



**The Scottish Seafood Training Network**  
**The Benefits of Training,**  
**Learning and Development**

**28 May 2015**



# Dawnfresh – Our Values



# Our Values

## RESPECT

We treat others as we would like to be treated

We value each other's skills, talents and contribution

We work to bring out everyone's full potential

## INTEGRITY

We do what we say we will

We take accountability for our actions

We do the right thing for each other and our business

## TRUST

We communicate openly, honestly and regularly

We are empowered to make decisions and take action

We work collaboratively to build strong relationships with our colleagues and customers

## EXCELLENCE

We work to exceed the expectations of our colleagues and customers

We challenge, support and coach each other to deliver continuous improvement

We recognise and reward each other's achievements



# Dawnfresh People Plan

The People Plan enables Dawnfresh to achieve its commercial intent

## Right People

- Quality People
- Health & Safety
- Diversity
- High Performing Teams
- Right Skills
- Employer Brand
- L&D
- Coaching & Mentoring

## Right Leaders

- Outstanding Leaders
- Succession Planning
- Talent Management
- Performance Management

## Right Culture

- Values and Behaviours
- Engagement
- Collaboration
- Communication
- Continuous Improvement
- Flexible Working

## Right Reward

- Pay & Grading
- Competencies
- Celebrate & Share Success
- Flexible Benefits

## Right Process

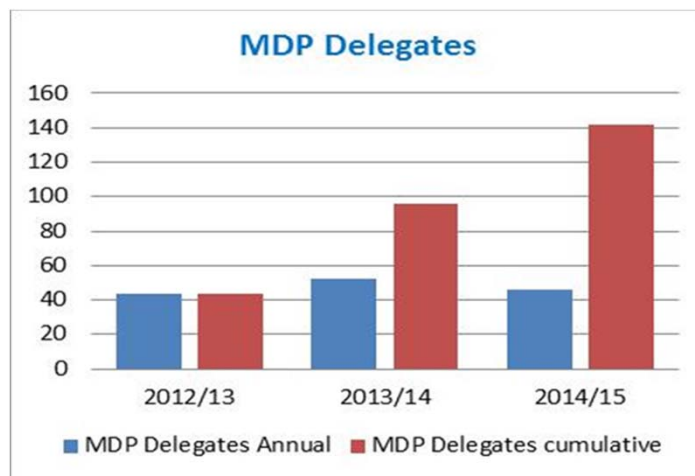
- Continuous Improvement
- Workforce Planning
- Systems development
- Innovation
- Agility

Cost efficient and competitive operational management to deliver excellence, profitability and sustainability

