

Improving self-awareness and team effectiveness with Work Roles

Our client is a self-funded, not-for-profit life science organization. It takes science ideas out of the lab and translates them into medical breakthroughs with real patient impact.

The Challenge



In order to transform the way diseases are identified and treated, it is essential for the organization to continue to foster strong communication and collaboration within teams and across the business. It is also key that individuals are aware of their strengths and are able to work to the best of these.

They were therefore looking for an assessment that could not only increase self-awareness and team effectiveness, but also provide a common language across the organization for colleagues to discuss and leverage their preferred working styles.



The Solution

We partnered with the client to deliver a series of team development workshops, using our insightful **Work Roles** model and reports to provide key self-awareness and group analytics.

1

Each participant completed our short Wave® Focus Styles behavioral assessment.

They then received their personalized Work Roles report and a preparation activity ahead of the group workshop.



2

Each team workshop consisted of highly-engaging activities, led by one of our experienced consultants, to:



Broaden self-awareness – By exploring how they see their own individual style in their own reports, alongside how others see them.



Enhance team cohesion – Through tailored group activities and using both individual reports and an overview of the group, looking at the team's key strengths and potential challenges.



Create tangible actions with accountability attached – Each session was summarized with achievable aims and actions based on the earlier activities and discussions.

3

“Teams that periodically reflect on how they are doing are more likely to benefit from shared thinking, information-sharing and collective memory”

CIPD May 2023

3 months after their workshop, teams were asked for feedback and insights into the impact of their team session to ensure the best long-term outcomes aligned to their goals.



Benefits to the Organization

DIVERSITY/ EQUITY & INCLUSION



Creating environments where employees feel free to speak their minds is crucial in fostering innovation¹ and organizations with inclusive decision-making procedures outperform others by 87%.²

The reports and sessions were focussed on the importance of appreciating diversity of thought. All participants also engaged in evidence-based activities to set goals and ensure different skills and abilities are maximized in their teams.

ENGAGEMENT



By providing teams with a short behavioral questionnaire and a half-day session of thought-provoking activities, we were able to provide a highly-engaging experience which has been popular across the organization.

EFFICIENCY



Our Focus Styles assessment only takes 13 minutes; an unrivalled solution for smarter development. Our dynamic group overviews are then available at the click of a button, enabled the client to easily and efficiently look at group-level data and bring the bigger picture to life.

QUALITY



Teams make better decisions than individuals 66% of the time.²

Colleagues now have a shared language to discuss their style and preferences with ease. Each team session identified strengths and areas for improvement for each team, allowing for targeted action to transform collaboration.

“Saville’s Work Roles model provides insight into how you work in different scenarios, where you need to flex, and when to lean into your team members’ strengths to create real impact as a team. The team-dynamic wheel has a lot of “ah ha!” moments for the various teams and individuals and leaders alike. We’re looking forward to continuing our partnership with Saville as we embark on the next chapter of self-awareness and development.”

Lead Talent & Learning Partner



References:

1. The Mix That Matters: Innovation Through Diversity (bcg.com)
2. Free Diversity And Inclusion White Paper: Hacking Diversity With Inclusive Decision Making From Cloverpop