

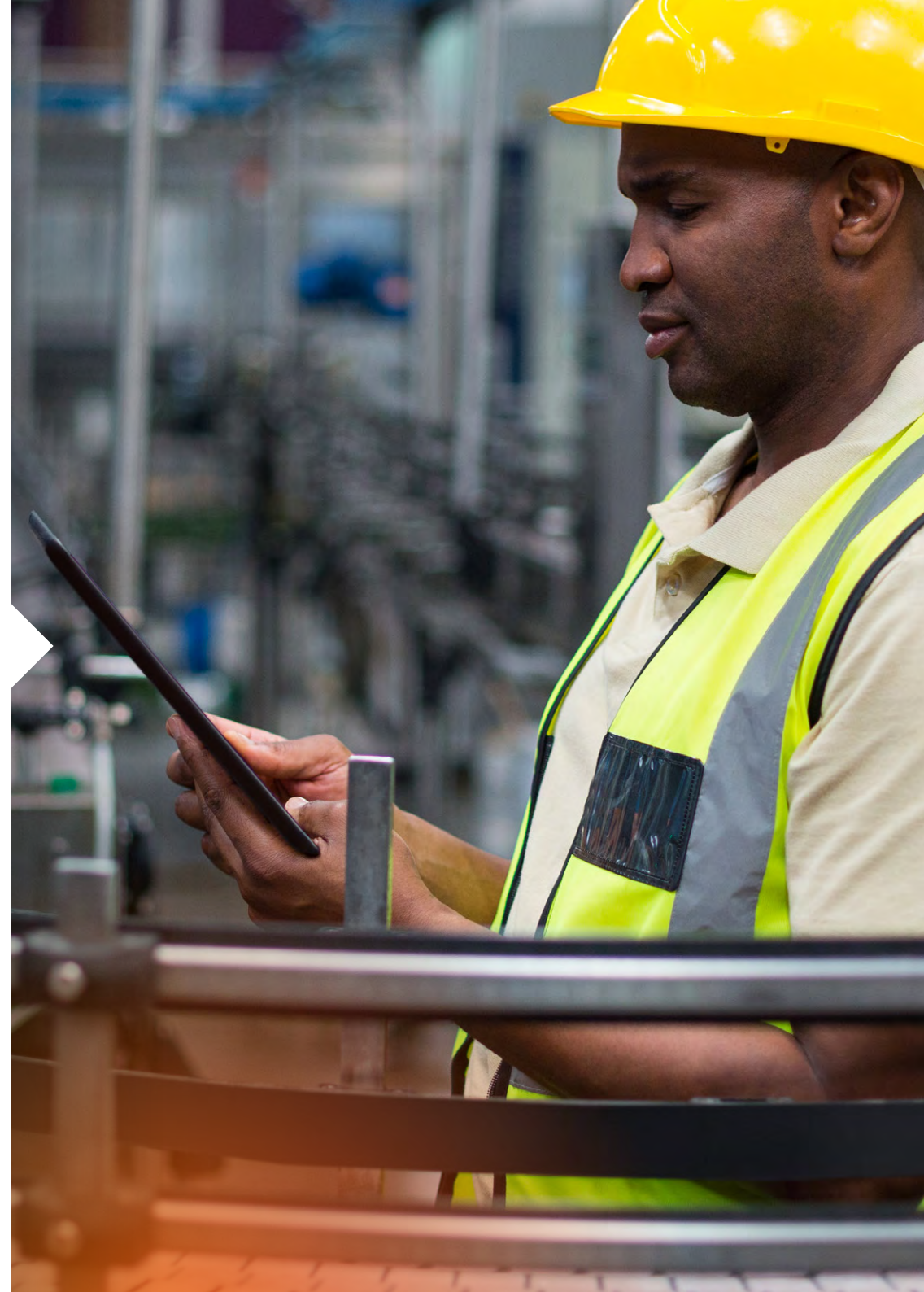


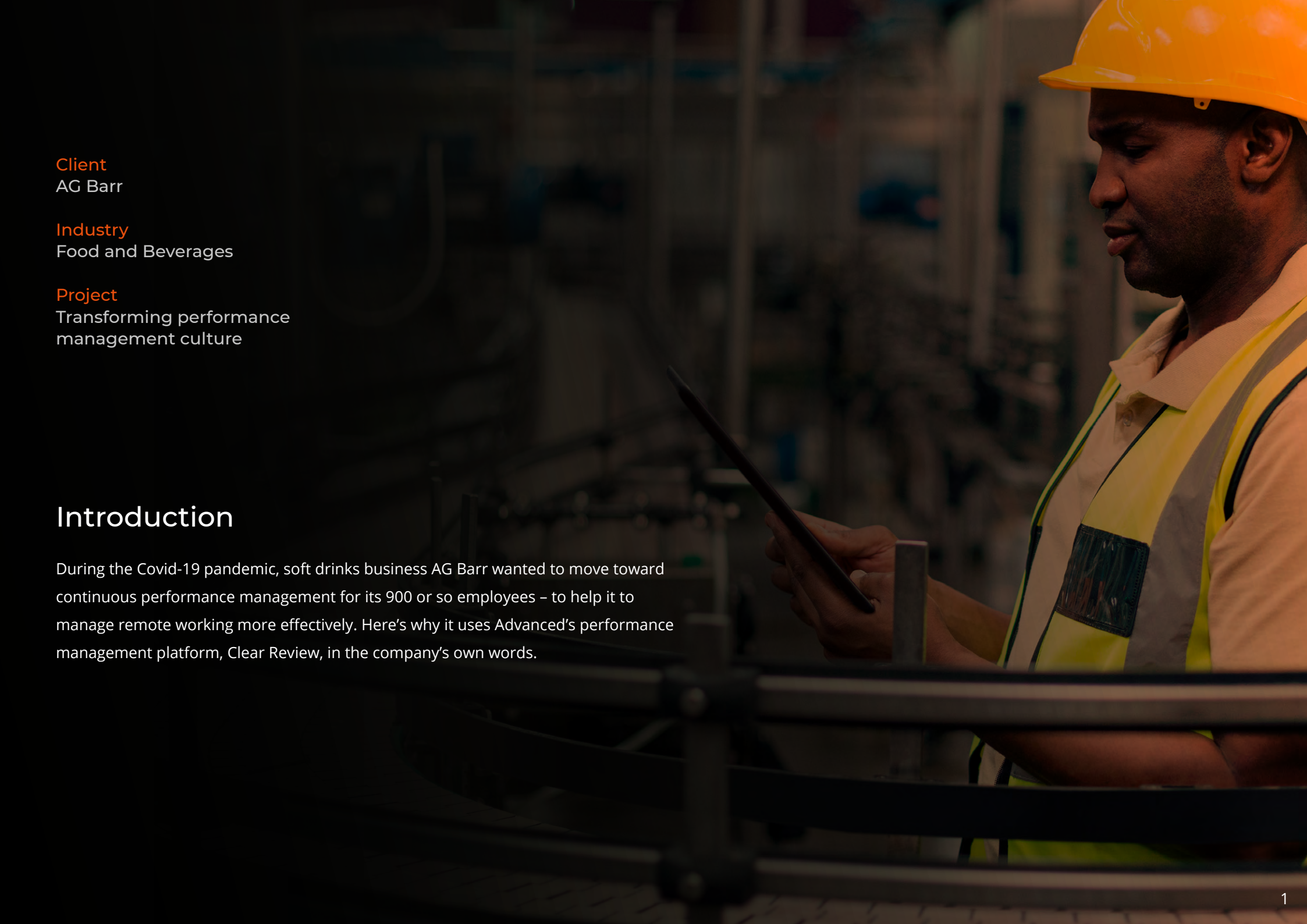
Food and Beverages

Why IRN-BRU makers
use Advanced's
performance
management platform



CASE STUDY



A man wearing a yellow hard hat and a high-visibility safety vest is looking at a tablet computer. He is standing in a factory or industrial setting, with metal railings and equipment visible in the background. The lighting is dim, with a warm glow from the tablet and the worker's vest.

Client
AG Barr

Industry
Food and Beverages

Project
Transforming performance
management culture

Introduction

During the Covid-19 pandemic, soft drinks business AG Barr wanted to move toward continuous performance management for its 900 or so employees – to help it to manage remote working more effectively. Here's why it uses Advanced's performance management platform, Clear Review, in the company's own words.

Background: a move to continuous performance development

Scottish drink IRN-BRU. We have around 900 employees, in a variety of functions such as factory, warehouse, logistics, sales, marketing and head office – so our people have many development opportunities and are continually learning.

We decided to move to a new performance management platform during the Covid-19 pandemic, to help us at a time when many employees were working remotely.


“We wanted to change the way we managed performance,” says Jude Holt, our Senior HR Business Partner and Talent Lead. “[It was] an ideal opportunity to move towards more continuous performance development – rather than a once-a-year event.”

Setting nearer-term objectives that could be regularly reviewed and updated suited the more agile world we were working in, Jude explains. This provided structure and motivation to employees who were getting used to working remotely.

With Advanced’s Clear Review platform, managers can set employees near-term goals, which can be completed in days, weeks, or months. This works better than yearly objectives, for two reasons. First, employees are less likely to forget about the goal or lose motivation to complete it. Second, goals can be re-evaluated if the employee’s role changes or AG Barr’s objectives change.

We aim for all employees to have a check-in with their line manager every month, and Advanced’s performance management system helps them manage this. Just a simple check-in can help if an objective is off track, and it can also be a great chance to share progress and feedback.

