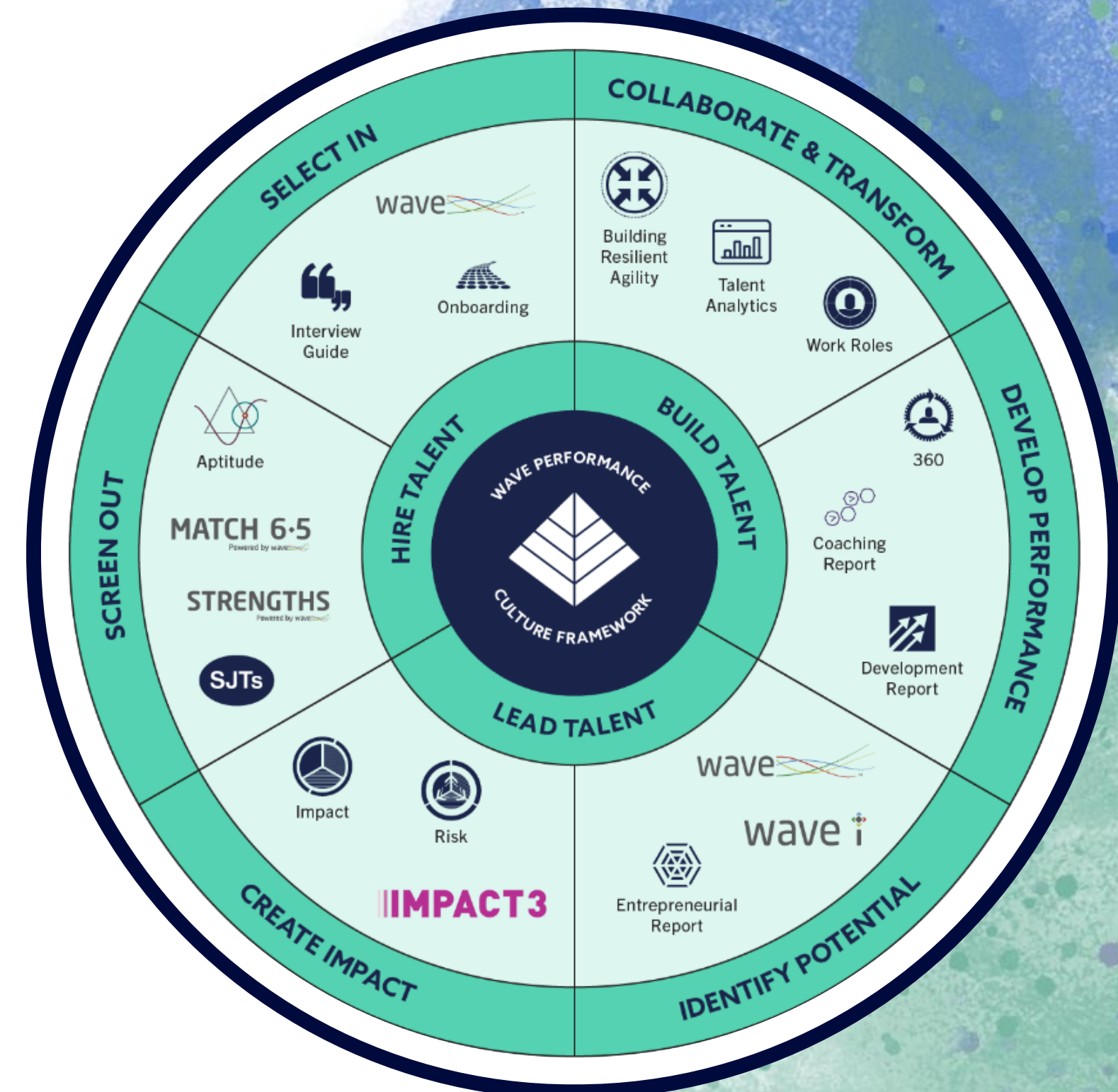


SPECIAL SAVILLE INTERNATIONAL ACCREDITATION PROGRAM

WAVE®+ LEADERSHIP IMPACT®

- The Saville Wave® International Accreditation offered by Anahat equips you to make a real business impact by applying world-class psychometrics to your talent management and leadership development contexts.
- The Wave® Professional Styles instrument offers a comprehensive measure of an individual's skills potential enhancing the predictive power of your talent assessments. The granularity of measurement enables powerful targetted development conversations. This instrument has received the highest rating from British Psychological Society. Read the detailed review [here](#).
- The Leadership Impact Framework and tools are backed by rich data and research, which offer nuanced and direct insights pertinent for leadership talent and contexts, enabling you to drive and transform the effectiveness of your leadership interventions.





