



TR Launches Future Leadership Teams Programme in Hungary, Empowering Next-Generation Leaders

By TR Fastenings



The future looks bright as TR launches its Future Leadership Team (FLT) Programme in Hungary. In November 2024, 16 employees from 10 countries, all at a managerial level, came together to build relationships, share experiences, engage in peer-to-peer learning, and gain insight into a brand-new leadership course.

The concept for the FLT Programme was developed at board level, aiming to identify and nurture the next generation of leaders within the TR business. CEO Iain Percival commented, "This inaugural programme marks an exciting milestone in TR's history and will be key to ensuring our success in the years ahead."

The participants were selected by the Executive Leadership Team (ELT), who nominated individuals from the 4 regions. European MD and programme sponsor, Andy Nuttall ensured a diverse and global group, representing 8 different functions across the business. "The selection process wasn't easy, given the wealth of talent we have within the company. I wanted to ensure a diverse team, and the success of this first launch has been so positive that we want to make it an annual event," said Andy.

During the 2-day launch, participants had the opportunity to network with each other and engage with board members and the ELT. Non-executive board member Laura Whyte was a guest speaker at the event and shared her insights on the importance of authentic leadership, reflecting on her own early leadership experiences. She emphasised the value of being genuine, telling the group, "It's better to be a full-fat version of yourself than a Diet Coke version of someone else."

The group also heard from our newly appointed Chief People and Transformation Officer, Clare Taylor, who spoke about her own journey into leadership. Her personal and reflective stories deeply resonated with the participants. She talked about the importance of being a respected leader and how to tackle difficult issues.

In addition to these powerful discussions, the group learned more about the projects they will undertake as part of the programme. One group will focus on a Digitalisation project, led by Chief IT Officer Grainne Lawlor, aimed at achieving cost savings through the transition from paper-based processes to digital solutions. The second group will work on improving the Customer Journey, supported by Company Secretary Christopher Morgan. These impactful projects will not only benefit the business but also enrich the participants' learning experiences.

In addition to their project work, the team will undergo leadership training with award-winning UK provider MTD Training. The programme includes six modules: strategic thinking, leadership development, team collaboration, and leading change.

Our first cohort on the FLT team includes: Adel Karasz Global Quality, Hungary; Ariana Common Sales, UK; Arnold Magyar Warehouse, Hungary; Catherine Hall Finance, EU; Dan Reardon Branded Products, UK; Doug Lee Finance, UK; Ilaria Balzano Research Development, Italy; Jose Linde Purchasing, Spain; Luigi Rosetti Engineering, Italy; Matthew Sng Sales, Singapore; Nathan Parmar Operations, UK; Nirari Yousif Global Sales, Sweden; Patrik Ringdahl Engineering, Sweden; Pierre Reimering Sales, Germany; Raymond Lyuu Quality, US; Timea Erdi-Krausz Purchasing, Holland.

