

4 Reasons why companies should invest in their employees' professional development

1. Strengthening individual employees' skills will strengthen their commitment

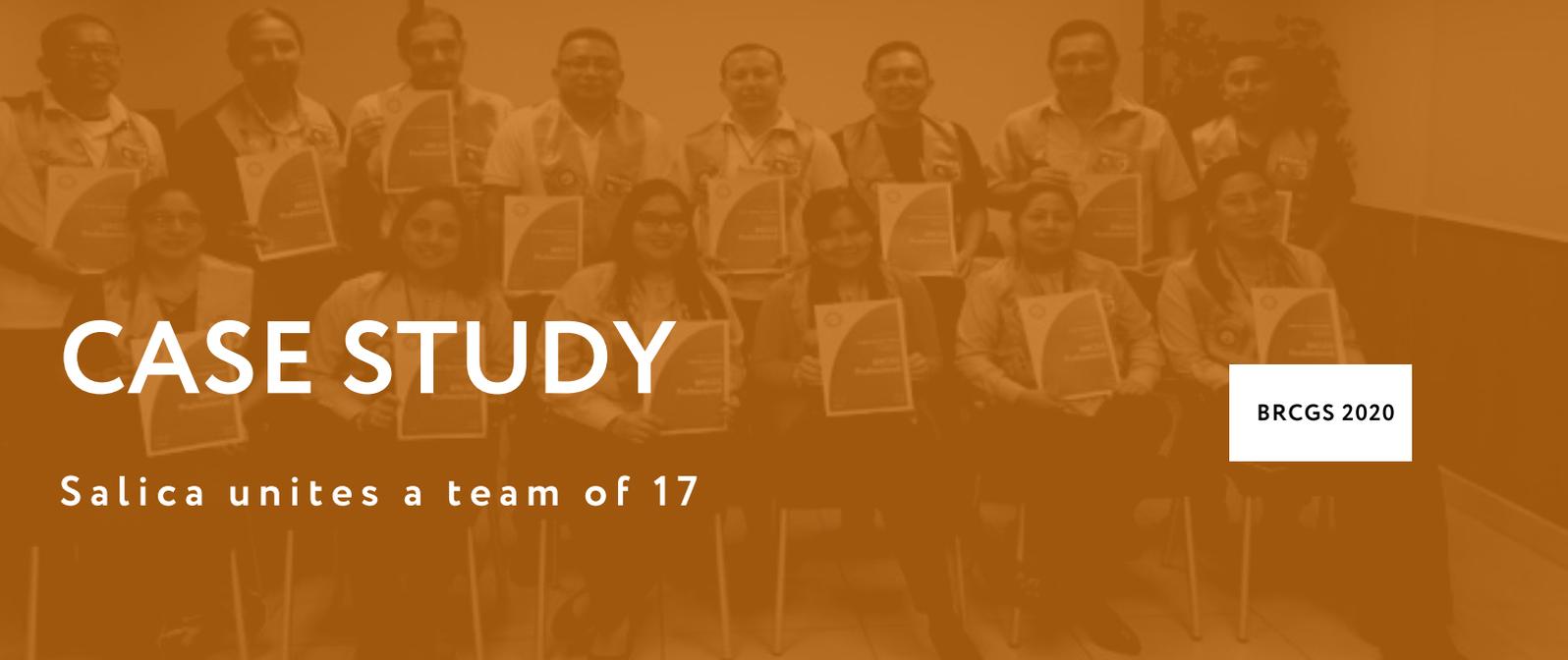
2. It is high value and cost-efficient

3. Investing in professional development can make you an industry leader

4. Build team connections and develop culture

Building strong teams that are focussed on collaboration is crucial for any business to succeed. A team that takes accountability for their actions and how they work with other will have a shared purpose and will continuously look for ways to improve and add value to the business. Bringing teams together will strengthen bonds and foster a culture of team work whilst improving the quality of discussion – allowing them to operate at the highest possible standard.

Read below for Salica's experience with the BRCGS Professional Program.



