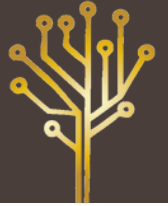


ESM CASE STUDY: BREWERY

Brewery focuses on empowering employees with performance management strategies during the pandemic



CLIENT PROFILE

- They are an award-winning brewery with unique, handcrafted premium beer and spirits
- Ranked part of Canada's 10 Most Admired Corporate Cultures, first Living Wage certified brewery in Canada, and Great Place to Work certified



THE SITUATION

This brewery was focused on gaining a deeper understanding of performance in the workplace and mitigating potential risks to performance while navigating the changing environment during this disruptive period.

THE SOLUTION

We worked with the People Team to collect feedback about employee and manager performance across all departments. Using this feedback, we developed tailored webinars to tackle common performance issues and delivered group training to maintain a cohesive, supportive environment and workplace culture for people working both at the brewery and at home.

THE ACHIEVEMENTS

Performance Pulses

We conducted bi-monthly Performance Pulses to identify risks to performance across the whole organization and in each department. Major risks to performance included work demands (32%), work/life balance (22%), and health concerns (24%).

Performance Training

We developed tailored training based on the feedback collected from the Performance Pulses and provided bi-monthly training that would fit both brewery and work from home employees. Training was delivered at times best suited to worker needs. Topics included: managing change, improving mental fitness with neuroscience, and improving performance on the frontlines.

Complementing Existing Programs

This brewery had diverse employee performance strategies in place already. We worked with their team to complement existing programs, like Fitbit Health at Work.