

Saville Assessment Performance 360 Case Study: Sam Jenkins



Wave Performance 360 Case Study: Sam Jenkins

Background Information

Sam Jenkins has been identified as high potential at Tradigital Ltd and is due to begin a leadership development programme. The programme will comprise of a selection of sessions targeting different leadership skills and behaviours. Those going through the leadership programme have been given ownership over choosing which sessions they feel would be most beneficial in supporting their development. Sam has completed the Wave Performance 360 questionnaire to better understand current strengths and areas of development to ensure the most appropriate paths are selected.

Your Task

As a trained Wave Performance 360 user, you are tasked with conducting a 1-1 session with Sam where you will provide feedback on the report with the aim of encouraging self-insight, supporting the creation of a personal development plan and choosing relevant leadership programme options. Prior to the 1-1 session you are reviewing Sam's Performance 360 report alongside the Tradigital Leadership Competencies and the Leadership Programme Options in order to prepare for the session. Once you have reviewed the report please answer the questions below.

Tradigital Leadership Competencies

Fostering a Team Environment

Collaboration is key. Our leaders understand that thinking, planning, decisions and actions are better when done cooperatively.

Creating Organisational Change

Awareness of the need and desire to participate and drive change. Our leaders recognise the need to create a compelling vision of the future and develop a plan of action.

Building Trust and Accountability

Our leaders set their team members' clear objectives and expectations. They promote open communication and work hard to support and empower others.

Promoting a High-Performance Culture

Our leaders promote and reward success. They set stretch targets and promote learning and growth for all members of their team.

Building Partnerships

A strong emphasis for developing strategic relationships, our leaders work with others to combine their resources and become more influential.

Leadership Programme Options

Action learning sets: regular group discussions of live problems where supportive links are developed with a broad range of colleagues.

Secondment: the opportunity to work in another area of the business to develop skills and build awareness of the challenges different business units experience.

Mentoring: a learning and development partnership where individuals are assigned a more experienced colleague for support and guidance.

Honest Conversations: a training module to develop communication between managers and their employees to build trust and improve performance.

Delivering Change: a training module to help individuals lead through change by helping them recognise that others react differently to change and providing support in how you can lead others more effectively.

Leading Others: a training module to support individuals in growing their team, focusing on developing authentic and servant leadership styles in order to best support and mentor their team.

Coaching Skills: a series of sessions designed to build coaching capabilities. The sessions cover different coaching models and techniques facilitated by an expert Executive Coach. As part of the sessions participants are required to identify an individual to coach in order to practice their skills.

Performance 360

1. What areas would you be keen to probe to understand more about Sam's strengths?

2. What areas would you look to explore to better understand Sam's development needs?

3. Where are there discrepancies between rater categories?

4. What do the comments add?

5. What advice might Sam benefit from before embarking on the leadership development programme?

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