performance and potential in your hands

- ✓ Underpinned by **7,000** ratings of potential
- ✓ Refined against an international data set of **18,000**
- ✓ Further explored using an additional sample of over **30,000**
- ✓ Grounded in research across **50 countries**



Reducing the odds of identifying a poor performer from **1 in 5** to **1 in 50**

# Unlock a New Way of Looking at Potential

Wave-i goes beyond the constraints of one universal lens used in traditional solutions looking at potential



Picks up on the nuances of leadership in your organization



Accurately reveals the types of career or leadership role individuals will thrive in



Helps build and maintain diversity in leadership pipelines



Mobilizes a wider pool of potential



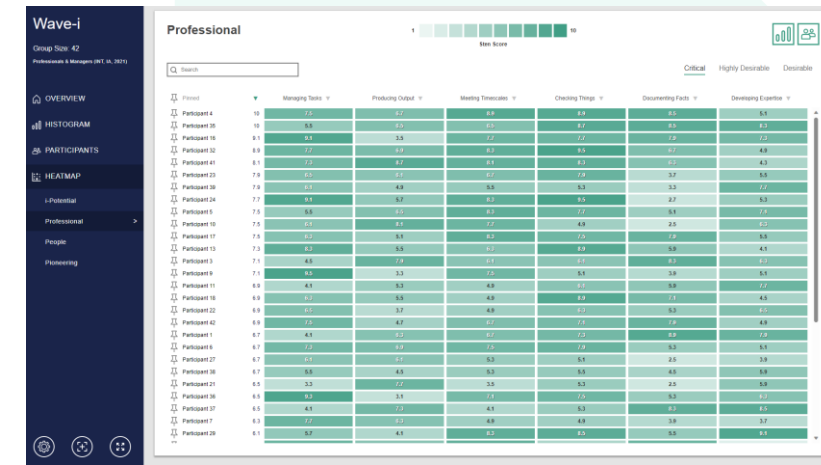
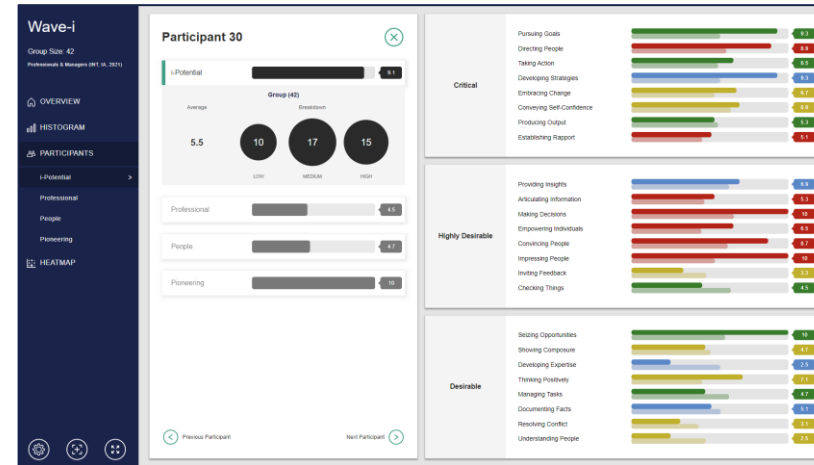
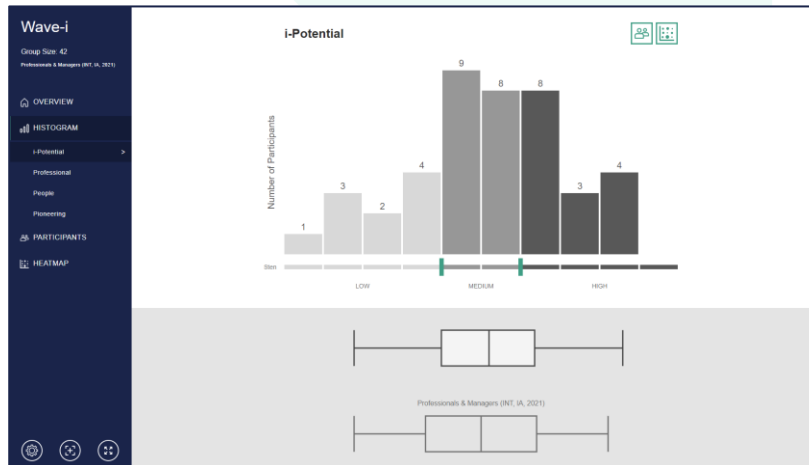
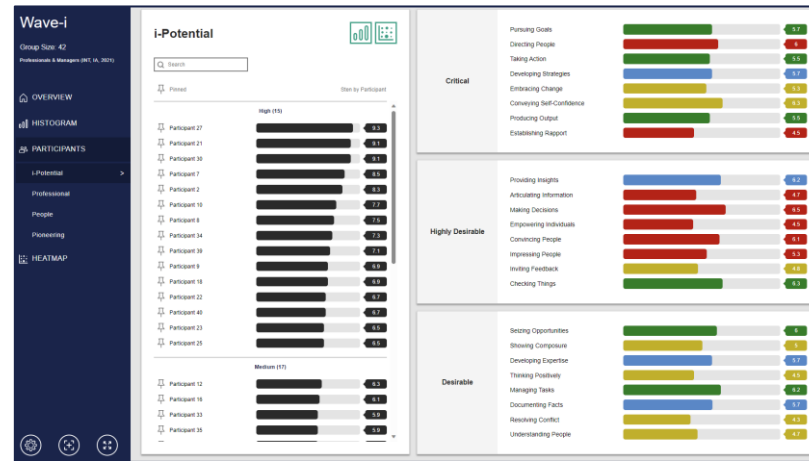
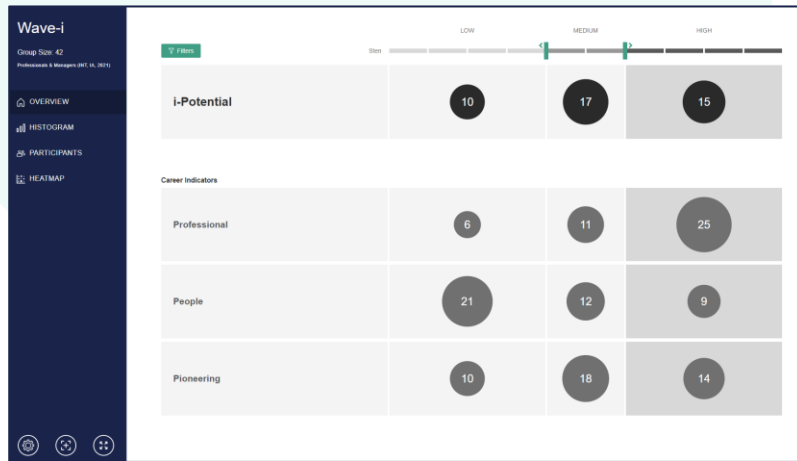
Engages the many, not just the few: everyone has potential for something



