

Transforming HR to Build an Elite Workforce

Company: Coca-Cola Bottling Company United
Industry: Food and Beverage
Revenue: Approx. \$3 Billion
Employees: 10,000+



Mission-critical priority

As Coca-Cola Bottling Company grew 3.5 times through acquisitions, VP of HR Gianetta Jones needed to realign the HR function, build a strong talent acquisition and development strategy and strengthen D&I efforts to improve employee experience and productivity.



How Gartner helped

The client used:

- **Gartner data and insights** to assess a range of HR sub functions and build a business case to transform them
- **Gartner benchmarks** to present the business case to the C-suite and sell them on a brand new talent strategy
- **Gartner key metrics** to inform the transformation of the learning and development team



Outcome

With support from Gartner for HR, the client:

- **Saved time** in creating a business case for a completely new structure and strategy for talent acquisition
- **Elevated the profile of the HR function** by visiting various business locations on an “HR roadshow” to showcase HR strategic business alignment

“Gartner really helped me with our business case to our CEO and our VPs about our new structure for talent. It’s one-stop shopping for HR.” - Gianetta Jones, VP of HR, Coca-Cola Bottling Company United