

HRPS Webcast –Preparing New Leaders for Success: The Pepsi Bottling Story

Thursday, September 17, 2009 • 11:00am to 12:30pm (Eastern)

Presented by Marjorie Derven, Managing Partner, HUDSON Research & Consulting and
Phil Golino, Director, Leadership Development, Pepsi Bottling Group

Can your leaders master the critical requirements for success? Help them develop their skills *now!*

In the early transition period, new leaders set the tone for direct reports and others form judgments that make or break successful integration.

Learn how the Pepsi Bottling Group (PBG) uses an innovative **360 Business Assessment Tool** to help new leaders assess key business levers, build critical relationships and lead teams with clarity, direction and alignment with strategic objectives. Through this case study, you will learn how PBG accelerates the time it takes for new leaders to start leading effectively. Key takeaways include how to:

- Assess key challenges for integrating new leaders
- Provide new leaders with a comprehensive dashboard to understand critical business challenges and opportunities early on
- Help new leaders build key networks, based on shared business priorities and goals
- Build executive sponsorship and key line support for your onboarding initiatives
- Apply lessons learned from this case study to your own organization's onboarding programs

About your Webcast leaders:

Marjorie Derven, Managing Partner, HUDSON Research & Consulting, has more than 25 years of experience in HR consulting, training and organizational research. She has expertise in competency model development and implementation, management onboarding, team building, curriculum design and HR metrics. Derven previously held senior HR positions with Chase Manhattan Bank and General Reinsurance. Her consulting experience also includes the Forum Corporation and Performance Systems Group. She has written articles for *The New York Times*, *Personnel Journal*, *HR Magazine* and *T&D Magazine*, and she currently serves on the Board of the New York Human Resource Planning Society.

Phil Golino, Director, Leadership Development, Pepsi Bottling Group, has more than 15 years of leadership experience in human resources in the service, retail and consumer package goods industries. He is focused on onboarding programs for the general manager, sales leader, territory manager and human resources functions for PBG's field organization. Golino has held a variety of HR roles with PBG, including both headquarters and field HR generalist assignments. Prior to PBG, he held staffing and training positions with UPS and The Caldor Corporation.