

Success Factors framework

Success Factor

Description

Safety first



A great Warburtons employee always has safety in mind and they work hard on their own and with others to create a safe environment. Despite demanding deadlines and targets, they will not compromise on safety. They also understand that acting safely comes from behaving and thinking safely. So, they are always on the lookout for unsafe behaviour and practices.

Success Factor

Description

Drive for quality and continuous improvement



A great Warburtons employee is committed to the success of the business. They are always looking for opportunities to make a difference to how they do things and the way they do it. If they see room for improvement, they are willing to challenge the status quo. They will use their initiative to decide if something works well or if it needs challenging.

Delivers for customers
(both internal and external)



A great Warburtons employee always goes the extra mile for their customer and the end consumer to deliver on time and to the highest standard. They are always looking for ways to build their understanding and identify the needs of internal and external customers. In order to deliver those needs, they will not compromise on standards. They remember what makes Warburtons a great business, but also seek to challenge and improve existing practices for the customer.

Makes things happen



A great Warburtons employee is willing to make decisions for themselves, the team and business. They are resilient to setbacks and cope in the face of change. They spot opportunities to make things happen and encourage others to act as well.

Develops themselves & others



A great Warburtons employee is always willing and able to learn. They take time to examine every mistake and identify what and how they could do better; and because they care about the business and their colleagues, they also share the things that went well. That's because they are committed to improving and developing their own and other people's skills.

A great team mate



A great Warburtons employee is a strong team player. They recognise and value the impact their behaviour has upon the wider team. They are excellent communicators with the ability to listen and appropriately help, support and advise their team mates. Flexible in approach, they encourage each other to deliver.