

Talent Assessment

# Transforming Talent Assessment Globally

We enable organizations to identify potential, accelerate performance and achieve the best results.

Psychometric 'guru' Professor Peter Saville broke industry boundaries with the research and development of our leading-edge solutions.

## The assessment portfolio includes:

- Wave personality questionnaires; the most valid predictors of workplace performance and potential on the market
- Swift; the pioneering aptitude assessments which measure several sub-areas in one test
- Industry-leading SJTs (Situational Judgment Tests)

Our mission is to transform assessment around the world, putting our clients at the heart of everything we do.

*"With other suppliers we have been rather left to get on with things ourselves but we are enjoying a good relationship with Saville, who have been brilliant every step of the way. Their account management and customer service is second to none."*



*"The professionalism from Saville right from the start to the training received on the tools was second to none. Saville continue to be an excellent support and we would have no hesitation in recommending them."*



# 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 maximize talent acquisition metrics.



## Build Talent

### **Maximize Talent Effectiveness**

Identify potential, develop performance, create agile teams and improve workplace productivity.



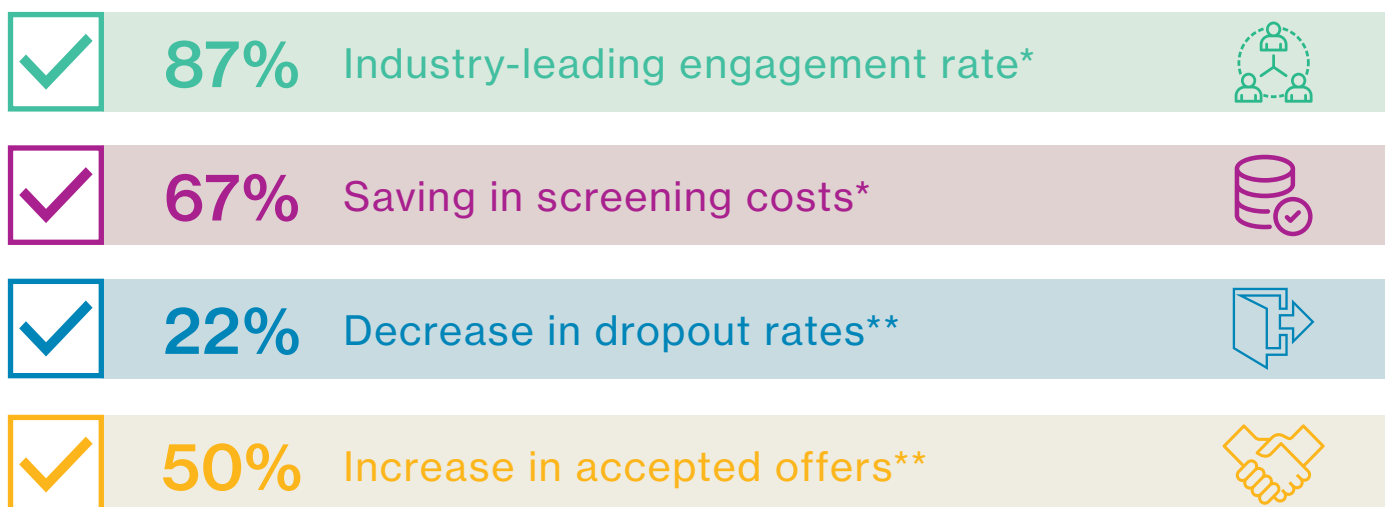
## Lead Talent

### **Transform Leadership Effectiveness**

Identify, select and develop leaders who will create the most positive impact on your organization and accelerate exceptional results.



## Identify the right people for the right roles



\*leading automotive early-careers recruitment campaign.

\*\*leading aerospace graduate recruitment campaign



# Improve Quality of Hire

## Defining Requirements

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

- identify behaviors most predictive of performance and potential
- gather different stakeholder perspectives on what is important to the role
- articulate requirements objectively for fair and standardized benchmarking

## Experienced Hire

Identifying motives (what an individual enjoys doing), talents (what they are good at doing) and culture-fit (where they will thrive) are essential to good hiring decisions. The unique Wave deep-dives allow clients to:

