

Developing Leaders

How UB's experience can help you!

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Outcomes

Context	You will understand the UB journey since 2001
Success	What has worked well in Leadership Development
Opportunities	What could have worked better
Learnings	What I would do different

Context

UB went public to private equity owned in 2001

- Pre 2000 - Leaders were developed through from Graduate recruitment
- 2001 - Graduate programme stopped
- 2003 - Talent mapping Process Developed
Leadership Programmes Developed
Increased external recruitment
- 2006 Ownership change Private Equity to Private Equity
- 2007 New Executive team in place

Success

What has worked well

- Restructuring created opportunities
- Development programmes well received
- Talent Mapping gave clarity
- Functional ownership

Opportunities

What could have worked better

- Talent outputs focussed primarily on high potential
- Create a clear vision of development
- Tap the “job master” resource
- Mentoring and coaching

Learnings

What I would do differently

- Executive sponsorships and reinforcement
- Create the compelling vision
- Transparency and engagement
- Structured development plan

Outcomes

- Context
- Success
- Opportunities
- Learnings