



Michael Thirlaway

General Manager at Northampton

Our development investments really deliver, personally and professionally

I joined Greencore having spent years working in the food to go industry supplying food service clients, I'd heard a lot about Greencore as a competitor and took the opportunity to move into a bigger business with more opportunity for growth.

I started out in our technical team and having expressed an interest in broader leadership and management, was selected to take part in our programme of development centres. These programmes, help you to understand your strengths, development areas and you receive targeted and meaningful feedback, mentorship, and support to build a development plan to help you reach your career goals. The process was very engaging and the usual feelings of imposter syndrome through change were lessened by the exposure and opportunity to grow, learn, and develop in a structured and supported way. The surrounding leadership team wanted me to do well, and this was evident in the time and investment around me.

For me this involved taking up the invite to embark on a management degree, sponsored by Greencore. In tandem, I started to get more experience in the day to day by moving out of my specialist area and into a broad leadership role. The development, and exposure really made a difference, and before long I was leading a site.

Once I moved into the General Manager role, my development continued, and I now lead a more complex site. I was supported to a different site, whilst staying in my chosen home, and they support me to balance the time and travel commitments.

My learning hasn't stopped there, I'm now part of developing the programme for our next generation of talent! It is so rewarding to be an alumni, able to share my experience, wisdom, and advice to those now taking a similar path. I really believe in this programme, its unique, and is delivering great results. I've also taken part in mentoring, reverse mentoring, and I'm a coach, all opportunities I have been offered to help me be an even better leader. I'm personally not done yet, I'm soon to be embarking on a level 7 qualification.

As you consider a career with us, my advice is to take the opportunity, we have award winning training programmes and multiple opportunities to grow and develop your career. Greencore is a real platform for self-led learning, and they have proven to match my growth and development aspirations as evident in my fast-tracked career development.

