



India

Saville Assessment

A WTW Company



Enhancing Team Dynamics for a Large Global Banking

The Challenge

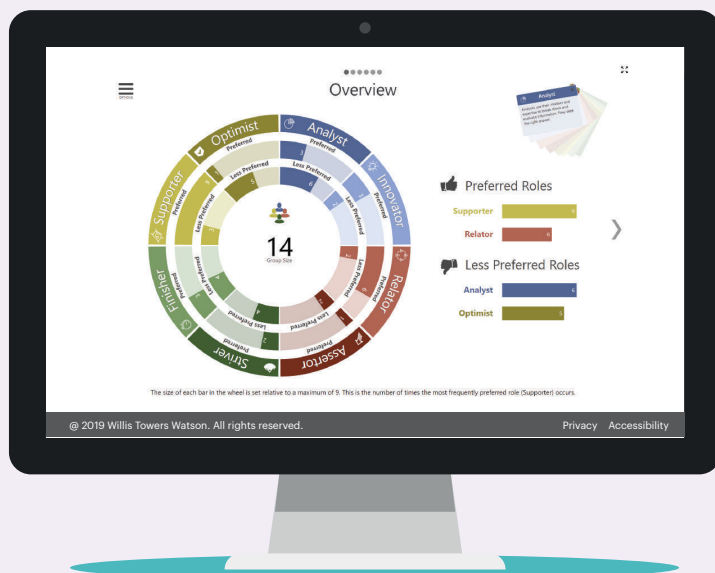
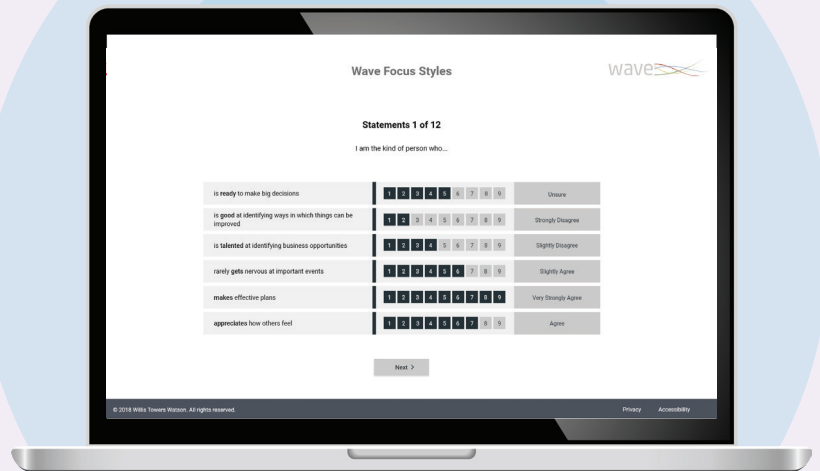
The **Process Excellence team** is responsible for the efficiency of all functions across the organization.



The client wanted to have a better understanding of the group's dynamics; how they could **maximize the strengths** of individual members to create a high-performing team and **where to focus development activity** to build future capability.

The Solution

The team completed the **Wave Focus Styles questionnaire** and each received their own Work Roles report, illustrating their preferred and least preferred working styles, how these work in combination and how they can better work with similar and opposing roles.



▶ This data was then **generated at a group level** to present what this all meant when they were working together as a team.

This was used to deliver **team workshops** where the team leaders and all members benefited from a better awareness of their individual and group potential before planning short and long-term action points based on leveraging their strengths and improving long-term capability. ▶



Benefits to the Organization

QUALITY



The Process Excellence team were able to put short- and long-term initiatives in place helping them perform to the best of their individual and team abilities, now and in the future.

ENGAGEMENT



Team members were motivated to have a better understanding of how to utilize their individual work style and can now leverage this to help their working relationships flourish while team performance also prospers.

EFFICIENCY



The dual-level insight of individual and group performance with practical tips and advice made targeted initiatives quicker to action.