CASE STUDY

BRCGS 2020

Salica unites a team of 17

About Salica

Salica is a company that processes all things Tuna in Ecuador. Canned tuna, tuna in pouches, pre-cooked and raw frozen loins- these specialists are apart of the Spanish group Albacora and offer products across the globe. Salica discovered the BRCGS Professional program through its QFS management provider. They received continuous updates on the standard through their QFS provider and had “... proposed to us a program that would prepare integrally the key people of each department” (Juan Parra, Operations Manager, Salica). Salica felt the program would be a good fit for them and now have 17 BRCGS Professionals in their organization.

PROFESSIONAL DEVELOPMENT GOES BEYOND AN INDIVIDUAL EMPLOYEE AND ALL COMPANIES SHOULD CONSIDER INVESTING IN THEIR STAFF TO INVEST IN THEIR OVERALL OPERATIONS. SALICA TOOK ADVANTAGE OF THIS SCHOOL OF THOUGHT BY HAVING 17 EMPLOYEES TAKE PART IN THE BRCGS PROFESSIONAL PROGRAM AND THIS UNIQUE CASE GOT GREAT RESULTS

Why Salica chose the BRCGS Professional Program

The BRCGS Professional Program in Salica’s eyes was a program that “provided a comprehensive preparation in knowledge with full application of the Standard” (Parra).

The professional program offers subject-specific courses that train individuals on the core skills needed for any product safety company, while maintaining the GFSI-recognized certification scheme.

Helping companies like Salica stay up to date and get information directly from the source, the source being their employees as they become BRCGS experts through the program.

“Our final objective was basically to have a team that is always pushing in the same direction and speaks the same language, as sometimes the interpretation of the Standard can be [misunderstood]” (Parra).



What the team thought of the program

Immersing the team in an educational environment, was initially challenging, as “we had to take exams and many of us had already been out of University for a few years and we found the pace of learning pretty intense”(Parra), but it was a challenge the team was excited to take on. When asked about the content, the words “enriching” and “refreshing” came into the conversation.

The information is informative and conclusive. Any doubts Salica had of various interpretations of the standards were clarified in an enjoyable process.

The benefit of sending a group of employees at the same time

Salica’s biggest goal with the BRCGS Professional Program was to have the necessary knowledge of product safety management as a BRCGS site but to also build their team’s connection. “[The decision to send 17 team members] was a very wise decision by management. The criteria were unified, and I think that teamwork was greatly strengthened, when you speak the same language you can sit down and improve the quality of the discussion.”

Salica accomplished its goal of growing together and became fluent in industry standards. Another benefit came down to logistics. The ability to book the course on your schedule, be in one place with a single exhibitor and be able to ask questions specific to your site are all things to consider when evaluating a training course.

The quality of the instructor

The instructor of Salica's course was Andrés Cabrera Quimiz, a BRCGS registered ATP (Approved Training Partner).

With a mix of theoretical and practical knowledge, Salica's team was impressed with the overall delivery of the course. "Andrés was able to transmit his experience, a mixture of experience and academic knowledge to the collaborators in a very didactic way, we learned very fast and he had a lot of patience with many of us [asking] questions, but thanks to this I am certain that 100% of our doubts were clarified" (Parra).



Why it is valuable for a company like Salica to invest in professional development

You can get more commitment from employees if you invest in them. Salica believes that this commitment will translate into better results from the staff and at the end of the day, it is beneficial to both parties.

Salica's recommendation

Anyone who is committed to their clients should take this course.

“if a company is really committed to making an implementation or improvement to the application of the Standard in their facilities, I would totally recommend it.

I would recommend that they always do it in groups, that they try to cover some departments at least the most important ones, although I would recommend them to include all the departments because we are all involved in the successful application of the standard.” (Parra).



Follow Salica's lead

BRCGS Professional is a great example of an all-encompassing course that can help build up your team.

Take a closer look at the BRCGS Professional Program and enroll today.

Visit www.brcgs.com/training to learn more about

BRCGS Professional

