

Client Case Study

Nº 38



Reckitt Benckiser Associate Training Programme

"Thank you very much for this great experience! Great facilitators! Thank you for sharing your experience and memories with us!! Very INSPIRING!"

Delegate, Reckitt Benckiser

"It was a one of a kind experience. I got to do things that I never did before and that gave me belief that I can do things that I thought I couldn't do."

Delegate, Reckitt Benckiser

Synopsis

Following an extremely successful Associate Training Programme in 2011, Reckitt Benckiser chose to work with Penna and Farscape again to deliver their 2013 Associate Training Programme. Following the programme 100% of delegates felt that they would make more effective leaders.

Background

Reckitt Benckiser is a world leader in the global household, health and personal care sectors and a FTSE top 25 company. It operates in 60 countries with brands sold in nearly 200 countries. They have 49 manufacturing facilities worldwide and around 25,000 employees.

Challenges and Requirements

- Reckitt Benckiser designed their own High Potentials Development Programme to help develop their future leaders, but recognised that learning focused on self-awareness and leadership could be further developed to have greater impact.
- They needed their aspiring leaders to take responsibility for their own development and to have the opportunity to practice in a safe environment.
- The programme needed to challenge people to step outside their comfort zones and develop their own self-awareness in order to be able to positively influence others.

The Farscape Learning Experience

Working in partnership with Reckitt Benckiser, Farscape and Penna designed and delivered modules for the Associate Training Programme that focused on and included:

- Exploration of self-awareness utilising a variety of profiling tools and psychometrics;
- Exploration of behaviours in leadership, in order to highlight the importance of self-awareness, relationships with others, and flexibility in leadership styles;
- Coaching techniques in order to improve individual performance and to develop each person's ability to coach effectively;
- Techniques for delivering feedback and having difficult conversations in order to develop each individual's confidence and finesse when managing others;
- Project work within high potential project teams at Reckitt Benckiser, in order to create a work context to learning and to enhance strategic thinking ability.



"I really got to understand the role of a team leader; it is not about being able to do it all, but using what your team can do and organising it around reaching the common objective."

Delegate, Reckitt Benckiser

"Learning that there is no right or wrong way to effectively lead a team and learning the necessary skills to adapt to different situations has improved my confidence as a leader as well as pushing me outside of my comfort zone."

Delegate, Reckitt Benckiser

Outcomes and Results

- Delegates now have an improved understanding of themselves and how they lead. They are now able to apply this knowledge back at the workplace.
- A greater understanding of how different leadership styles can be applied to different people has resulted in better relationships and more effective teams.
- 100% of delegates agree that they will be more effective leading teams as a result of this programme with the majority feeling much more confident to lead.

The senior faculty were impressed with the programme modules:

"Definitely a fantastic experience and comments I'm receiving from the participants are really very good. I learned a lot also from my side through the presentations, by observing the activities and listening to the interactions/discussions."

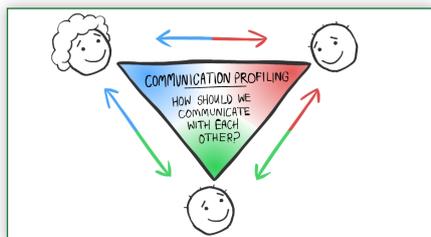
Global Category Group Director SSG, Reckitt Benckiser

"Penna and Farscape designed and delivered a challenging and inspiring programme. In fact they challenged us as clients to be braver and take risks with the programme which we now see gave the participants a deeper and more memorable learning experience."

Global Category Group Director Health, Reckitt Benckiser



Delegates took part in a carefully designed learning journey.



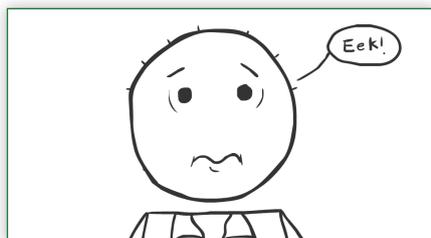
A variety of profiling and psychometric tests were used to raise self awareness.



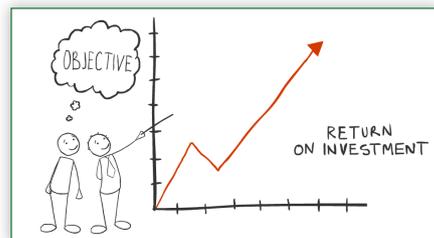
They practised techniques to improve their coaching ability.



They practised giving feedback and having difficult conversations.



The experiential programme sometimes pushed delegates outside their comfort zones.



Positive impact can already be seen with 100% of delegates agreeing that they will be more effective leaders.