

REYESUP!

WOMEN'S LEADERSHIP
DEVELOPMENT PROGRAM

END OF
PROGRAM
report

CENTER FOR
WOMEN IN LEADERSHIP



MESSAGE

FROM THE *founders*

We are pleased to share the outcomes and impact of the ReyesUP! Women's Leadership Development Program, a customized learning experience co-designed by Reyes Coca-Cola Bottling and the Center for Women in Leadership at the Pepperdine Graziadio Business School. Two cohorts combining for a total of 72 women supervisors and managers completed the program in 2020 and 2021.

This six-month program is designed to advance learning through six modules. Participants met bi-weekly for six months to learn from expert faculty and alumni of Pepperdine University. As a result of ReyesUP!, participants reported that they are equipped to do the following:

- + Lead with confidence by leveraging their strengths
- + Deliver feedback with poise
- + Engage in crucial conversations to better understand unconscious bias
- + Integrate insights from senior leaders to expand their network
- + Utilize data to tell a story of strategic importance

Cohort 1 alums used the insights they gained from ReyesUP! by serving as mentors to Cohort 2 participants who experienced a high rate of satisfaction from the mentoring relationship.

Graduates of ReyesUP! are better equipped to lead effectively and add value to the Reyes' Family of Businesses. Many participants took on greater levels of responsibility during and after the program. Participants stated that as a result of ReyesUP!, their confidence increased significantly and they are better equipped to advance their careers to higher levels of leadership.

After concluding this program, we believe participants are well prepared to effectively lead with the skills and knowledge gained, serving as role models and exemplars to aspiring leaders in the Reyes' Family of Businesses.

We are grateful to all who participated and contributed to the success of ReyesUP!



MARIA LANE

Reyes Coca-Cola Bottling
+ Chief Human Resources Officer



BERNICE LEDBETTER

Pepperdine Graziadio Business School
+ Dean of Students
+ Practitioner Lecturer of Organizational Theory and Management
+ Director, Center for Women in Leadership

FIVE LEADERSHIP *competencies*

IN PARTNERSHIP WITH REYES COCA-COLA BOTTLING, ReyesUP! is a six-month Women's Leadership Development Program that builds on Reyes Coca-Cola's Core Competency Model with an emphasis on five leadership commitments. This six-module program introduces participants to the importance of leading effectively with confidence.

DEVELOPING SELF AND OTHERS

- + Identifies, develops and retains talent
- + Delegates authority as appropriate
- + Identifies and acts to address performance gaps and to reward contributions
- + Maintains a culture of inclusion so everyone can succeed
- + Provides ongoing feedback and coaching
- + Prepares future leaders for success through development

STRATEGIC CHANGE

- + Manages people, processes and resources to meet the strategic priorities
- + Executes on plans to drive business outcomes
- + Seeks to understand the changing needs of the industry
- + Manages finances to ensure limited resources are used wisely

LEADING CHANGE

- + Seeks opportunities for, and delivers, continuous improvement
- + Continuously improves safety and wellness
- + Communicates about changes to ensure buy-in to the change
- + Explains the reasons for change and communicates the change plan following clear plans and processes

COMMUNICATING EFFECTIVELY

- + Keeps people informed about business results and progress
- + Provides clear, consistent, timely, respectful communications
- + Is approachable and visible
- + Demonstrates the organization's values and an environment of openness and inclusion
- + Develops relationships built on trust and open communication
- + Contributes to, and encourages, an open exchange of ideas and opinions

DRIVING RESULTS

- + Acts in accordance with the organization's mission, vision and values
- + Holds self and others accountable and pursues excellence
- + Eliminates barriers to success
- + Sets challenging goals to continuously elevate performance
- + Achieves results while upholding ethics, integrity, compliance and company values
- + Focuses on the critical priorities, including safety and employee wellbeing

LIST OF PARTICIPANTS



ELIZABETH AGUIRRE
HR Manager
CC/FS



CHRISTINE ALIX
HR Manager



NICOLE APODACA
Operations
Manager



LETICIA ARCE
Distribution
Supervisor



APRIL BERRYHILL
Make-Ready
Center Supervisor



DENISE BRANT
Account Executive
SDMU



STEPHANIE BROWER
Senior Corporate
Recruiter



KATHY BROWN
Environmental
Health, Safety, &
Sustainability Manager



CARLA BURCH
Merchandising
Supervisor



ALYSSA CARGILE
HR Manager



SARAH CARON
District Sales
Manager – FSOP



ANNIE CASTNER
Senior Manager,
Sales Enablement



SILVIA CEBALLOS
Management
Systems Facilitator



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Supply Chain
Planner – LAMU



VICTORIA CHRISTIAN
Territory Manager



TIFFANY COLON
Engineering
Project Manager



KELLI COLVER
District Sales
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TANIA CONTRERAS
Senior HR
Manager