Dual insight of potential for the organization and the individual. Dashboard scores for key stakeholders illustrate an individual's potential. Career Potential Development Reports give individuals a starting point for mapping their own potential development.



# The Dashboard



# Wave-i separates the good from the great

## Potential **for what?**

Capture the key characteristics of potential **with** the unique nuance required for creating impact in your organization

## Potential **for where?**

Explore alignment to different types of leadership roles & create career paths for consistent performers

## Potential **according to whom?**

Positively impact the diversity of pipelines with a transparent & inclusive process underpinned by uncompromising fairness & reliability

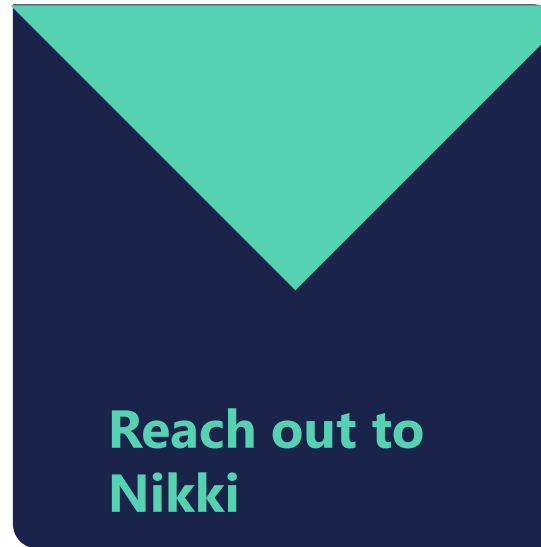
# Wave-i Sales Offer & Materials

- Wave-i 15% discount on dashboard implementation
- Wave-i web page
- Wave-i sales offer page
- Wave-i sales offer mailer
- Wave-i sales deck
- Wave-i sales flyer
- Case Studies
- Assessing Potential with Wave-i Whitepaper
- Understanding Your Pipeline Article
- Improving Diversity in Pipelines Article
- Creating Career Tracks Article

The collage features three distinct marketing materials for Wave-i:

- Website Screenshot:** The top section shows the Wave-i website with the headline "Transform Tomorrow with your Talent of Today". It includes a navigation bar with links like "Solutions", "About", "Resources", "Candidate Area", and "Client Area". A laptop displaying a dashboard is shown on the right.
- Sales Offer Mailer:** The middle section is a "Special Introductory Offer" mailer. It states: "To help get you started with your talent planning and review process for 2024, we are offering a 15% discount on the implementation fee of your own Wave-i dashboard." It also includes a call to action: "To take advantage of this offer, complete your details on the form below and a Consultant will be in touch to give you a call and walk you through how it works."
- Case Study Flyer:** The bottom section is a flyer titled "Why Organizations Love Wave-i:". It contains four quotes from various professionals, such as a "Director of Talent - Global IT Organization" and an "Apprentice & Talent Development Manager - Global IT Organization", praising the tool's effectiveness in talent planning and development.

# Next Steps





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