



 **PeopleStrong**
Presents

NEW CODE OF WORK

Best Practices from Leading Organizations



Pernod Ricard India



Pernord Ricard

A Progressive Vision Of Leadership

According to leading FMCG beverage company Pernod Ricard, leaders are the ones who take the reins to motivate and influence people to think differently and embrace uniqueness. Leadership qualities in people persuade and guide a workforce to approach tasks and assignments with untiring dedication and a sense of loyalty towards one's organisation.

Leadership Structures

As a large enterprise that galvanised talent while also focusing on promoting brand excellence, Pernod Ricard chiefly considers itself a people-powered company. As such, the structure and design of the organisation are centred around encouraging employees who are devoted to seeing through the many challenges that may arise in the course of a company crisis. Such a structure would ensure that leadership and the future of the company is in the right hands.

The company believes that a people-centric work culture that revolves around 'performance with purpose', would allow employees to concentrate on upskilling and bettering their personal branding prospects. As a result, all their achievements could be put up on social media channels, especially professional networks like LinkedIn and so forth.

Pernod Ricard has also taken the initiative to train their Human Resource teams to undertake tasks that allow the company to flourish as a business while also ensuring that HR personnel are patrons of departmental growth.

Dealing with a Crisis

Since Pernod Ricard maintains a people-centred work culture, the pandemic and the ensuing lockdown situation required the organisation to restructure its work-from-home policy to suit the current environment.

The restructuring also involved the consideration of other initiatives to do with the welfare, health and safety of employees. Furthermore, the company took steps to ensure that employees' mental and physical health were given due importance through the launch of training programs.

Measures to Ensure Relevancy in Leadership

At Pernod Ricard, much importance is given to flexibility amongst employees no matter where they stand in terms of hierarchy and function. As such, the company seeks to encourage anonymity without limiting employees to a specific part of the globe. This also means that the organisation is eager to upskill the workforce, encourage employees to strengthen their skills and work collaboratively.

Entrepreneurial growth is one such initiative that Pernod Ricard stands by. By being supportive of employees seeking to pursue growth in a specific career path (by ensuring that they have all the necessary backing required), the organisation is also inspiring employees to make positive contributions to the enterprise.

Moves made to Retain Talent

Since Pernod Ricard is mainly a multinational corporation with offices across the globe, its plans to retain top talent and encourage the growth of said employees involves a resolution that is global in nature.

With that view in mind, the company is focused on being supportive of employees to seek international projects whenever there is an opening in geographical locations across the globe. In the process, the workforce not only has a window of opportunity to increase their knowledge and upskill but also have the chance to gain global exposure.

Pernod Ricard is an organisation that is dedicated to creating a work environment that values high performance. The company has made moves to achieve this through its leadership initiative.

Such a step not only encourages employees to upskill and focus on their personal growth, but it also allows company's managers to be a part of Pernod Ricard's growth story.

Lastly, the enterprise has taken steps to build a development centre at the company headquarters in Paris in order to encourage equal opportunity among the employees who have decided to take part in the initiative. Furthermore, the centre works to provide an environment that encourages employees to work on their strengths and the areas in which they need to grow.

Assessing the Success of Initiatives

Essentially, it all boils down to whether employees are satisfied with all the measures taken to ensure that the workforce finds meaning at work. As such, Pernod Ricard has observed that employee performance is an indication of employee satisfaction.

Furthermore, the organisation looks into whether employees show potential for growth, how compliant and enthusiastic they are to undertake tasks that are seemingly complex in nature and whether employees are able to take up tasks that require leadership skills.