SAVILLE ACCREDITATION

PROGRAM DETAILS

WHO SHOULD ATTEND?

- HR PROFESSIONALS
- LEADERSHIP DEVELOPMENT SPECIALISTS
- TALENT MANAGEMENT / DEVELOPMENT &/ ACQUISITION PROFESSIONALS
- OD PROFESSIONALS
- ORGANISATIONAL LEADERS
- LEADERSHIP / EXECUTIVE COACHES
- INDEPENDENT CONSULTANTS



This program is designed to equip you with the knowledge and skills needed to confidently administer, interpret, and provide feedback using Wave® Professional Styles and Leadership Impact reports.



Understand the development of the Wave® and Leadership Impact models. Learn to interpret the Wave Professional Styles Expert, Leadership Impact Expert and Leadership Risk reports accurately for selection and development requirements.



Deepen your understanding of the tool's technical aspects, including score interpretation, reliability, and validity.



Practice delivering feedback, sharpen your interpretation through interactive case studies, group exercises and explore practical applications across selection, development, and leadership scenarios.



Once you enroll for the program, you will receive your pre-course materials and guidelines. As part of the preparation, you'll be required to complete the Saville Wave® Professional Styles assessments, and you will work with your own reports during the program.

3 DAYS

VIRTUAL PROGRAM
9:00AM - 6:00PM IST

SPECIAL PROGRAM FEE
INR 90,000
PER PARTICIPANT
(GST @ 18% WILL BE APPLICABLE)



