THOMAS BAILEY

thomasbailey.co

+61 431939628

BUILDING A SUCCESSFUL CAPABILITY FRAMEWORK AT A WORLD LEADING FMCG COMPANY

ANZ SCOPE

OBJECTIVES

To design and implement a local comprehensive sales competency framework and associated programmes and relevant competencies, linked to a wider global structure. Looking to drive sales performance, benchmark capability and support ongoing engagement

APPROACH

Starting with the roles, outputs and required actions to inform the creation of specific functional competencies.
Secondly investigating & understanding the performance gaps across the sales teams to assist the creation of performance driving solutions and toolkits.

Their Role & What They Bring	Performance Enablement	Their Development

AT A GLANCE

BENEFITS

- Increased engagement & satisfaction
- Clear development pathways and role levelling
- Increase sales capability and performance
- Consistency of language & understanding

CHALLENGES

- No understanding of development and performance required to progress.
- Costly unproven training used as the basis of all development.
- Lack of performance gaps and opportunities
- Top down management structure restricting autonomy

Passionate advocate of human develop practices that really drive outcomes.

Proven track record of driving impact, development and performance through end-to-end capability-building practices across global, regional and local settings for some of the world's largest organisations.

KEY PRINCIPLES

Performance Gap Consulting
Asking the right questions to unlock valuable insights and understanding around genuine performance opportunity and the value of addressing them.

Stakeholders Management & Leadership
Clear regular communications to the key stakeholders with a regular rhythm to ensure alignment, influencing at varying levels of the organisation to ensure best practice.

Strong Capability Methodology
Ensuring the best possible capability approach for the functional template including:
- Roles
- Measures
- Solutions & Delivery
- Moments of need

Sales Da

Development Cost Saving
$12,000

Highlights