

National Grid: Executive Leadership Team

Learning Together ... Without Leaving the Office

SCENARIO

As a global leader in the utilities industry, National Grid's core business is distributing energy to homes and businesses. Through its mission to 'Bring Energy to Life,' National Grid supports local economic growth and global sustainability. With the utilities industry facing major transformation — digitalization and new technologies disrupting industry norms, and climate change inducing companies to decarbonize energy networks — leaders must develop big picture solutions to meet those emerging challenges head on.

Since the majority of the company's executive leadership team knew only a stable, unchanging past, they needed fresh skills in embracing and enabling much-needed change if they were to lead the industry. And they needed these skills now. They also needed a better way to connect with their global peers. However, with leaders' schedules, time zone differences, and global locations, traditional training approaches wouldn't work.

SOLUTIONS

Entelechy, in partnership with National Grid, created *Energise Our Business*, a social learning experience to instill critical leadership topics and skills in the organization's most senior leaders, effectively creating a cohesive leadership culture across the business. Curated from industry experts, the program highlights thought-provoking articles and videos alongside Entelechy's award-winning content from *Unleash Your Leadership Potential*. Facilitated by Entelechy's master trainers on the NovoEd social learning platform, the new senior leadership development program features:

- **45 minutes of company-specific leadership competency-based content per week across 26 weeks.**
- Regular **peer discussions** and **experience sharing** within cohorts.
- Cohorts of **global senior leaders** for **transnational collaboration**.
- A unique blend of **virtual, self-driven, instructor-led, and social learning**.



“Energise Our Business will enable our leaders to think in a more powerful way about themselves, their people, our leadership network and the customers we serve. I believe this learning is aligned with our three strategic priorities and is well-supported by extensive research and solid Senior Leadership input.

John Pettigrew, CEO
nationalgrid

RESULTS AND EXPECTATIONS

As a result of participating in *Energise Our Business*, executives will lead change within their divisions. Through the development of “Bright Ideas,” senior leaders will pave the way for new concepts to be analyzed and executed quickly. This increase in agility and focus on leading change will enable the organization's senior leaders to propel the company through the challenges facing the utilities industry.

The program received **Silver and Bronze HCM Excellence Awards from the Brandon Hall Group** for Best Use of Social and Collaborative Learning and Best Use of Blended Learning, respectively. The program also received a silver **Chief Learning Officer's Learning in Practice Award** for Excellence in Blended Learning.