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

## Volume Screening

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

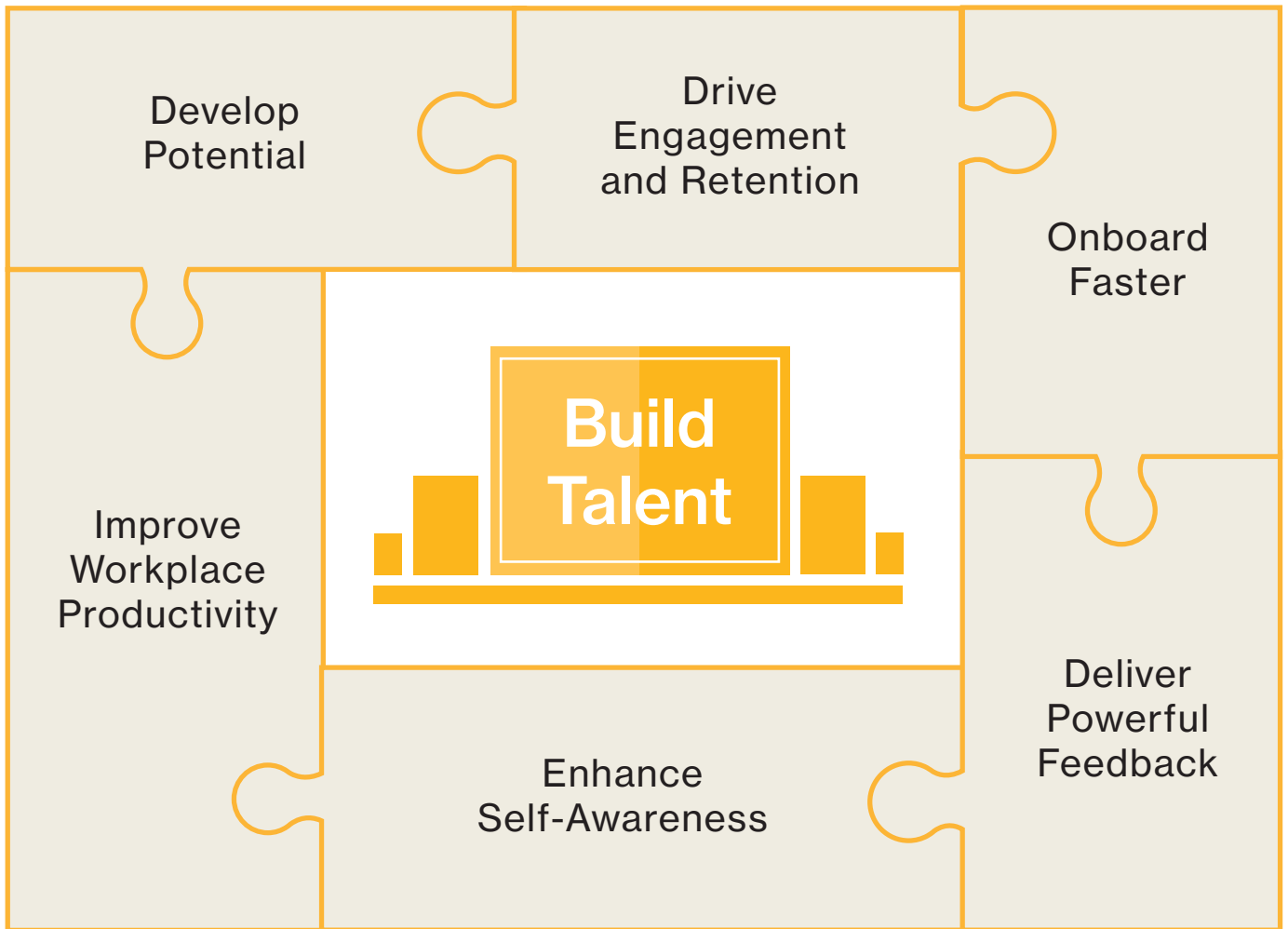
## Devolved Recruitment

Organizations are adopting more flexible and matrix approaches to working. Increasingly, HR is looking to devolve parts of the hiring decision and interview process to line managers. Our interview solutions facilitate more efficient interviewing through:

- reducing preparation time with user-friendly guides
- improving interview objectivity
- giving line managers access to powerful psychometric data

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





## Maximize the effectiveness of your talent

*"We are constantly impressed by the value Wave adds to the business. We use the tools 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 they do it best is essential to building strong talent pipelines. Our clients are able to:

- objectively benchmark talent and measure performance in line with potential
- identify talent 'pinch-points' and align talent with business demands
- create highly effective development programs for High Potentials (HiPos)

## Team Effectiveness

High-performing individuals do not always equate to high-performing teams. Our workplace effectiveness solutions foster a high-performance culture by:

