

The Challenge



The organization were looking to identifying future event leaders, build talent pipelines and implement better succession planning.

They wanted to be able to identify from existing talent those individuals who will be able to lead the business in this way.



The Solution

We ran job profilers with event leaders for the top 100 shows and their managers to identify common characteristics.

Three key stakeholder workshops utilized the Wave Card Decks to discuss findings from job profilers and define which key behaviors underpin the success of future event leaders.



Individual assessments were run using Professional Styles and Wave Performance 360.

Regional HR representatives were then trained to be able to facilitate 1-2-1 feedback conversations.

A nine-box grid with information on each individual’s readiness for the ‘Future Event Leadership’ role was populated.

Benefits to the Organization

QUALITY



- HR representatives from nine different regions were trained to use the tools.
- Assessed and provided 1-2-1 feedback globally for senior management.

EFFICIENCY



- Key strengths and development points of the senior management team were presented to the Worldwide Board.
- A holistic review of recruitment through to onboarding and pipeline management of talent was undertaken.



As a project, this excellently showcased how data and evidence can be used to influence perspectives and drive effective change.

