

Accredited partner of

Saville Assessment

Willis Towers Watson 

Transforming Talent
Assessment Globally



World-Class Products

Our assessment portfolio sets the market standard with industry-leading research, development and validity.



Results Driven

We improve the effectiveness of the assessment process for clients by hitting all the key metrics for success.



Smarter Solutions

Our approach embraces innovation, technology and candidate experience without compromising quality.



Global Capability

We are equipped to deliver large-scale, multi-national assessment projects via our international network.



Trusted Technology

Your data is safe with us. All our data centres are ISO 27001 certified and offer faster performance and increased resilience.



Exceptional Service

Our team of experts go the extra mile for clients and ensure world-class products are matched by world-class service.

“Saville have been brilliant every step of the way. Their account management and customer service is second to none.”



“We have successfully balanced technology and innovation with a reliable and robust approach to assessment, giving us a stronger and more diverse talent pool.”



Achieve exceptional results with our Talent Assessments



Hire Talent

Improve Quality of Hire

Pinpoint the drivers for success, identify the right people for the right roles and maximise talent acquisition metrics.



Build Talent

Maximise Talent Effectiveness

Identify potential, develop performance, create agile teams, drive engagement & retention and improve workplace productivity.



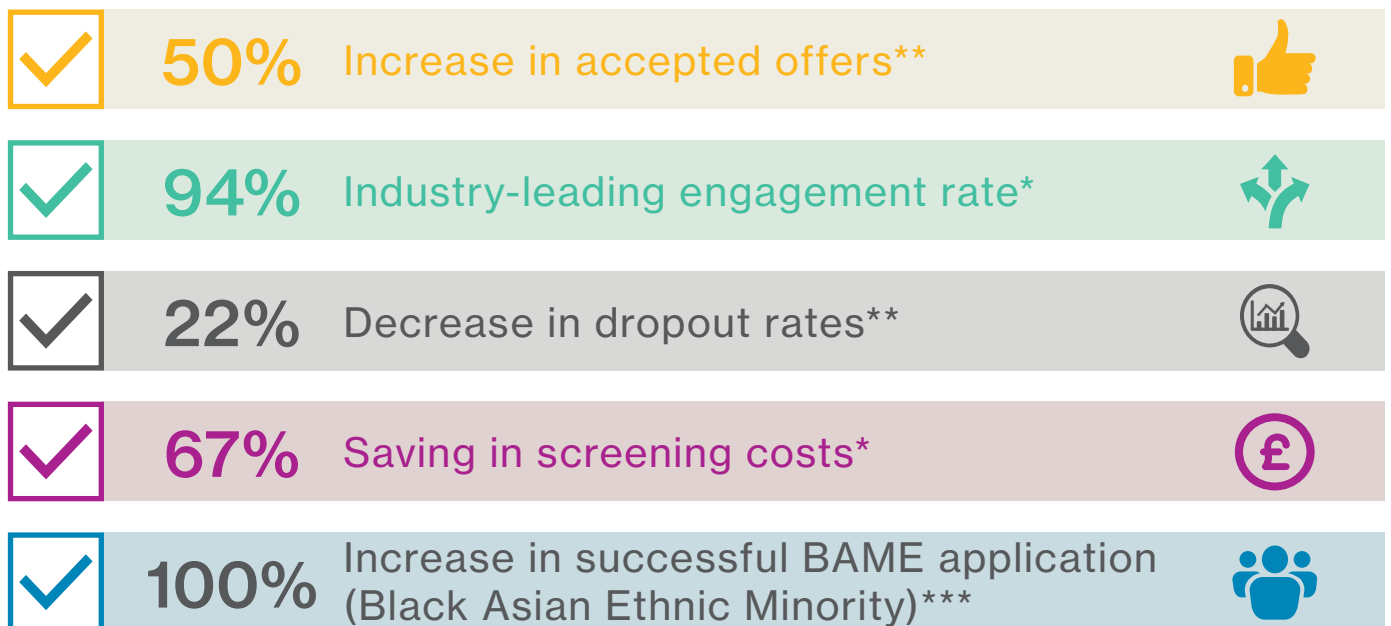
Lead Talent

Transform Leadership Effectiveness

Align leadership effectiveness to organisational outcomes. Identify leadership potential, mitigate risk and develop leaders who deliver exceptional results.



