



How Performance Food Group (PFG) Developed Emerging Leaders with Unboxed

Performance Food Group (PFG), a food distribution company with a dispersed and largely deskless workforce, needed to transform how it developed new and emerging leaders. In partnership with Unboxed, PFG implemented the Emerging Leaders program, establishing a structured approach to leadership development and continuous growth.

Key results



Structured leadership development program



Continuous development cycle established



Scalable training approach for deskless workforce

Snapshot



Company

Performance Food Group (PFG)

Industry

Food distribution

Use cases

Leadership development



The problem

PFG needed to change how they trained new and emerging leaders across the organization. They needed a leadership training program suited to a largely deskless workforce.

Main challenges included:

- ✗ Dispersed, largely deskless workforce with logistical constraints
- ✗ Need to prioritize internal development to support retention
- ✗ Lack of clear pathways to promotion

The results



Structured leadership development approach implemented across the organization



Continuous development cycle supporting ongoing participant growth



Program designed for accessibility across a deskless workforce

The solution

PFG engaged Unboxed in a consulting engagement to develop the Emerging Leaders program. A design thinking workshop and targeted discovery, including interviews with existing leadership trainees, informed the program design.

What Unboxed delivered:

- ✓ Mix of self-paced and in-person training focused on four key leadership competencies
- ✓ 90-day leader boot camp as the program foundation, followed by an annual cycle of continuous development
- ✓ Full curriculum of live workshops, follow-up sessions, and coaching with emphasis on in-person delivery
- ✓ Training programs suited to a deskless, frontline workforce with limited computer access



Key insight

Combining structured development with continuous learning enables scalable leadership growth and makes training accessible to a dispersed, deskless workforce with limited computer access.

