

National Grid: Senior Leadership Team

Energizing Business through Transformational Leadership

SCENARIO

National Grid is a leader in the utilities industry and one of the largest investor-owned energy companies in the world. National Grid drives their vision to “Bring Energy to Life” by distributing heat, light, and power to homes and businesses while supporting local economic growth and global sustainability.

With the utilities industry facing major transformation — digitalization and new technologies are disrupting industry norms, and climate change is inducing companies to decarbonize energy networks — leaders must develop big picture solutions to emerging challenges unlike any this industry has seen before.

Since the majority of National Grid’s senior leaders grew up in a stable, unchanging past, they needed skills in embracing and enabling change the company needs to lead the industry. And the schedules and geographic dispersion of these leaders prevented traditional development approaches from working.

SOLUTIONS

Entelechy, in partnership with National Grid’s Ventures and Global Organisation Development team, created *Energise our Business* to address leadership topics and skills critical to National Grid’s senior leaders. Curated from industry experts, *Energise our Business* contains thought-provoking articles and videos alongside some of Entelechy’s award-winning content from *Unleash your Leadership Potential*. Facilitated by Entelechy’s master trainers on the NovoEd social learning platform, National Grid’s new senior leadership development program features:

- **45 minutes of National Grid leadership competency-based content per week across 26 weeks.**
- Regular **peer discussions** and **experience sharing** within cohorts.
- Implemented with **senior leaders from the UK and the US offices** for **transnational collaboration**.
- Unique blend of **virtual, self-driven, instructor-led, and social learning**.



The Energise our Business experience 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.

nationalgrid

John Pettigrew,
CEO, National Grid

EXPECTATIONS

As a result of participating in the 26-week program, senior leaders will be equipped to take an active role in leading change within their functions and organizations. Through the development of “Bright Ideas,” senior leaders will pave the way for new concepts to be analyzed and executed quickly within their groups. This increase in agility and focus on leading change will enable National Grid’s senior leaders to propel the company through the challenges facing the utilities industry. As a result of *Energise our Business*, leaders will:

- **Identify** high impact changes to National Grid.
- **Implement** blueprints for departments to execute high impact changes quickly.
- **Cultivate** a culture of innovation, critical thinking, and customer-focus beginning with National Grid’s executive team.