Smart Assessment, Delivering Results



*Leading automotive early-careers recruitment campaign

**Leading aerospace graduate recruitment campaign

***Leading technology graduate recruitment campaign



Improve Quality of Hire

Defining Success

Stakeholder agreement on what 'good' looks like for a role is essential. Our profiling tools enable those involved in hiring talent to:

- identify behaviours most predictive of performance and potential
- gather multiple stakeholder perspectives on what 'good' looks like
- articulate requirements for fair and standardised benchmarking

Experienced Hire

Identifying motives, talents and culture-fit are essential to good hiring decisions. The unique Wave deep-dives allow clients to:

- differentiate between high-calibre candidates with in-depth reporting
- reduce the risk of bad hiring decisions
- increase the calibre of shortlisted candidates

Volume Screening

Often the first contact an employee has with an organisation is the recruitment process. The technology, branding, messaging and assessment experience shape the perception that successful and unsuccessful candidates have of your organisation. Our volume screening solutions:

- provide an engaging candidate experience
- empower recruiters to make quick decisions based on valid data
- streamline the assessment process for candidates and recruiters with short completion times, automation and dashboard scoring options

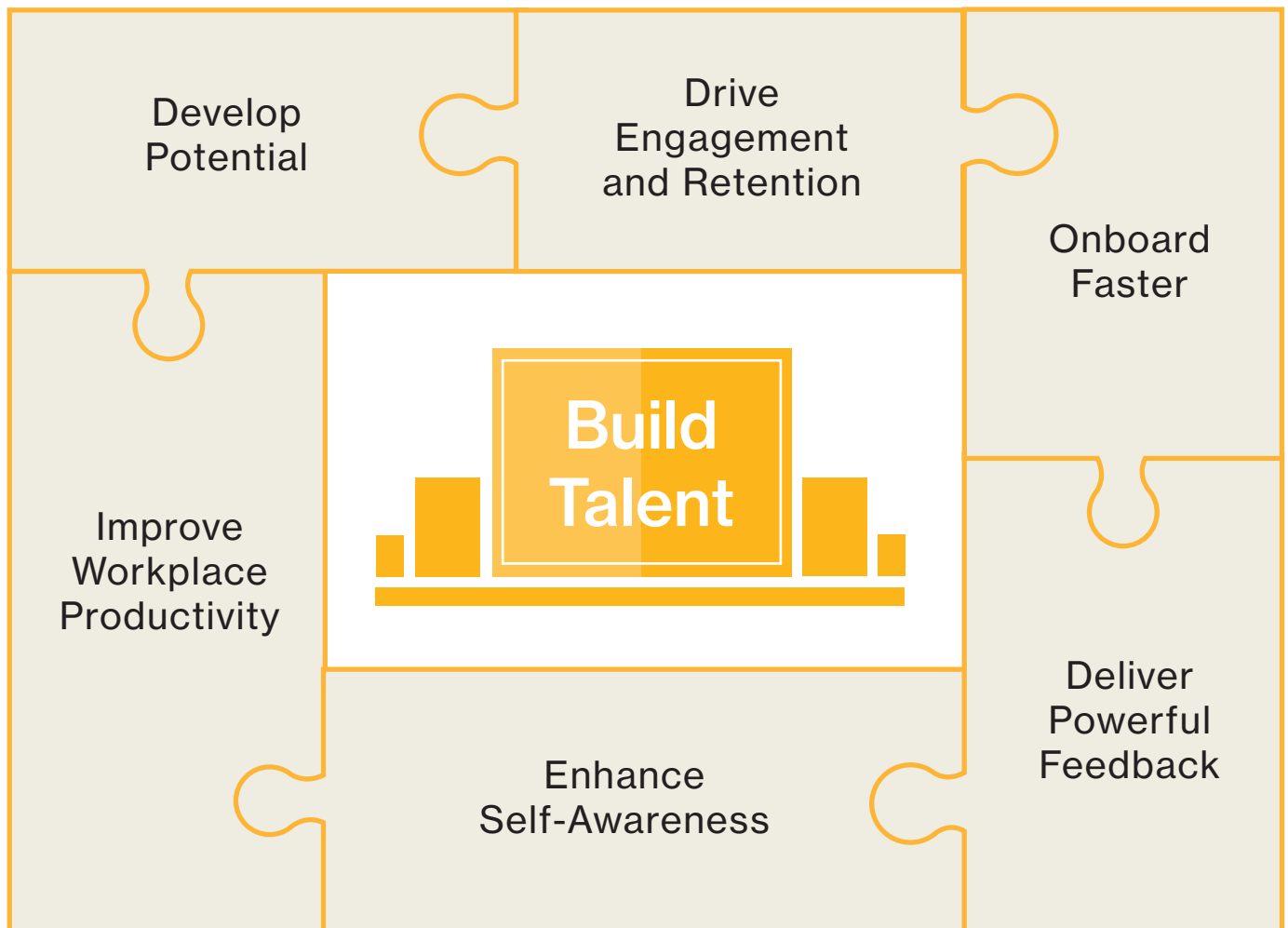
Devolved Recruitment

Organisations are adopting increasingly flexible approaches to recruitment. Individuals outside the recruitment team are taking on more responsibility for the hiring process and decisions. Our suite of accessible solutions includes:

- easy-to-use Interview Guides
- Line-Manager-friendly onboarding reports
- tools to help support Line Managers with selection decisions

Turn to page 9 for a range of assessment solutions to improve your quality of hire





Maximise the effectiveness of your talent

"We are constantly impressed by the value Wave adds to the business. We use the tool and associated reports with our talent throughout their time with us. The fact we are talking the same language at onboarding and development means our approach to talent is consistent and better aligned.

This presents a powerful force for the business."

RICOH
