



PEPSICO



The Brief

PepsiCo's financial team provides services to over 20 countries across the £8bn Pan-European business. Tinder-Box was approached to assist the team as it sought peak performance in this increasingly complex and diverse area of the organisation.

The Approach

A tailor made, six month programme of coaching strategies was designed to 'empower' the team by increasing the levels of leadership and the confidence to delegate.

The Tinder-Box Programme

The programme combined in depth, one-to-one coaching with a series of supported team sessions specifically for the leadership team. A comprehensive workshop was designed and structured by the financial team to look at how they operated and how decisions were made. Frameworks and models were provided by Tinder-Box to support the discussions and for ongoing use by the team.





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Measurement

- ***Behaviour and Engagement surveys*** – Undertaken pre and post programme measured perceived levels of engagement, behaviour, receptiveness of line managers.
- ***Interviews*** – One to one interviews monitored the team's own perceptions of their ability to deliver the agenda.
- ***External Review*** – External perceptions of the financial team performance were collected verbally from peer groups and executives.

Results

- A 20% improvement in their collective view of effectiveness across the team.
- Individual contracts agreed by the team to be put in to place to support each other
- Heightened awareness of behaviours and processes among the team.
- Annual results of 'Organisational performance' expected to highlight increases in performance of financial team December 2010.

