

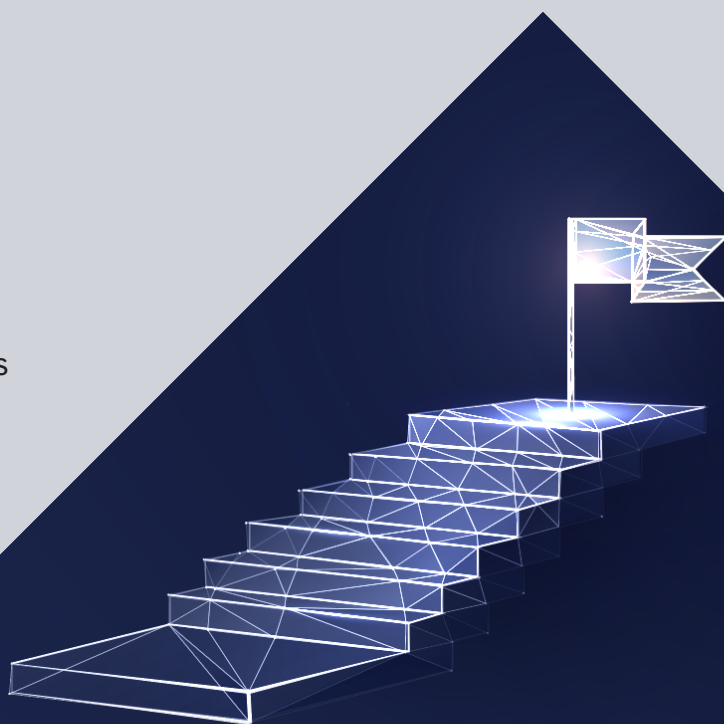
Facilitating Personal Development for a Partner Promotion Program at a Global Law Firm



Saville Assessment partnered with one of the world's leading law firms on their Partner Promotion Program. Operating across 46 countries and employing over 13,000 employees, including over 6,500 lawyers, they support their clients to drive growth that is both sustainable and inclusive.

The Challenge

Our client was looking for a solution to support their senior associates through their partner promotion process. They were keen to explore leadership capabilities, emotional intelligence, self-awareness, acknowledgment of own challenge areas, as well as curiosity and a commitment to continuous personal development.



It was integral to implement a rigorous and objective approach to efficiently capture these requirements and to provide individuals with support for their personal development as they embarked on the partner promotion process later that year.

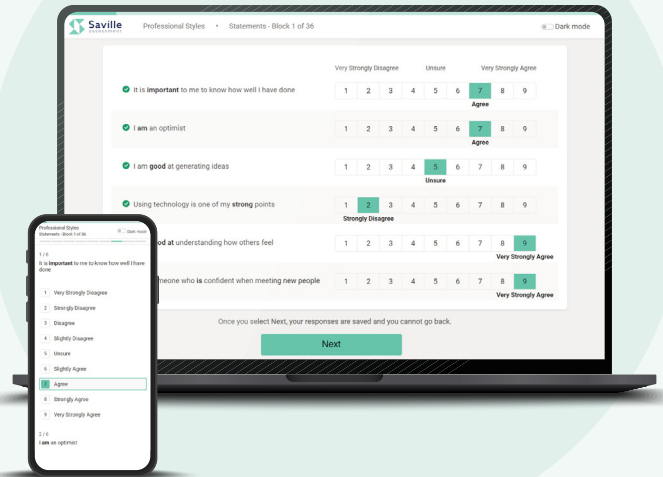
The Solution

Each Senior Associate completed the **Wave® Professional Styles questionnaire** along with the Leadership Impact 360 to gain a holistic overview of each individual's leadership styles, strengths and potential challenge areas.

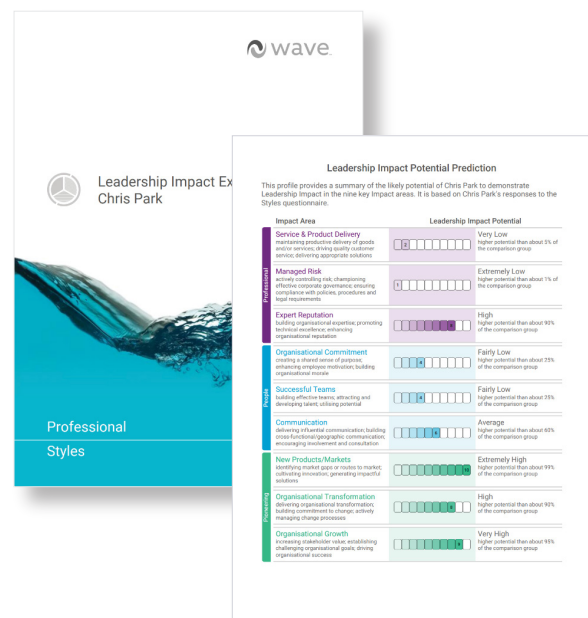


Once this initial session had taken place, Senior Associates then had a one-to-one debrief with a Saville Assessment consultant. This provided each of them with a chance to fully engage with the content of their own Leadership Impact Expert & Risk Report, and their Leadership Impact 360 feedback.

A safe space was created during these one-to-ones which allowed for self-reflection and discussion around own individual strengths as well as points for development. This was key to the overall success of the project.



The full cohort participated in a group session to support with engagement in the process, to understand the Wave model and to allow the cohort to think more about their relative strengths and potential challenge areas as they begin to think about partner promotions. This group session also gave Senior Associates a space to ask any questions.



Overall, the approach taken was well received by the Senior Associates taking part and will continue to be implemented as part of this law firm's annual partner promotion process.

Benefits to the Organization

EFFICIENCY



The reports provided the associates with valuable insight, allowing them to efficiently and effectively work on their own development plans.

QUALITY



Each Senior Associate knew what areas they needed to focus on due to the high-quality reports, further helping their self-development.

ENGAGEMENT



By the time candidates had their one-to-one debrief, they already had the chance to self-reflect and understand their reports, as we facilitated a group session beforehand - an external and safe place for open discussions.

DIVERSITY & INCLUSION



Our dynamic and on-demand dashboard brought the 'bigger picture' to life by presenting anonymized aggregated data, so the organization could assess group results and create a collective development plan accordingly. The law firm was able to share this development opportunity across their global team with questionnaires and reports being available in a range of different languages.

COST



The combination of the two assessments kept costs minimal rather than having separate feedback sessions around the self-report questionnaire and the 360, allowing us to provide insights into all the desired characteristics.

“Working together with Saville Assessment on this project has had an enormous positive impact on all participants. One individual explained that the 360 feedback has helped them become more aware of their positive impact on others which has given them more self-confidence.”