# Training at Dawnfresh



# Learning and Development at Dawnfresh



# Benefits of training, learning & development



Discretionary effort



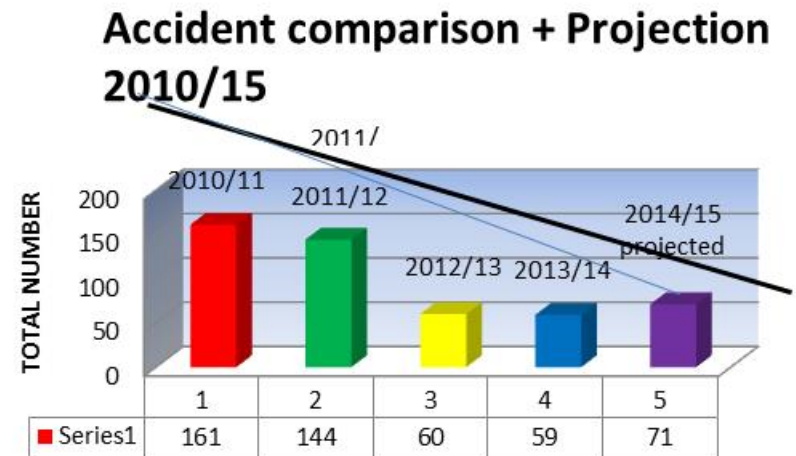
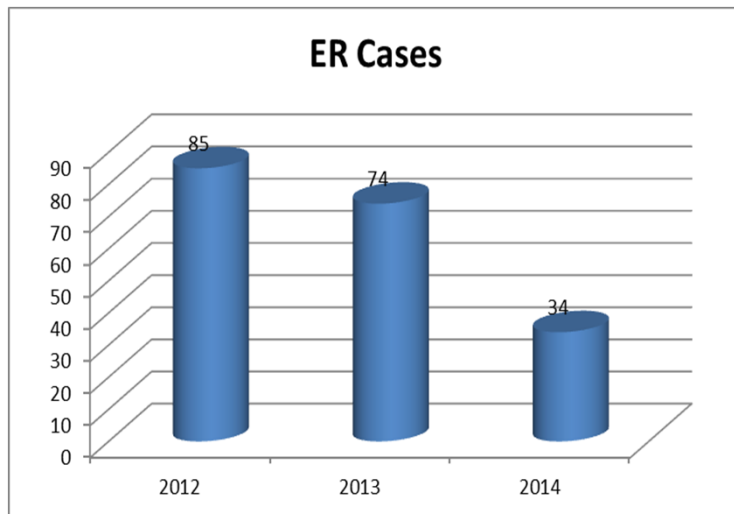
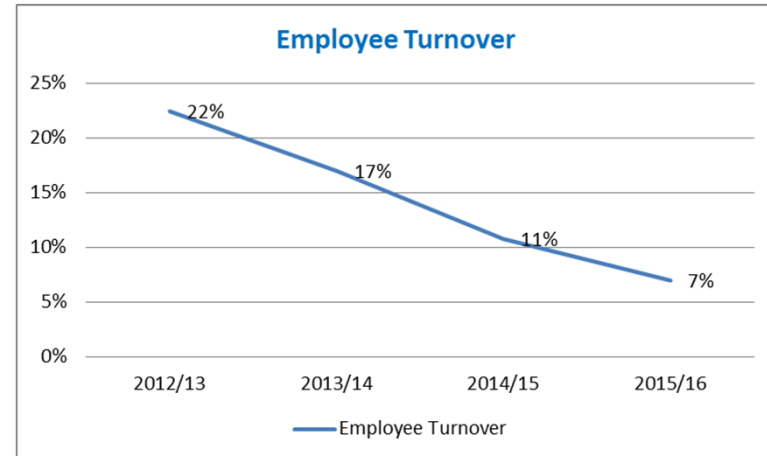
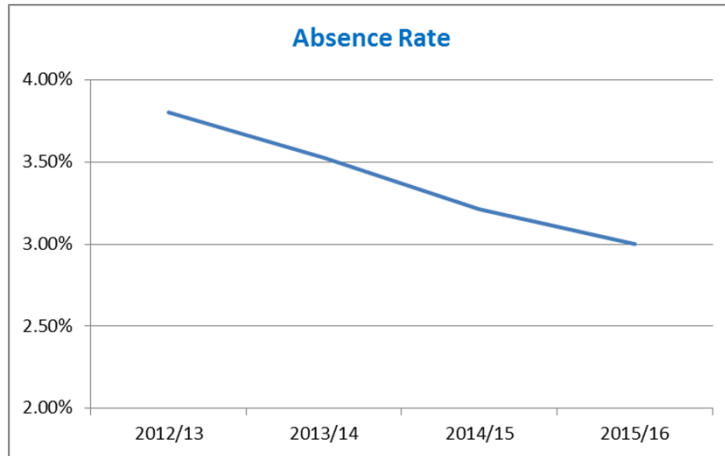
# Benefits of training, learning & development

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**Training isn't just important to a company, it is vital!**

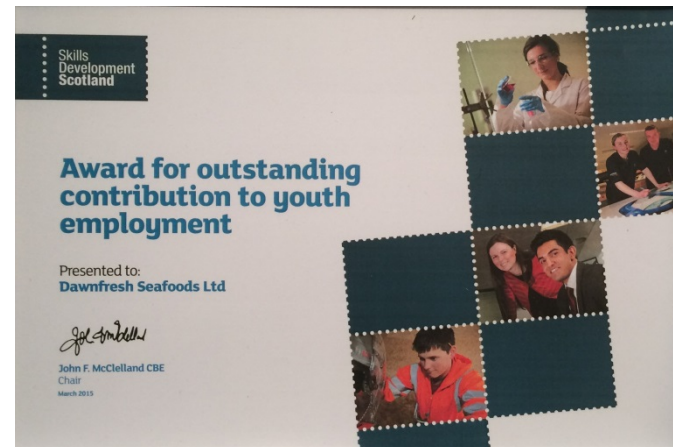
- Customer satisfaction and increase in sales
- Increased job satisfaction, motivation and morale among employees
- Increased productivity efficiencies resulting in financial gain
- Adherence to quality standards
- Increased innovation in strategies and products
- Employees develop skill sets that allow them undertake a greater variety of work
- Improved ability to implement and realise specific objectives outlined in the business plan
- Employee retention and reduction in absenteeism
- Enhanced company reputation – aids recruitment
- Reduced accidents

# Dawnfresh - Impact





# Recognition



# Benefits of training & development

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## Q AND A