

National Grid: Energise Our Business

Leading Leaders

SCENARIO

As a global leader in the utilities industry, National Grid's core business is distributing energy to homes and businesses. With the utilities industry facing major transformation, including digitalization and new technologies disrupting industry norms, and climate change inducing companies to decarbonize energy networks, the company's executive leadership team needed fresh skills in embracing and enabling change, while tapping their global network. However, with a busy and geographically dispersed executive team, traditional training approaches wouldn't work.

SOLUTION

Entelechy, in partnership with National Grid, created *Energise Our Business*, a social learning experience with Entelechy's *Leading Leaders* program at its core. The resulting program instills critical leadership topics and skills in the organization's most senior leaders, effectively creating a cohesive leadership culture across the business. Highlights of the program include:

- A unique blend of **virtual, instructor-led, and self-paced social learning** on the NovoEd platform.
- **115+ senior leaders** completed the program.
- 45 minutes of **company-specific leadership competency content** per week across **26 weeks**.
- Development of **Bright Ideas** to put strategic thinking into practice, truly transforming the business.
- Regular **peer discussions** within cohorts of **global senior leaders** for **transnational collaboration**.

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. We have set a goal to exceed the expectations of our customers, shareholders and the communities with whom we work. 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

140+ Bright Ideas generated

Creative solutions to real business challenges

Extremely high social engagement rates

Discussions, posts, photos, and videos

Increase in leadership skill mastery

Strategic thinking, emotional intelligence, setting a vision, and more

Measurable business impact

Increased innovation, agility, and collaboration

Industry awards



Best Use of Social/Collaborative Learning (Brandon Hall)



Best Use of Blended Learning (Brandon Hall)



Excellence in Blended Learning (Chief Learning Officer)