



México, Diciembre 2020

**Grupo Los Cerritos** is an agricultural leader company, 100% Mexican, focused on the production and packaging of berries and avocados for national and international markets with more than 19 years of experience.

As a fundamental axis of our **Strategic Plan**, we developed together with **London Consulting Group** an **Organizational Development** project through a company-wide **Competency Model** with the following objectives:

- Implement an **integral development model** which improves the **life balance** of our collaborators.
- Increase the **engagement** of our collaborators.
- Improve the **employee experience** by ensuring a culture of **customer service** by the Human Resources Department.
- Increase the **efficiency administrative model** of the HR department by simplifying processes and enabling it with **new technologies**.
- Develop our collaborators in a new **Agile Talent Management Culture** that allows and empowers the team to design strategies adaptable to the new market conditions.

The use and mastery of **agile methodologies** by **London Consulting Group** was a **key factor in the success of the project** in the design and implementation of the following elements:

- **Organizational Structure Design** based on the Business Strategy and based on the Talent Development Model
- Design and implementation of the **architecture of competencies**, highlighting the personalization of **28 competencies** in the first and second line in more than 45 positions in the organization.
- Design and implementation of a **talent acquisition model** by competencies.
- Design of the **onboarding model** from recruitment to job induction.
- Design and implementation of an **Individual Development Plan (IDP)** through an app which facilitates the accompaniment and development of people.
- Design and implementation of the **learning platform (LMS)** where all the organizational knowledge is concentrated.
- Implementation of **Agile Methodologies** such as **Design Thinking and Iterations Workshops through Scrum** with the systems and human resources area to achieve a **Talent Management Culture through digital tools**.

The project included the development of the 65 leaders of the organization through the **London Balance** program which facilitates the implementation of the **Individual Development Plan (IDP)** through the following modules:

- Introduction to Coaching.
- London Fullness.
- London Leader.
- London Flow.
- London Wellness.
- London Network.

For this reason, I would like to recommend **London Consulting Group** again in our second project: **their methodology was a key success factor**, their way of managing change, their method of implementing shoulder to shoulder, and the level of commitment of the whole organization really changed the working culture of the staff.

Sincerely

Saul Medina Villanueva  
**President and Board Member**  
Grupo Los Cerritos

Sincerely

Gilberto Benítez  
**Chief Executive Officer**  
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