

# Creating the Next Generation of Leaders

**As the largest meat processing company in Australia, JBS Australia is part of the Global JBS brand and has been operating on the business landscape since 1953.**

JBS has a mission to "... be the best at what (they) set out to do, totally focused on (their) business, ensuring the best products and services for (their) customers, solidity for (their) suppliers, satisfactory profitability for (their) shareholders and the certainty of a better future for all (their) employees."

In order to achieve their mission and uphold these values, JBS realised they would require a high level of capability across the organisation.

## The Client

With a diverse workforce of 8,500 with responsibilities ranging from direct agricultural work and warehouse operations, to electrical and head office based management positions, JBS Australia has a mission to deliver the best products and services to their customers and ensure a better future for all their employees.

As a result, JBS was focused on developing the business and leadership capacity of a group of 16 frontline senior leaders to give them the ability to take on additional and more senior level

responsibilities, allowing them to be equipped with the skills needed today to lead JBS into tomorrow.

In such a diverse industry and with their sights set on continued growth, JBS needed an education solution that not only advanced their leaders' technical expertise, but strengthened the broader leadership elements of their roles with sustainable strategies and start to embed a culture of coaching.

## The Challenge

Organisations that have been around for fifty or more years, while operating successfully for so long, function on a drastically changed business landscape from when they started.

Often the models they built around leadership need refreshing to meet emerging issues and the capabilities required for doing business on today's global business landscape are new.

As the business landscape rapidly changes, a new wave of leaders step forward with the expertise to navigate strategy, technology and organisational leadership.

New capabilities are needed to keep up, some old ones roll away, while others stick and need to be constantly adapted. More than ever before, today's leaders need to be technically savvy and be creative with their leadership to achieve the best outcomes for their organisations.



## Partnership at a Glance

QUTeX co-designed a program based on our knowledge of the current economic environment; the organisation's environment, their needs and their emerging priority of needing to adapt and evolve.

The approach supported participants to develop leadership capabilities through a range of learning opportunities from formal workshop sessions, coaching and workplace projects that allow application of learning to practice.



2017 - 2018



Brisbane



Meat Processing



### The Next Generation Program

- Executive Coaching
- Online Learning
- Residential Workshops
- Workplace Projects





## The Impact

QUTeX closely collaborated with JBS to co-design a unique educational solution to meet their organisational needs and give them the competitive advantage they wanted. The result was the Next Generation Program which combined online learning, two residential workshops, a workplace project and coaching that facilitated participation from JBS's 'higher-ups.'

The Next Generation Program was an investment in human capital and developed the leadership capabilities of its participants, allowing them to take on challenges and innovate new ways of thinking for JBS.

With this exciting program, JBS' next generation of leaders are equipped in strategic thinking, leading change, building a culture of performance and a strengthening of personal responsibility and accountability as a leader and influencer.



*"It's great to see the Directors take part of a leadership course and be so involved and committed in the program"*

## About QUTeX

QUTeX collaborates with large and small public and private sector organisations to design, develop and deliver customised leadership education and coaching programs.

QUT's Faculty of Business is the first in Australia to earn the Triple Crown — all three international accreditation symbols of excellence from the world's leading business school accrediting bodies.

With our nimble and client-focused approach to corporate education for the real world, and access to experts on a wide range of topics, QUTeX will work with your organisation to create and execute a program that meets and exceeds your business' needs.



## Get your team future fit. Fast.

For more information about this customer success story or to learn more about the custom learning solutions offered by QUTeX, please contact:

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