

How it fits together

The Success Factors are used throughout the organisation. We have a set of Success Factors for our Leaders, Management and Specialists, which describes the behaviours we would expect from those that lead and manage the business. We also have a set of Success Factors for team members which describes the behaviours we would expect of those in a team member role.

The Success Factors are integral to all stages of an employees experience at work, from attracting and selecting employees, succession planning and career development, learning and development, performance management and recognition and reward.

For example, the Success Factors are used as part of the Warburtons Performance Management process. By using the descriptors and examples in this booklet you are able to see a clear indication of the expectations of a team member and therefore able to discuss with your line manager more specific feedback as to how you are performing. The Success Factors and their descriptions and indicators are designed to help you identify areas of strength and development opportunities. The Positive and Contrary Indicators are examples. They illustrate the behaviours we expect to see and those we do not expect to see.

The Success Factors descriptions are not exhaustive and should not be used as a checklist. The descriptions should be used as an overall guide to the behaviours expected.

If you have any questions about Warburtons' values or Success Factors please contact your line manager or Human Resources.

