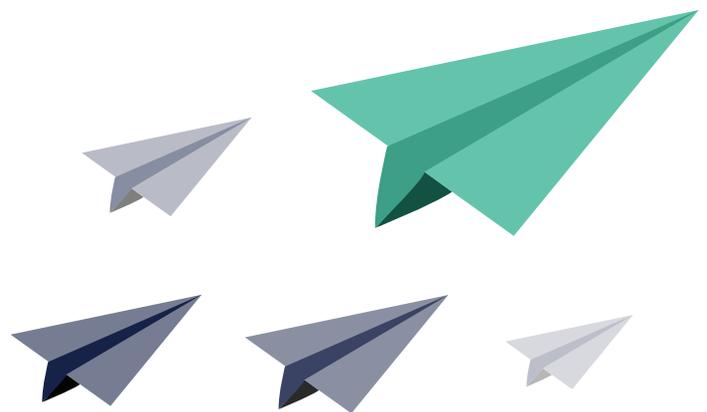


# Reimagining Senior Leadership Development at a Business Technologies Organization



## The Challenge

The organization was embarking on an ambitious Senior Leadership development program, strengthening their team to deliver transformation initiatives and drive company growth.

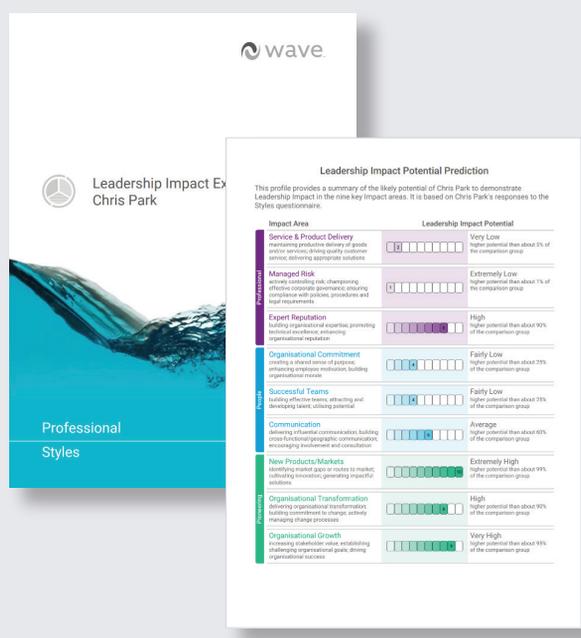
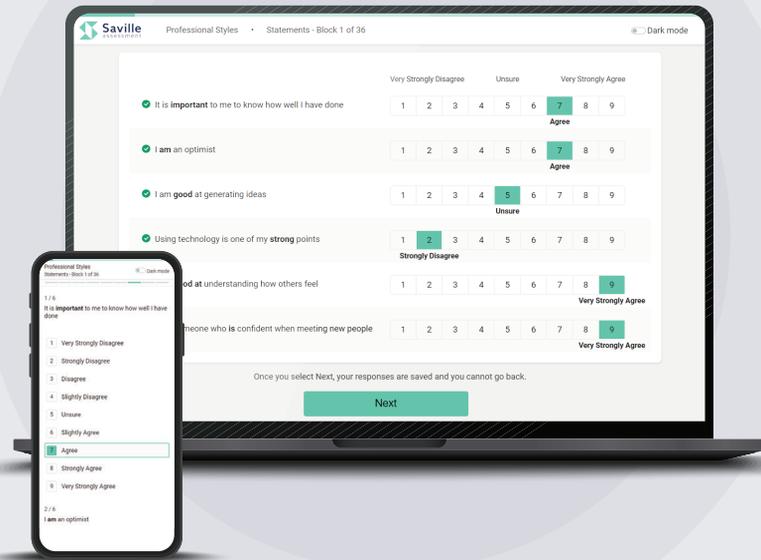


The specific goals of the development program were to gain insight into leaders' strengths and development areas, strengthen and maximize leadership capability based on individual needs and support future succession planning activities.

## The Solution

The organization developed a multichannel approach to include different types of learning formats that focused on the leaders' priority development areas.

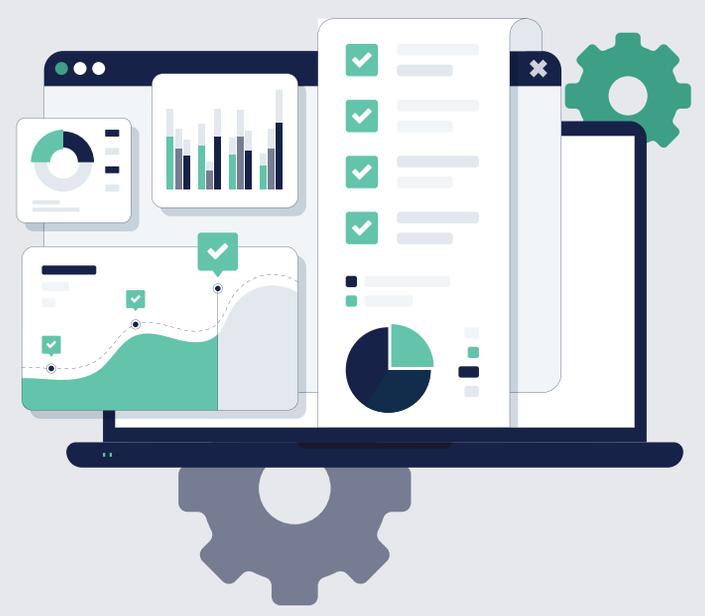
Saville Assessment partnered with the organization in the initial phases of the development journey to assess 35 senior leaders via our **Wave® Professional Styles questionnaire**. Following completion of the questionnaire, each Senior Leader received a copy of their Leadership Impact report detailing the areas within which they are most likely to have the greatest impact as a leader.



To complement the report, Saville Assessment delivered discovery sessions to help the Senior Leaders identify where and how they could enhance and improve the impact they have, empowering each of them to have targeted individual development conversations with their line managers based on the learnings from the reports.

Following this, learning modules, aligned to the key priority areas for the business, were made available to the leaders. Each Senior Leader selected the modules which would be most impactful for their personal development based on the insight gathered via the Wave questionnaire, discovery session and individual development conversations.

At the organizational level, data from the interactive dashboard were reviewed at a group level to gauge the alignment of Operational, People and Strategic leaders, helping to inform succession planning activities based on the organization's ambitious future objectives.



# Benefits to the Organization

## QUALITY



Incorporating the Wave questionnaire helped leaders to pinpoint strengths and development areas aligned to performance with up to a 10-fold increase compared to not doing any needs analysis. This allowed Senior Leaders to focus their development on the areas that were likely to have the most impact on performance in the future.

## EFFICIENCY



Senior Leaders had less than a month to complete the initial stages of the development program before embarking on the 6-month-long learning modules. The data-driven process allowed each leader to quickly identify key strengths and development areas, incorporate those into targeted development conversations and select the modules that would have the most impact for them.

## DIVERSITY/ EQUITY & INCLUSION



Learning opportunities were accessible to all Senior Leaders who were empowered to select modules and topics based on their own individual requirements and their preferred ways of learning.

Additionally, as a predictor of Sustained Engagement, anchoring development alongside the Leadership Impact output can benefit wider engagement metrics across the teams that these leaders manage.

“I personally found it very interesting and it brought the reports to life. So much depth in each of the reports for everyone to engage with and focus on for future development.”

Talent Development Leader

