

News monitored for: Pepsi - Corporate

PEPSICO INDIA AWARDED

PepsiCo India has won 'Developing Leaders of Tomorrow' award at the second edition of the Society of Human Resource Management India HR awards 2013. This award recognises companies that implement best practices in the field of people management to develop potential leaders.

Samik Basu, chief people officer, PepsiCo India, said: "PepsiCo India's leadership pipeline is built by leveraging

the 70:20:10 principle. Therein, we use the People Planning process to meticulously plan the moves of our key talent to give them the right critical experiences at the right time to maximise on the job learning (70). We foster a coaching culture, run structured mentorship and exposure programmes that facilitate learning from others (20). The classroom learning (10) is delivered through structured leadership academies at

every leadership transition level from assistant managers to CEOs coupled with live projects and transformational learning. This provides our key talent challenging experiences, helping them succeed and grow while sustaining the business growth agenda. Built around its key leadership imperatives, this programmes enable employees to build their own leadership competencies at different stages."