



# Building a High Performance Organization Through Leadership Development



## Leadership Development in the Food Industry

### Building for the Future

In order for this fast-moving consumer goods company to achieve its goal of being a high performance organization, it needed a partner with proven global delivery capabilities to help create a healthy promotional pipeline to support short- and long-term business needs. The company was looking for a multi-level approach to leadership development that would support succession management and establish a globally shared mindset, with flexibility for local cultural nuances.

### A Customized, Global Approach

Right Management designed two core programs for “informal” and “emerging” leaders, based around the company’s unique cultural framework and Right Management’s own research on competencies required for effective leadership. The programs were 6–9 months in length, and were comprised of a blended learning approach to deepen formal and informal learning and cater to all learning styles. Interactive sessions were delivered virtually or face-to-face by experienced consultants with self-study and peer group action learning. To encourage learning application, participants’ managers were engaged as coaches, attending the kick-off event and given guidance through customized coaching toolkits. To support an increase in self-awareness, participants completed a self-assessment survey and a number of psychometric tests during the program. Topics within the two programs included communication styles; developing your personal leadership; coaching and feedback skills; managing change; managing virtual teams; managing performance; resolving conflict; influencing; problem solving; decision making; and systems thinking.

### Performing Above the Benchmark

Right Management has been instrumental to the success of the client and the measured impact of year one’s program has been extremely effective. Using an online benchmarking tool, Right Management was able to compare the results of the program to a robust database of similar organizations. The data indicated that this program was performing above benchmarked organizations on relevance to the job and performance improvement. The following are results from the program:

