

REALIZE | Leadership Acceleration Program

At Barry-Wehmiller, we believe that building a vibrant organization, where our care for people and our commitment to performance are in harmony, can only be realized through Truly Human Leadership.

The Realize Leadership Acceleration Program is designed to equip emerging high potential individuals with the leadership skills, strategic acumen and enterprise mindset needed for roles at the most senior levels of the organization.



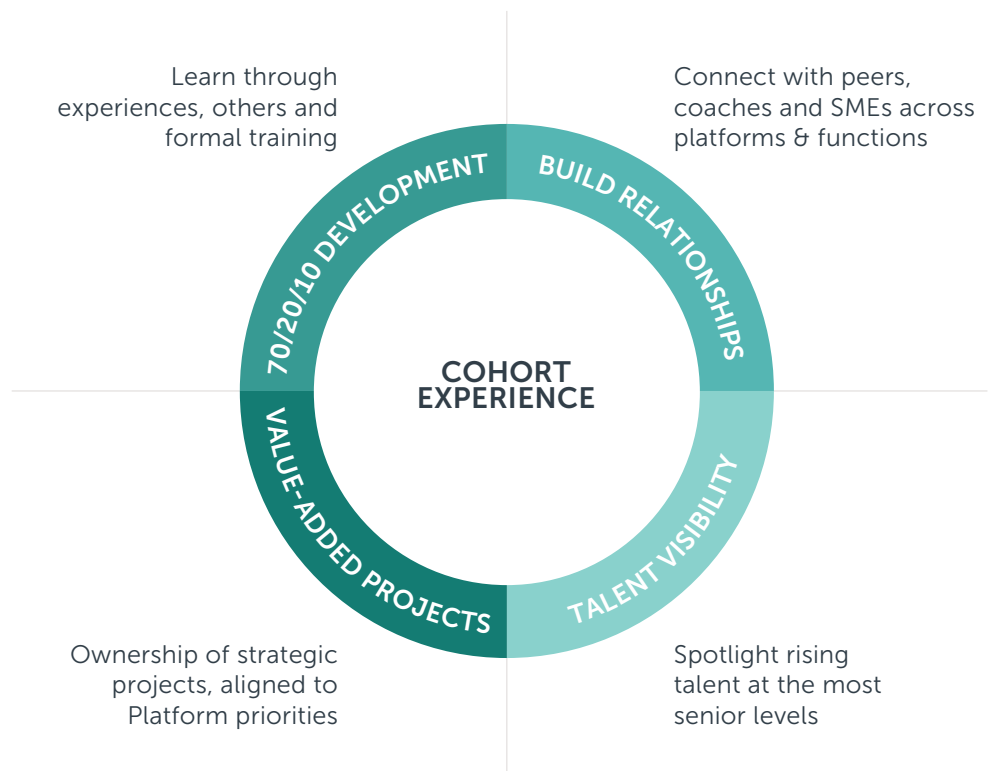
OVERVIEW:

- 14-Month cohort program
- Participants identified through the Talent Review process
- Projects aligned to X-Matrix and Strategic Plan for each business
- Assigned coach for each individual
- Core experiences and trainings for all participants
- Functional Focus with specialty learning for targeted areas
- Collaboration and best practice sharing across projects
- Connections to talent across the organization
- Exposure to senior leaders
- Visibility to other BW Platforms

PROGRAM EXPERIENCE:

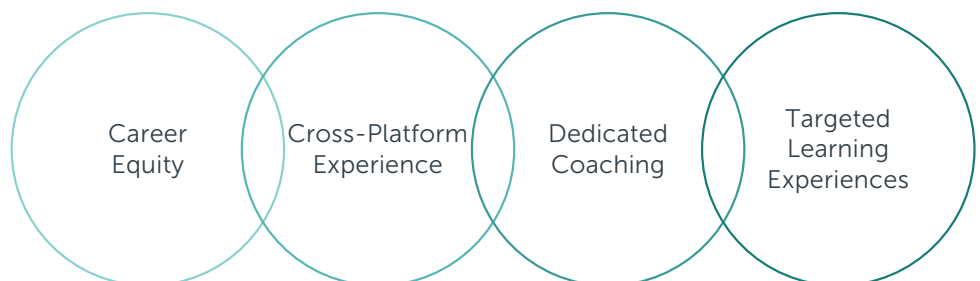
Help Realize Our Vibrant Future

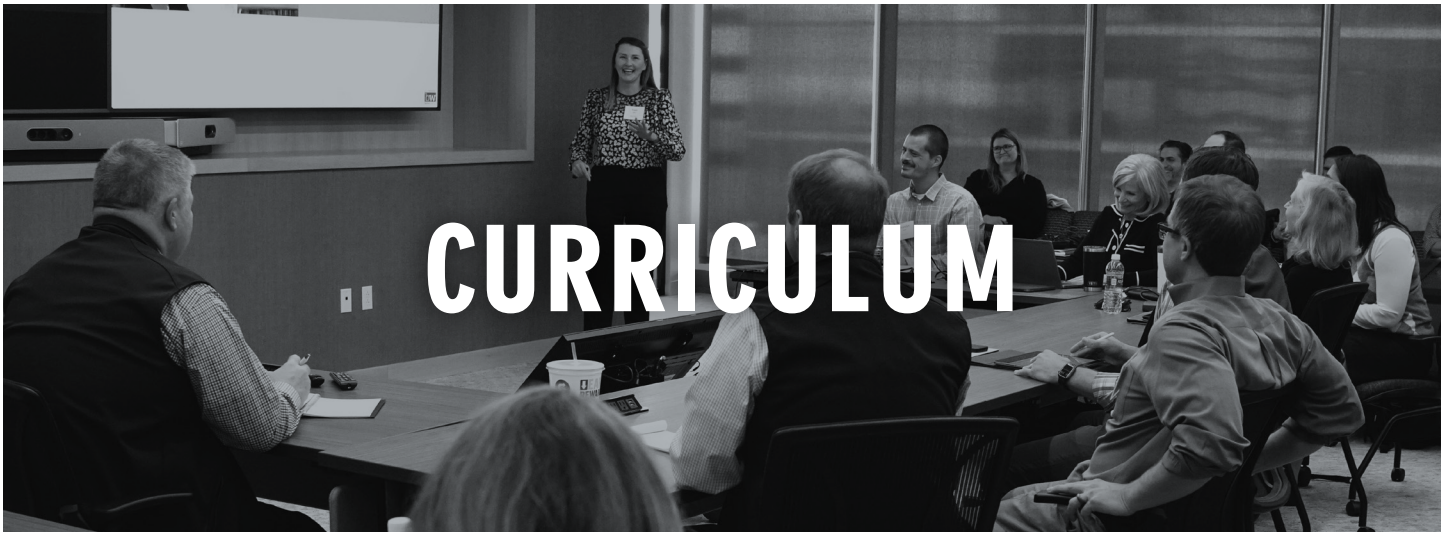
Selected participants will be part of a one-year cohort-based program designed to hone the leadership skills needed to maximize their impact and drive innovation and change in the organization. Our multifaceted approach helps participants realize their full potential, understand their ability to contribute through others, and develop a holistic skill set that extends beyond the confines of their functional domains.



PARTICIPANT OUTCOMES:

Realize Your Potential to Add Value & Influence Others





COMMON CORE:

The Common Core are aligned experiences for all participants engaging their project, program leaders and senior leader exposure

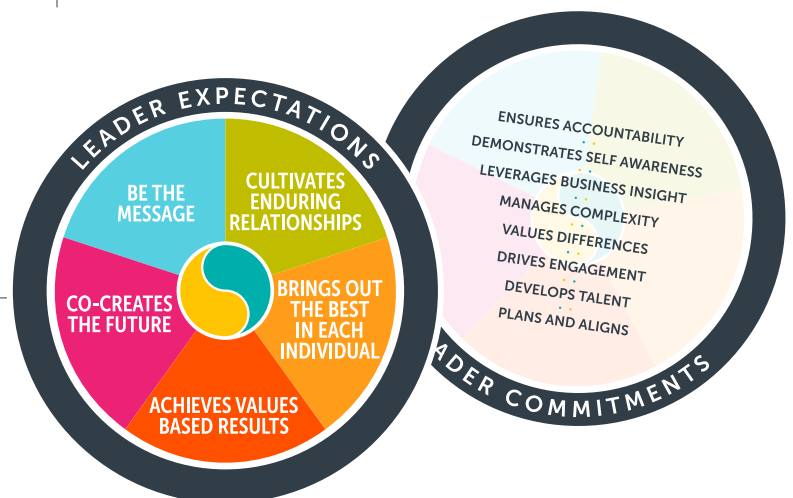
- Listen Like a Leader (if not already completed)
- Executive Meeting (virtual participant)
- Site visit to another BW facility
- St. Louis, MO Visit #1: Strategic Presentation
- Apples & Oranges Business Insight Training
- Introduction to the BW Way
- Monthly targeted webinars
- Recognition opportunities
- Individual Development Plan
- St. Louis, MO Visit #2: Closeout Presentations
- Dedicated peer coach (past participant)

FUNCTIONAL FOCUS:

The Functional Focus allows participants to share experiences in more targeted groups around their function and project

- Regular interaction with 5-8 others in the same functional area in the organization
- Mentoring from a Subject Matter Expert in the business
- Cross platform conversation with others on similar projects, best practices and insights
- Monthly targeted webinars
- Functional Focus assessed yearly to address the talent and business priorities
- Potential Areas:
 - Operational Excellence
 - Commercial Excellence
 - Enabling Functions

ALIGNMENT TO LEADER EXPECTATIONS & COMMITMENTS: Realize the Competencies of Successful Leaders



DEDICATED WEBINARS:

- Work of Leadership
- Care for People
- Financial Data & Storytelling
- Project Planning
- Strategic Updates & Closeout
- Root Cause Analysis
- Recognition & Celebration
- Right to Win
- Individual Development Planning
- Fostering Inclusive Teams
- Accountability
- Introduction to the BW Way

CALENDAR:

JUNE

Pre-Experience for Developmental Hires

JULY

Talent Reviews by Platform/SLT Talent Reviews

AUGUST

Cohort Announced/Initial Meetings

SEPTEMBER

Project Selected/Project Plan Created

OCTOBER

Executive Meeting/Debrief (Virtual Participation)

NOVEMBER

St. Louis, MO Visit: Presentations & Training

DECEMBER-FEBRUARY

Monthly Core Webinar/Monthly Functional Dialogue

MARCH

Mid-Project Update

APRIL-JULY

Monthly Core Webinar/Monthly Functional Dialogue

AUGUST

Project Closeout & Presentation Preparation

SEPTEMBER

St. Louis, MO Visit: Presentations, Celebration/Exit Interview

SELECTION & ONBOARDING

EXPECTATIONS

- Minimum 4 hours formal learning (webinars, workshops); 2 hours coaching; 1 hour independent development
- Cohort related activities are above and beyond current role and will likely require additional time investment
- Each participant will be better prepared to have long-term career impact, fulfillment and success
- Completion of the Chapman & Co. Leadership Assessment and participation in a Development Dialogue

SELECTION

- Participants identified through Talent Reviews, Succession Planning and developmental hires (ex. MBA Interns)
- Project selection driven by alignment to X-Matrix, strategic initiatives and KPIs
- Finalized through Talent Step Change Reviews

ONBOARDING

- For developmental hires identified as part of this program, immediate engage to:
 - Participate in Listen Like a Leader
 - Engage with BWU courses
 - Visit BW sites

