

ROLE PROFILE

Job Title	Commercial Trainer
Business Unit	WG&S Korea
Function/Region	Commercial / Sales
Location	Korea
Leader	Commercial Strategy Manager (with dotted line to HR Manager)
People Leadership	N/A
Job Level	4A
Role Purpose <p>This role will create a holistic capability development plan across all functions in WG&S Korea, in line with William Grant Way global framework, as well as based on the local organisational capability requirements. The role will be responsible to lead the execution and deployment of the capability plan in partnership with Commercial Strategy Manager and HR Manager. This role will cover all functional and personal capabilities, with a particular focus on commercial sales, marketing, compliance, and leadership. This will require a close partnership with the global teams to roll out globally created training content in Korea.</p>	
Accountabilities <ul style="list-style-type: none"> Lead the development and roll out of the sales capability training and accreditation in partnership with Commercial Strategy Manager and in line with Global Sales College, with the objective to build a best-in-class sales team to deliver a sustainable competitive advantage. Design, and develop useful sales content, tools, and playbooks that show sales reps how to transform their approach. Develop, monitor, and track the accreditation progress of individual sales representative. Prepare regular performance feedback and report on the sales teams' progress in achieving the right level of capability. In partnership with local HR and Functional Heads, establish the L&D priorities for Korea, based on identified local capability needs and the existing global L&D curriculum. Develop, localise, and deploy world class global functional excellence programmes and training curriculums in line with global and local L&D objectives, including on boarding and refresher training. Work with Marketing function to roll out the global marketing capability programme (Dram by Dram) locally. Identify training needs and coordinate with the right external facilitators and partners to deliver solutions for leadership and compliance training to increase the level of leadership skills in the market and ensure we achieve a compliance driven mind-set and culture in Korea. Facilitate not only group training but also one-to-one coaching, to drive individual development plans and create a continuous learning culture based on the 70-20-10 blended learning approach. Ensure that our local talent is developed, coached, and properly equipped to excel in the organisation through coaching, development, and training. Where feasible, lead the delivery and support the facilitation of local training involving, face to face, virtual, conferences, workshops, and day to day learning support. Build internal "train the trainer" capability to ensure long-term sustainability and success of our capability agenda. Meet regularly with stakeholders including leadership team to deliver insights on development gaps and opportunities, provide continuous feedback, reporting and ongoing communication to drive completion of actions. 	

Values



BE PROUD

We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE

We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE

We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL

We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL

We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM

We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Writing and Reporting

- Writes clearly, succinctly, and correctly
- Writes convincingly in an engaging and expressive manner
- Avoids the unnecessary use of jargon or complicated language
- Writes in a well-structured and logical way
- Structures information to meet the needs and understanding of the intended audience

Achieving Personal Work Goals and Objectives

- Accepts and tackles demanding goals with enthusiasm
- Works hard and puts in longer hours when it is necessary
- Identifies development strategies needed to achieve career goals and makes use of developmental or training opportunities
- Seeks progression to roles of increased responsibility and influence

Learning and Researching

- Rapidly learns new tasks and quickly commits information to memory
- Gathers comprehensive information to support decision making
- Demonstrates a rapid understanding of newly presented information
- Encourages an organisational learning approach (i.e., learns from successes and failures and seeks staff and customer feedback)
- Manages knowledge (collects, classifies, and disseminates knowledge of use to the organisation)

Planning and Organising

- Sets clearly defined objectives
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Manages time effectively
- Identifies and organises resources needed to accomplish tasks
- Monitors performance against deadlines and milestones

Delivering Results and Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical, and orderly way
- Consistently achieves project goals

Following Instructions and Procedures

- Appropriately follows instructions from others without unnecessarily challenging authority
- Follows procedures and policies
- Keeps to schedules
- Arrives punctually for work and meetings
- Demonstrates commitment to the organisation
- Complies with legal obligations and safety requirements of the role

Skills and Qualifications:

- A commercially focused L&D professional with a proven track record of successfully developing and implementing leading edge learning solutions such as sales & marketing capability building programs and general leadership programs.
- Robust training and coaching skills/qualifications and strong knowledge of training practices, principles and methods to elevate and develop individuals and teams.
- Excellent verbal and written communication and presentation/facilitation skills.
- Strong command of verbal and written English.
- Advanced computer literacy (Excel, Word, PowerPoint) with extensive experience with PowerPoint.
- Self-starter mentality with a highly pro-active attitude and ability manage own workload and priorities.
- Project Management skills
- Change Management skills and experience in leading large transformation programmes in a global organisation

Created by:	Brandon Back
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HRBP:	
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