

## Peer Coach Approach Accelerates Leaders



**PEPSICO**  
CANADA  
FOODS - ALIMENTS



### BACKGROUND

In 2011, PepsiCo Foods Canada (PFC) approached The Roundtable to explore how the Roundtable for Leaders program could be adapted to meet their need to accelerate and support a vital group of mid-level (L11), high potential leaders. As a result of an integration of 3 business divisions many of these high potential leaders were experiencing rapid career path acceleration and multiple transitions at the same time as they were being leveraged to fill more senior roles. There was a strong view within the organization that these leaders were at risk of failing in their new positions and that PFC was at risk of losing this highly valued talent.



I absolutely felt that I was better prepared for the increase in scope of responsibility...particularly in providing me with a tool and a peer network that helps me face more advanced challenges.

Participant (6-9 months post-completion)

Working in partnership with The Roundtable, key elements of the Roundtable for Leaders program were leveraged along with existing PFC tools, processes and resources to create the Leadership Roundtable Program (LRP) to proactively address the needs of this mission-critical talent group. Primary objectives were to retain, engage and capabilities of these leaders.

### RESULTS

- ✓ The LRP Program has delivered very strong results for the organization & participating L11 leaders, as reported by participants, and their Direct Managers have recommended that PFC continue the program.
- ✓ There has been 100% retention of all LRP graduates,\* saving an estimated \$1 million in turnover, and an estimated \$180,000 on reactive coaching in the three years of the program. All participants expected to be promoted have been promoted and 50% of them were promoted sooner than expected.
- ✓ Feedback from participants 9-18 months after program completion indicated that this program had a significant impact on their career and a significant impact in preparing them for their role at the next level.

**100%** have felt long-term impact from the program

**\$180,000** cost savings in reactive coaching

**\$1 Million** savings in turnover

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