

JUST EAT

How Just Eat Revamped New Manager Training with an Emphasis on Learning

The L&D team at Just Eat had a growing influx of millennial managers asking for training. To meet the needs of this younger group of future leaders, the company decided to revamp their new manager training. This included new company-wide management protocols like regular 1:1 meetings with direct reports. New managers were eager to learn the soft skills to gracefully step into management roles. The L&D team opted for a blended model, assigning content like **New Manager Foundations** and **Setting Team and Employee Goals** to support managers before and after in-person training sessions. The best part? After seeing the value in online learning themselves, these new managers asked that the online learning content be available for their teams.



“You have to tie it into what’s going on in the business, so rather than be a standalone tool, it becomes part of your broader talent management strategy.”

Tania Formosa

Head of Employee Experience, Culture and Projects, Just Eat

Did You Know?

70%

According to Gallup, managers account for at least 70 percent of employee engagement scores.

—LinkedIn