Advanced’s platform also means all AG Barr employees are now on one performance management system. Before, employees across the business were using different forms and processes, depending on their role.



“We chose Advanced’s performance management system, Clear Review, for many reasons: primarily its ease of use, and the fact that it means performance management becomes embedded into our working lives – rather than simply being an annual appraisal.”

Jude Holt, Senior HR Business Partner and Talent Lead

AG Barr

What does the team think?

Implementing the software was successful and relatively smooth, with the process closely guided by the Customer Success team. Staff were able to start using the platform quickly, without extensive training, as the software is so simple and self-explanatory.

Overall, there has been good engagement and a positive response from AG Barr employees:

“We continue to deliver some great numbers, year on year. The most noticeable difference (in performance or engagement) is in attitude, as displayed in our engagement survey results.”

Warehouse Manager, AG Barr

Along with making performance management easier across the business, the Advanced platform is also helping in other ways.

We will be using the technology on mobile devices to help staff who are out on the road a lot of the time – so staff members can easily arrange and carry out check-ins, set and track goals, give and receive feedback, and so on, without a laptop or desktop PC.

“I can talk to my team in a more meaningful way about their performance, by using the feedback function.”

Factory Team Leader, AG Barr

Looking to the future

Moving forward, we will continue to embed Advanced's performance management platform across the company. While most employees are using it regularly, others still need to make it a routine. And we are focusing on supporting people as they set quality objectives and give and receive feedback — two key areas that will make employees and managers more confident in discussing performance.

“We wanted to change the way we managed performance. “This was an ideal opportunity to move towards more continuous performance development – rather than a once-a-year event.”

Jude Holt, Senior HR Business Partner and Talent Lead, AG Barr





We would love to show you more

To discover how our performance management software can help you achieve your goals, get in touch today.

[Book a Demo](#)



+44(0) 330 343 8000



www.oneadvanced.com



hello@oneadvanced.com