imagine. change.



Pinpoint and Grow Key Talent

Talent Audits

Understanding what employees do best and where is essential for building strong pipelines. Our clients can:

- identify talent 'pinch-points' and align talent with business deliverables
- identify potential and the behaviours which drive success

Onboarding

Effective onboarding accelerates time to productivity, boosts retention and improves performance. We work with clients to:

- transform onboarding into a two-way engaging experience between the new hire and Line Manager
- tailor the process to the candidate, role, environment and business objectives

Engagement & Retention

Capable, motivated employees who are engaged perform better and stay longer. Our tools can be used to:

- help managers understand their unique strengths and how their behaviour affects engagement in their team
- drive sustainable engagement across all levels, leading to increased retention

Performance Development

Bridging the gap between performance and potential capitalises on an individual's motives and talents for improved performance. Our development tools facilitate:

- powerful feedback, driving better workplace performance
- targeted developmental action planning, ensuring objectives are achieved

Individual Capability

Improving self-awareness is essential for individuals to ensure they harness their talents to maximum effect. Our suite of reports help employees:

- become more aware of talent blind-spots, strengths and unrealised potential
- understand how they can best leverage their preferred work styles effectively with colleagues across the business

Team Effectiveness

Creating agile, high-performing teams is key for workplace effectiveness. Using our tools, clients can:

- harness individual work styles to create balanced, dynamic and effective teams
- deliver workshops that identify team strengths, possible limitations and focussed action plans

Turn to page 9 for a range of assessment solutions to build your existing talent



48%

of employees
don't think senior
leaders are
doing a 'good' or
'very good' job
of growing the
business

Lead Talent

52%

don't have trust
and confidence
in the job being
done by the
senior leadership
team of their
organisation

**Competencies &
strengths are
great but in key
leadership roles,
are they
enough?**

Time to look beyond and...

