

Case Success: Assimilate Three Distinct Cultures

Challenge:

Following the mergers of Molson, Coors and Miller, the global executive team quickly realized that a major risk to a successful integration was the lack of a shared leadership culture. Specifically they would need to create a consistent leadership culture with the capability to drive the operational synergies across entities and geographies.

Solution:

Leaderley International worked with the leadership team to refine and deliver the Molson-Miller-Coors Living Leadership Program which was deployed to all Managers, Directors and Executive levels around the globe. The program created was a 2-day mandatory Leadership Workshop for all employees in their promotion year.



Result:

The program creating shared language and unified the leadership mindsets, skillsets and toolsets for the combined entity. In addition, the cross-functional cohorts (groups of 20) enabled the additional benefit of relationship development across previous functional, organizational and geographic boundaries. The expert external facilitation talent was highlighted as key contributors to the program success.

