

Forge strong teams and alliances

Drives team effectiveness and high performance; collaborates with other parts of the business and external partners to deliver superior value.

First Line Managers and Technical Specialists

Description:

Actively collaborates with others across the business. Ensures the team understands the business, area/site/functional priorities. Demonstrates commitment to building and contributing to high performance teams. Fosters open working relationships with others embracing differences and complementary skills.

Positive indicators:

- Is involved with activities/work outside of own function
- Sets clearly defined objectives for the team that are aligned with the business goals
- Works to improve team effectiveness, building appropriate processes
- Openly shares information with others for the benefit of the business

Contrary indicators:

- Focussed on own area of operation with little interest in outside experiences/projects
- Activity isn't aligned with the goals and ambitions of the business
- No/limited effort made to work on team processes and individuals work in isolation
- Competes with others to the detriment of the business

Middle Managers and Advanced Technical Specialists

Description:

Embraces opportunities to work with others across the business and encourages others to do so. Establishes clear direction to achieve the goals and ambitions of the business. Demonstrates commitment to building high performance teams. Values working in partnership, and engaging and collaborating with others.

Positive indicators:

- Volunteers for projects/assignments outside of own function
- Individuals within the team understand the business strategy and objectives and appreciate how they are contributing
- Has established effective processes and solid working relationships within the team
- Actively collaborates with individuals/teams outside of own area

Contrary indicators:

- Shows little interest in or time for projects/work outside of own function
- Unable to articulate the overall business strategy; team goals and direction are unclear
- Relationships within the team are ineffective and communication is limited/poor
- Works independently with little interaction with others

Business Leader/ Senior Manager

Description:

Contributes to Warburtons success beyond own functional area. Focuses others' energy on common goals, priorities and problems. Demonstrates commitment to building high performance teams. Partners effectively with other organisations.

Positive indicators:

- Ensures team members are involved in projects outside of own function
- Creates a clear direction and purpose for the department and ensures that this is communicated clearly and passionately
- Promotes the High Performance Team approach and applies the HPT principles to own team
- Actively uses own network to facilitate cross functional collaboration

Contrary indicators:

- Focuses the energy and effort of own team internally showing no interest in other functions
- Team has no clear direction or purpose and operates in isolation
- Takes no interest in the team dynamic or function and is unable to articulate the HPT approach
- Relationships within the team are poor and little is done to manage the situation