Understand the direct impact of style and
behaviour on key organisational outcomes

&

Link the effectiveness of leaders to the
organisational outcomes they are measured
against

39%

say their leaders are
doing a 'good' or 'very
good' job of developing
future leaders

Willis Towers Watson 2016 Global Talent Management and Rewards, and Global Workforce Study

Our Impact model drives superior leadership





Create Exceptional Leaders

Leadership Selection

Leaders are responsible for ensuring delivery of organisational goals, whether they be customer related, people related or growth related. We help clients select the best leaders by identifying:

- where they will have the most business-critical impact
- the situations in which they are most likely to be effective
- the risk of negative impact associated with potential derailers

Identifying Future Leaders

Knowing who is going to be able to deliver an organisation's future strategy is critical to success. Our assessments help clients:

- recognise talent with the potential to meet future leadership challenges
- create personalised high-potential leadership development programmes
- deliver powerful coaching to accelerate development

Leadership Development

Poor leadership can result in low engagement, poor results and stifled growth. Our leadership development tools ensure clients:

- accelerate leadership onboarding
- understand, manage and optimise performance
- coach, develop, reflect on and refine leadership style

Successful Entrepreneurs

Entrepreneurs create and lead high-value businesses, often starting with virtually nothing. Our dedicated Entrepreneurial Report can be used for:

- identifying potential entrepreneurs to help start and build high-growth businesses
- coaching entrepreneurs and harnessing the talent of individuals with entrepreneurial ability
- driving corporate entrepreneurship and innovation

Leadership Risk































Even great leaders have the potential to negatively influence an organisation's culture and performance. Clients can mitigate potential risk from their leaders with tools that:

- identify potential risk behaviours in current and future leadership populations
- improve self-awareness around misguided strengths
- support development and coaching activities specifically exploring potential leadership derailers

Turn to page 9 for a range of assessment solutions to improve the selection and development of your leaders



Talent Assessment Solutions

Hire Talent	 Professional Styles Expert Report	 Interview Guide	 Aptitude Assessments
	 Focus Styles Expert Report	 Job Profiler	 Wave Strengths
	 Line Manager Report	 Sales Reports	 SJTs Situational Judgement Tests
	 Personal Report	 Onboarding Report	 AC Assessment Centres
Build Talent	 Professional Styles Expert Report	 Performance 360 Report	 Onboarding Report
	 Focus Styles Expert Report	 Sales Reports	 My Self Report
	 Development Report	 Work Roles Report	 DC Development Centres
Lead Talent	 Professional Styles Expert Report	 Leadership Risk Report	 Aptitude Assessments
	 Performance 360 Report	 Leadership Impact 360 Report	 AC Assessment Centre
	 Entrepreneurial Report	 Leadership Impact Report	 DC Development Centre

A selection of our clients

Whether it is early-careers recruitment or leadership development, public sector or multinational corporation; we help all our clients to Hire, Build and Lead their talent.



Working with us

Global Reach

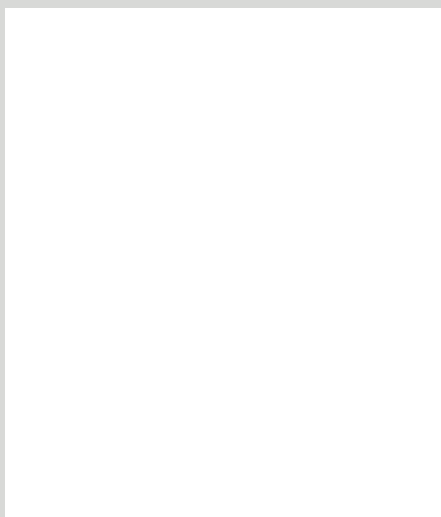
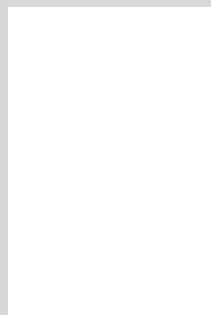
Representatives in 80 countries and assessments in over 40 languages equip us to support your projects globally.

Customer Service

Our client support team and seven-days-a-week bureau service are committed to exceeding client and candidate expectations.

Pricing

We offer a clear and simple pricing model. Our range of assessments allows the freedom to create a package suited to your requirements and budget.



PI Management – Empowering for Change

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