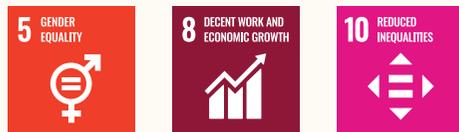


## WORK – EMPLOYEE DEVELOPMENT

## Case: Developing talent



Lilia Iurchyshyn is our newest LEAN specialist as she passed the LEAN practitioner education in June 2019. Lilia started working with us in 2014 as a translator in the construction department and has since then advanced rapidly. We asked Lilia about her time in Goodvalley and how she sees the potential for development:

# 82%

Feel that they have the opportunity to learn and develop their skills at work\*

\* Extract from the 2019 Goodvalley Employee Satisfaction Survey

## From translator to LEAN Specialist

I started working as a translator in the construction department, quickly realising that there was room for me to try out other paths within Goodvalley. The international aspect of the organisation appealed to me and I saw huge possibilities to educate myself even more. During a couple of years I attended several internal courses, among these the GMC course (Goodvalley Management Course) where you learn everything about the history and values of the company as well as getting an understanding of how you can create an organisation based on a management style that actually motivates and encourages employees.

From then on, I started working as an assistant in the HR department and eventually I was promoted to HR manager. HR and organisational development is a big priority in Goodvalley making sure that people are heard and seen – this is how talents and motivated employees are being spotted and guided

in the right direction. I expressed a wish to work even more with LEAN which has become a valuable tool in the organisation. So, in February 2019 I began on the LEAN practitioner course and in June I passed the final exam with the project “Increasing the sale of 1st category slaughter pigs in Goodvalley pig production”. Since the summer I have been working as a LEAN specialist improving processes across our organisation by applying LEAN tools.

My story in Goodvalley is far from unique. Many of my colleagues can tell similar stories about how they have advanced within the organisation and received both encouragement and support all the way. Here we are equal and always provided equal opportunities.



## WORK – EMPLOYEE DEVELOPMENT

## Case: Spotting talents



In Ukraine, our company Development Director Luba Bogachevska was announced member of the Executive Board of Goodvalley Ukraine in the spring of 2019. Luba has worked her way up in Goodvalley being employed in 2007 as a translator and assistant to the Executive Board.

Having a degree in philology, international economics and project management from the university, Luba was eager to put her knowledge to work and help develop Goodvalley Ukraine based on her background and education. She later advanced to Administrative Manager, then Head of External Relations and now she has stepped into the top management of the company:

## Female future – Luba Bogachevska

*“I am proud when I look at how my career has developed within Goodvalley because of the possibilities I have been given. Ukraine is a country in transition and there are huge possibilities for companies if they realise the talents they can raise from within, allowing also women to drive the development of the company. Women in management are not that common in Ukraine and also not in the industry we work in. However, things are developing and improving, and I hope that I can inspire other young women to get an education and show companies how valuable it is to have a balanced gender representation in an organisation.*

*In Goodvalley, we will without a doubt continue to spot, educate and promote talent based on their competencies– not gender. Doing so is in my opinion the road to success”*



# 78%

Would recommend a job in  
Goodvalley to someone  
they know\*

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