

Wave Performance Culture Framework



The Wave Performance Culture Framework is an extensively researched model of the key characteristics underpinning successful workplace performance. The framework provides a 'language of work' that helps employees and managers describe work, performance and culture in a clear, concise and objective manner.

Different levels of analysis - classify work elements from a very broad through to a detailed granular level

Individual or groups - work on a one-to one basis or incorporate into an interactive group session

All types of employees - simple and jargon-free terminology allows accessibility across the organisation

One underlying model of performance

The framework lies at the heart of all Saville Consulting Assessments. Competency information can be gathered using the same model of work behaviours and abilities measured by the Wave and aptitude portfolios.

Dealing in the framework

The framework is presented in a handy card deck with companion spreadsheets and User Guide. The cards have been indexed for ease of use and the spreadsheets allows simple collation of results for the most common uses. The comprehensive User Guide provides a 'Quick Start Guide', in-depth advice and tips for facilitating a session along with templates for a number of potential applications.

Typical Applications of the Performance Culture Framework

The card box includes a number of question and scale cards to facilitate discussions across the HR agenda.

Job Analysis and Competency design - build and refine an organisation framework, align competencies with new business requirements or define and update new roles and specifications.

Recruitment and Selection - define roles, explore consensus between recruiting managers, identify key areas to probe at interview or plan induction and first 100 days

Managing and Develop talent - explore talent definitions, differentiate between performance potential, analyse training needs

Coaching - build self awareness, prioritise strengths and development areas, match capabilities against job requirements and aspirations

Personal Development and Mentoring - build self awareness, set objectives, plan development interventions

Team Profiling/Building - highlight similarities and differences of perception, profile team culture, analyse training needs, align performance against requirements

Culture Diagnostic / Organisational Development - align board strategy with work performance, explore organisational values, and highlight perceived areas for change

PeopleCentric™

Po Box 47445, Ponsonby, Auckland 1144, New Zealand

Tel +64 (09) 963 5020

saville@peoplecentric.co.nz