Hire Talent



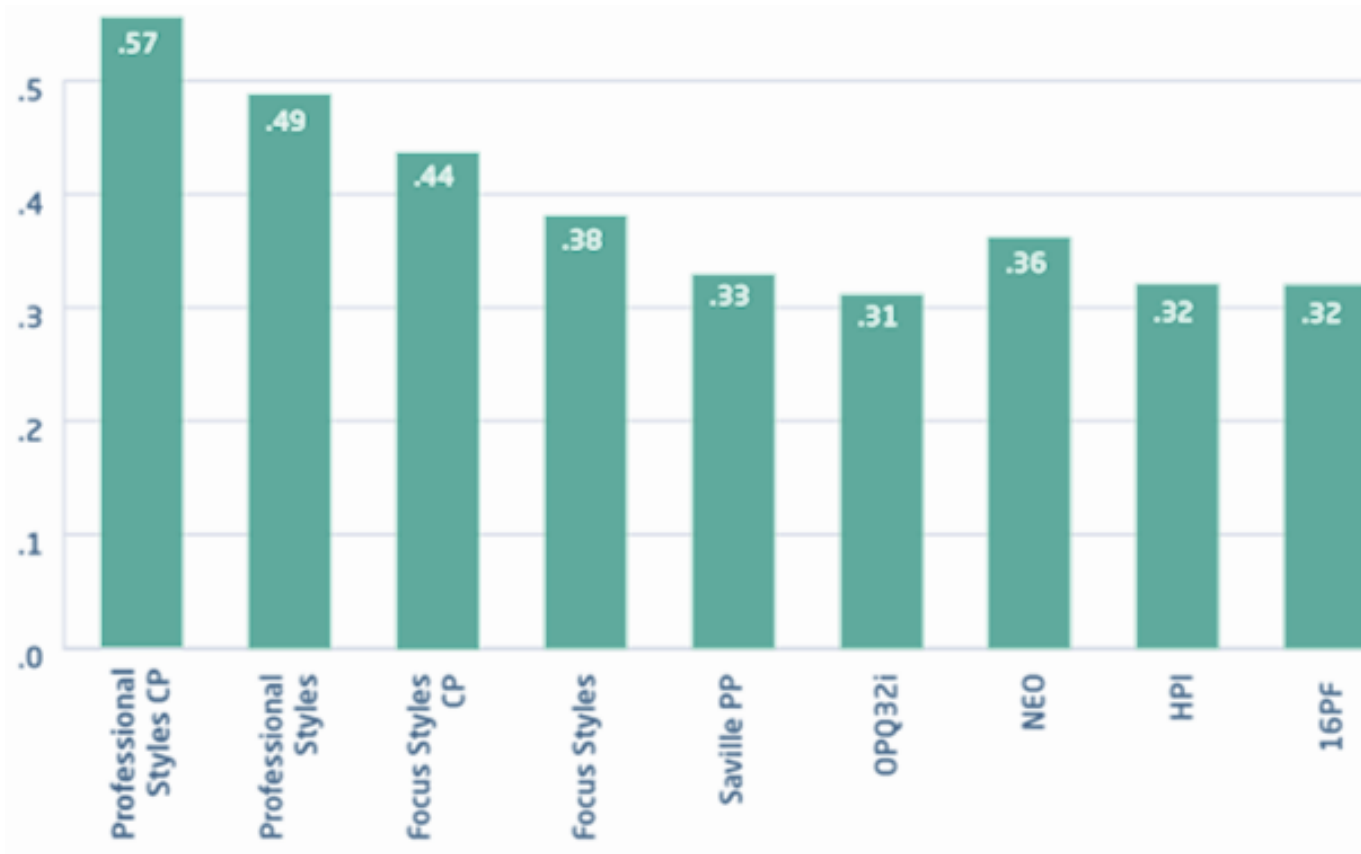
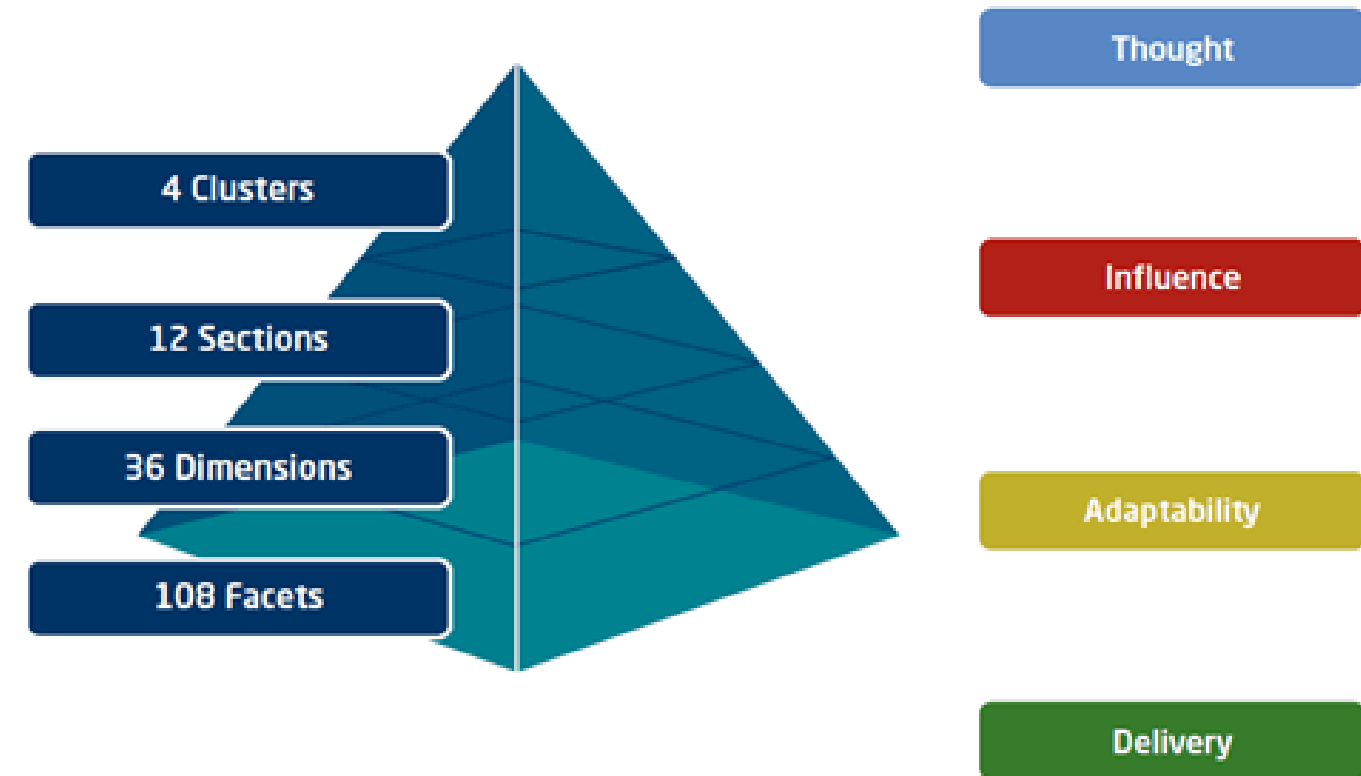
Build Talent



