



Customer Success Story

About Del Monte

Del Monte is a fast moving Fortune 500 consumer goods company with an estimated worth of \$2.2 billion. As a 100% Filipino-owned organization, Del Monte harvests, processes, and distributes pineapple products on a global scale. Their operation spans customers from individual retail outlets to distributors in and across the United States and Asia, including China, the Middle East, and South Korea. In their 94 years of business, Del Monte has worked vigorously to create a work environment their employees can take pride in so they can create a positive impact on people and the environment.



Eileen Gonzales-Gulle, Talent Management Manager,
Del Monte, pictured with DeAnna Murphy,
Founder & CEO, People Acuity

Their Burning Need

Del Monte was in the middle of an ongoing major initiative to build a solid pipeline of future leaders who would shape culture and accelerate performance. They wanted them to be coach-like rather than commanders, and skilled at engaging employees. Del Monte knew they did not have the internal expertise to do this well, and wanted an outside resource who would act like an inside partner. They wanted their development initiatives to be interwoven with Del Monte language, images, and delivered with insight and examples from Del Monte's own history and people.

Partnering with People Acuity

People Acuity was evaluated among several other top-name global competitors, including Harvard's Leadership Program, FranklinCovey, and Gallup, to name a few. Upon close scrutiny of the content, the approach, the willingness to customize and partner, the assessment tools provided, and the value per dollar, People Acuity was selected after a long rigorous process. They were invited in the initial phase to provide multiple leadership offerings to approximately 700 of Del Monte's top leaders.

A select group of 75 leaders and managers participated in the first leadership experience, *Shift Up Your Leadership*. This was enthusiastically received and immediately put into practice as leaders began working toward greater Interdependence through the wise use of their strengths. Not long after, six-hundred additional leaders became part of the next wave, when CEO DeAnna Murphy and Dr. Steve Jeffs, People Acuity's Chief Innovation Officer, co-led a highly interactive and engaging keynote kicking off two separate leadership summits. *Self-Leadership* was also provided by the two of them to one hundred of the most senior leaders and to OPCOM team members, many of whom are MBA graduates of ivy league U.S.-based universities.

People Leadership: Coach-like Engagement was also included as part of the initial strategy for HR leaders who would serve as models of a coaching leadership style. All offerings included both live and virtual learning experiences, individual and group coaching, and online content. Additional waves of learning are still underway as Del Monte continues to lead the way into the future for their own people, serving as global examples of how to *Shift Up!* your organization by creating a *Shift Up!* in people first.

Outcomes

The response to the OPCOM workshop focused on *Self-Leadership* was representative of the enthusiastic reception and spot-on relevance of the learning. 96% of Del Monte's most experienced top leaders strongly agreed that the learning experience was well-worth the time away from operations. They cited the increased openness of communication that resulted, including deepened understanding and appreciation for the oppositeness that creates important productive tension in a high-performing team such as theirs. HR leaders repeatedly exclaimed, *"I've never seen them respond so favorably!"* Other senior leaders today report that they are still working to apply what they learned, and that it helped them lead the organization to the highest grossing quarters they have seen in several years.

Rob Escano, Head of Talent Development for Del Monte, considers their experience uplifting, natural, and authentic. ***"People Acuity does not provide a cut and paste solution that they want to sell you. They bring a contagiously authentic approach that challenges and inspires you to co-create a better future for both your employees and your company."***

Rob reports that Del Monte's top management team members have now completed multiple leader training sessions and are prepared to build their evolved leadership infrastructure. "We have a lot of assessment tools and processes on hand, but People Acuity completes the picture."