- improving the effectiveness of working relationships
- illustrating team dynamics to cultivate better understanding and improved performance
- highlighting where people can create the most impact in agile working scenarios

## Onboarding

Effective onboarding can positively impact employee engagement, attrition and productivity. Clients accelerate time to productivity of new employees, using our tools to:

- align new employees' strengths and challenge areas with the requirements of the role and the business
- prioritize initial objectives and development activities according to their work style and business demands
- facilitate better working relationships between managers and new hires

## Performance Development

Developing potential and growing your talent results in a more committed workforce and better results. Our range of development tools support:

- person and job-relevant development planning driven by data on performance and potential
- powerful and rich feedback utilizing the three unique deep dives only offered by the Wave questionnaire
- increased self-awareness, making employees more accountable for achieving their objectives

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



## Employees are demanding better leadership

**48%**

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

**Lead Talent**

**39%**

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

**52%**

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

Data from Willis Towers Watson 2016 Global Talent Management and Rewards, and Global Workforce Studies

## Our Impact model drives superior leadership







# Create Exceptional Leaders

## Leadership Selection

Leaders are responsible for technical expertise, engaging a workforce, strategic vision and organizational success. We help clients select the best leaders by identifying:

- where they will have the most business critical impact
- the situations leaders are likely to be most effective
- individuals with the potential to grow an organization

## Leadership Development

Poor leadership can result in low engagement, stifle growth and deliver poor results. Our leadership assessments ensure clients effectively:

- accelerate leadership onboarding
- understand and manage performance capabilities for optimum performance
- coach, develop, reflect on and refine leadership style

## Identifying Future Leaders

Knowing who has the potential to deliver an organization's strategy is critical to an organization's success. Clients are using assessments to:

- recognize talent with the potential to meet the leadership challenges of the future
- create high-potential leadership development programs
- deliver powerful coaching and feedback to accelerate potential

## 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

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



# Talent Assessment Solutions

<h2>Hire Talent</h2>	Professional Styles Expert Report	Interview Guide	Aptitude Assessments
	Focus Styles Expert Report	Job Profiler	Wave Strengths
	Line Manager Report	Sales Report	SJTs Situational Judgment Tests
	Personal Report	Onboarding Report	AC Assessment Centers

<h2>Build Talent</h2>	Professional Styles Expert Report	Performance 360 Report	Onboarding Report
	Focus Styles Expert Report	Sales Report	My Self Report
	Development Report	Work Roles Report	DC Development Centers

<h2>Lead Talent</h2>	Professional Styles Expert Report	Leadership Risk	Aptitude Assessments
	Performance 360 Report	Leadership Impact 360	AC Assessment Center
	Entrepreneurial	Leadership Impact	DC Development Center

# 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 talent.



THALES

Heathrow  
Making every journey better



dyson

RICOH  
imagine. change.



FUJITSU



Johnson & Johnson



e-on



Waitrose



next

COMMERZBANK

## Working with us

### Global Reach

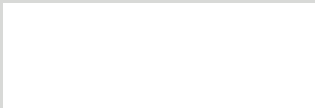
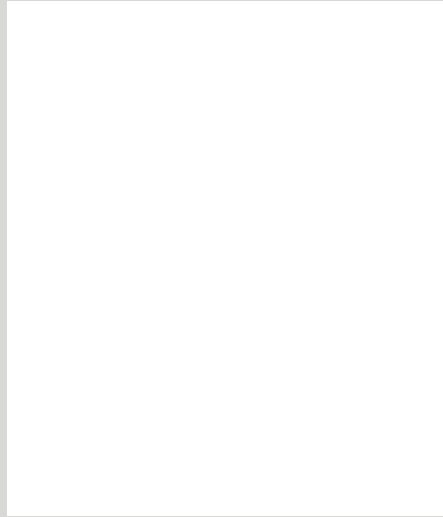
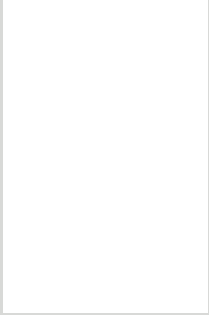
Representatives in 80 countries and assessments in over 40 languages equip us to support your projects globally.

### 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.



## About Saville Assessment, a Willis Towers Watson Company

Our mission is to transform assessment around the world. We enable organizations to identify potential, accelerate performance, and achieve outstanding results. Our portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture. With representatives in over 80 countries we are transforming how organizations Hire, Build and Lead talent globally. Learn more at [www.savilleassessment.com](http://www.savilleassessment.com)