

Preparing the Next Generation of Senior Leaders in the Food Service Industry

Company Facts

 Leading quick service restaurant chain with a strong industry presence

 Generates \$650 Million in annual revenue

 Employs 8,000 people

Challenges

#1

STABLE BUT AGING SENIOR LEADERSHIP TEAM

The company faced the challenge of ensuring a smooth transition to the next wave of leaders.

#2

IDENTIFY HIGH-POTENTIAL LEADERS

Create a leadership pipeline that could confidently steer the business forward.

Solutions

1. Cohort Structure: We divided the eight selected leaders into two cohorts of four to facilitate more personalized and impactful development experiences.

2. 360-Degree Feedback: Each participant completed a 360-degree review at the start of the program. This comprehensive feedback process provided valuable insights into their leadership strengths and areas for growth.

3. One-on-One Coaching: The results of the 360-degree reviews were discussed in individual coaching sessions, allowing participants to deeply understand their feedback and develop personalized action plans.

4. Curated Reading List: To broaden their perspectives on leadership, all participants

were required to read four impactful books: Leadership and Self-Deception, Hero on a Mission, Nine Lies About Work, and Radical Candor. These books were selected to challenge conventional thinking and inspire new approaches to leadership.

5. Group Coaching Sessions: We hosted six virtual group coaching sessions with each cohort throughout the year. These sessions provided a platform for participants to discuss the books, share insights, and learn from each other's experiences.

6. Individual Coaching Support: Each participant had access to eight one-on-one coaching sessions over the year, ensuring continuous support and guidance as they applied new concepts and strategies in their roles.

Companies where our practice has made a difference

 MITSUBISHI CATERPILLAR

Case Study

The Impact



The leadership development program yielded positive outcomes and continues to produce results.



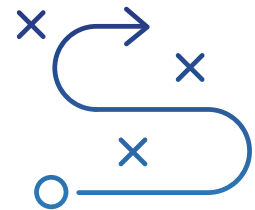
Increased Employee Engagement

Participants expressed feeling honored and valued by being selected for this program, which has boosted their engagement and commitment to the company.



Enhanced Leadership Skills

The combination of individual and group coaching, along with the curated reading list, has equipped participants with a broader leadership toolkit and greater confidence in their roles.



Stronger Leadership Pipeline

By investing in the development of its high-potential leaders, our client is not only safeguarding its future but also creating a culture of continuous learning and growth.

"People are the driving force behind what works."



Contact PeopleWorks today to **see how we can help.**

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