Lead Talent



WHY YOU SHOULD GET THE WAVE® ADVANTAGE?



Ability in predicting performance at work

- **Manage all talent processes with an integrated framework :**
Get access to a comprehensive suite of behavioural assessment anchored around a common competency framework to address job profiling, screening, performance management and more.
- **Predict performance and measure talent with great accuracy:**
Avoid wrong hires and increase retention by predicting work performance and “best fit” environments. In a 2008 study, Wave® Professional Styles outperformed other instruments in predicting performance. [Read more.](#)
- **Identify and nurture critical talent with higher organisational impact:**
Conduct robust talent audits to identify top talent/high potentials in your organisation to feed talent and leadership pipelines. Offer focused development inputs, simultaneously catering to the individual and organization.
- **Enable line managers to give targeted competency-based feedback:**
Choose from a wide range of reports designed for use by line managers to enhance their capability to select and retain better talent. Enable line managers to enhance the performance of individuals and teams working with them by making developmental feedback easier.



WHY YOU SHOULD GET THE LEADERSHIP IMPACT® ADVANTAGE

Hire leaders who
are likely to impact
where it matters



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

Time to look beyond and...

Understand the direct impact of style and behavior on key organizational outcomes



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



Clearly define expectations in line with performance for better accountability

Refocus on how leaders can maximize performance in line with organizational goals and objectives



Look at the 'light-side' as well as the 'dark-side'



Define potential in line with organizational requirements



Map leadership talent to where it is needed and when



Encourage agile and aligned leadership audits



**THE 3P
MODEL**

Leadership
Impact
Report



The first report to go beyond competencies and link behavior to organizational outcomes. Identifies where your leaders are most likely to create impact across nine key areas

Leadership
Risk
Report



Identifies unintended risk areas of leadership behavior and how to mitigate them. Provides valuable insight to the influence they can bring to the individual, the organization and the culture.



MEET THE MASTER TRAINERS



Sivakami Suryanarayan is Principal Consultant, heads the Saville Assessment Practice at Anahat and is a Master trainer for the Saville Accreditation Program. She has over 20 years of experience in consulting roles and has been working with psychometrics since 2011. She is also a master trainer for the Strong Interest Inventory® and a trained coach and a certified practitioner of the MBTI®, FIRO®, DPI®, Resilience Questionnaire® and Hogan®.



CS Mahesh is a Founder Director at Anahat and a Master trainer for several psychometrics including the MBTI®, FIRO®, Strong Interest Inventory®, CPI260™, DPI® and the Saville suite of assessments. He is also certified on the Resilience Questionnaire®, EQ-i 2.0, and a coach.



Janaki Venkat is a Founder Director at Anahat and a Master trainer for several psychometrics including the MBTI®, FIRO®, Strong Interest Inventory®, CPI260™, DPI® and the Saville suite of assessments. She is also certified on the Resilience Questionnaire®, EQ-i 2.0, and is an Executive Coach with over 1000 hours of coaching experience.

Please Note :
Each program is
led by one Master
Trainer based on
their availability.



*Celebrating 20 years of
transformative work!*

Anahat Organisation Development Consultancy Pvt. Ltd.



RAR Technopolis, AWFIS, 7th Floor, 4/293, OMR,
Perungudi, Chennai – 600096.



www.anahat.in



+91 93848 20500



info@anahat.in



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