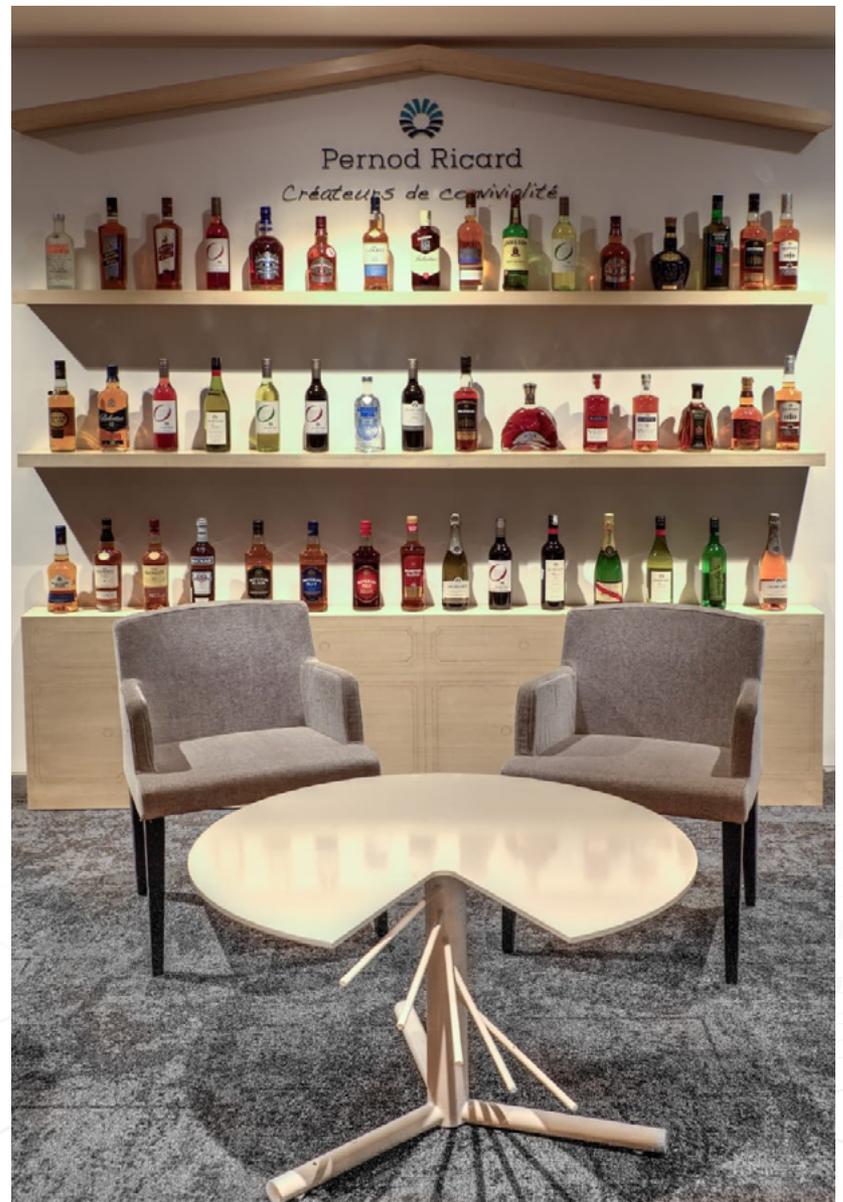
Other ways through which Pernod Ricard is able to ensure the impact of their initiatives is by conducting performance ratings as well as talent proposals that assess the performance of employees in a well-rounded manner.

The company uses frameworks such as the Individual Performance Model (IPM) in order to achieve this. The model, more than anything, allows employees to abide by a work culture that is purely collaborative in nature.

The framework also encourages employees to work with purpose and have set goals for the future. Employee engagement is based on a data-driven model. Hiring

managers and company executives are constantly wary of whether employees fully understand the goals of the organisation.

As such, company leaders ensure that employees receive regular feedback regarding their performance. They also take steps to establish and regulate a personal development plan for employees so that the workforce is able to hold up to the standard that is required for a successful pioneer-leader type of role.





The success story of an organization in future will entail the following aspects:

- **Happiness-** Operating like a harmonious, collaborative family transforming employees into industry role models.
- **Finesse-** Make employees highly skilled & future ready in the space of future of work and future of business.
- **Kindness-** Foster compassion in employees through specially devised social philanthropy programs.
- **Readiness-** Bring a mindset change amongst employees to make them appreciate the value of a true diverse organization.



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About PeopleStrong

PeopleStrong is Asia Pacific's leading SaaS based HR Technology company. PeopleStrong's mobile-first, SaaS suite includes robust solutions for Human Capital Management, Talent Management, Collaboration and Payroll. The company today works with over **350** large enterprises across Asia, with over a million users on the platform. Their clients span **14** industry segments and include the likes of the Tata Group, Aditya Birla Group, Murugappa group, Amara Raja group, Future Group, Minor International (Thailand), True Corporation (Thailand), Singlife (Singapore), Inspiro (Philippines) and many more across Asia. PeopleStrong is rated among the **Top 3** (Asia Pacific) & within **Top 5** (globally) rankings on Gartner's Peer Insights standing for **1000+** employee enterprises.

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