**KARLA
DAVISON**
Operations
Excellence Manager



**LIZA
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HR Generalist



**SUZIE
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Business Manager



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Supervisor



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Quality Assurance
Manager



**TINA
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Senior HR
Manager



**SANDRA
GONZALEZ**
Delivery Supervisor



**CHANELLE
GUADAMUZ**
Planning and
Performance
Manager



**BYANKA
HARDIN**
Sales Lead
Drug / Value /
Military Channel



**EDIE
HARRISON**
IT Portfolio
Manager



**GRETCHEN
HERNANDEZ**
Warehouse
Supervisor



**MICHELLE
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Account Executive



**CHRISTINA
HSIEH**
HR Manager



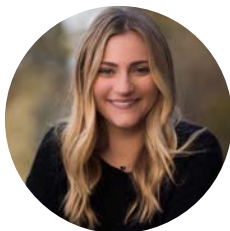
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Warehouse
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**BRENDA
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Business Manager



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HR Generalist



**BRIANA
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Strategic Initiatives
Manager



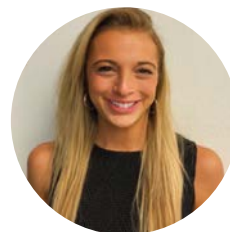
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Manager



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Senior HR
Manager



**LINDSEY
MANSFIELD**
HR Coordinator



**GINA
MARTINEZ**
Business Manager



**KAREN
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Business Manager



**SHANNON
MOLLA**
Area Sales Manager



**NANCY
MORALES**
Quality Assurance
Manager



**BRANDIE
MUSICANT**
Distribution
Supervisor



**LETITIA
NAVARRO**
Warehouse /
Inventory Manager



**JENNIE
NGUYEN**
Senior Logistics
Analyst – NCMU



**CONNIE
NICKELBERRY**
District Sales
Manager – FSOP



**PAOLA
PEREZ**
Quality Assurance
Manager



**KRYSTIN
PORCH**
Operational
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**CHARITO
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Supervisor



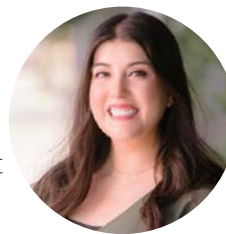
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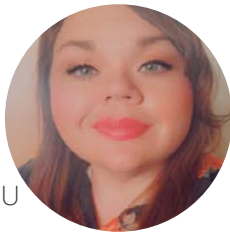


**PATRICIA
SOTO**
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**SUSIE
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**AMBER
TILTON**

Merchandising
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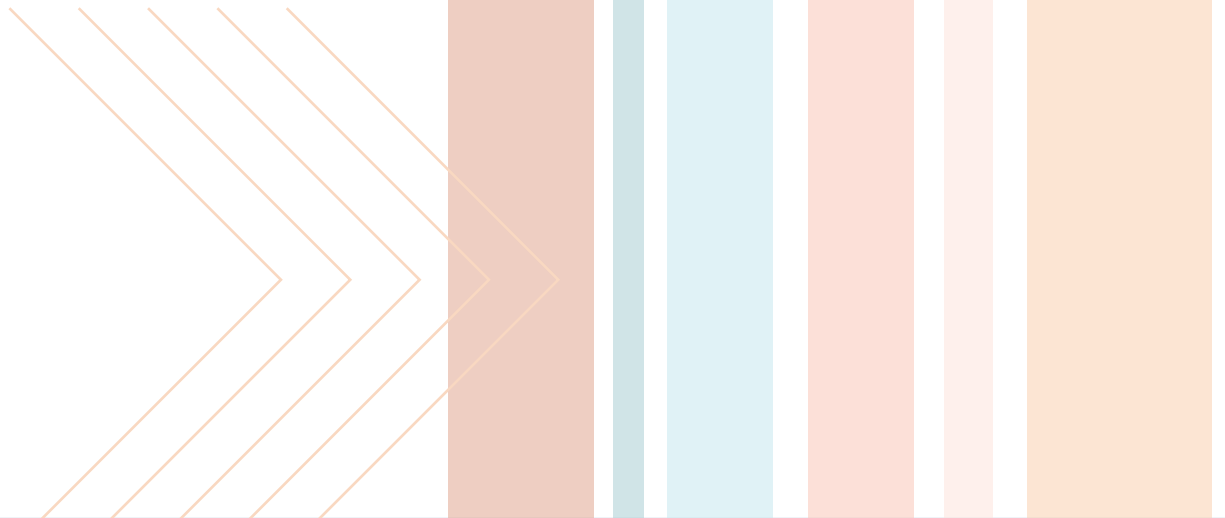
**CINDY
YASUDA**

HR Manager

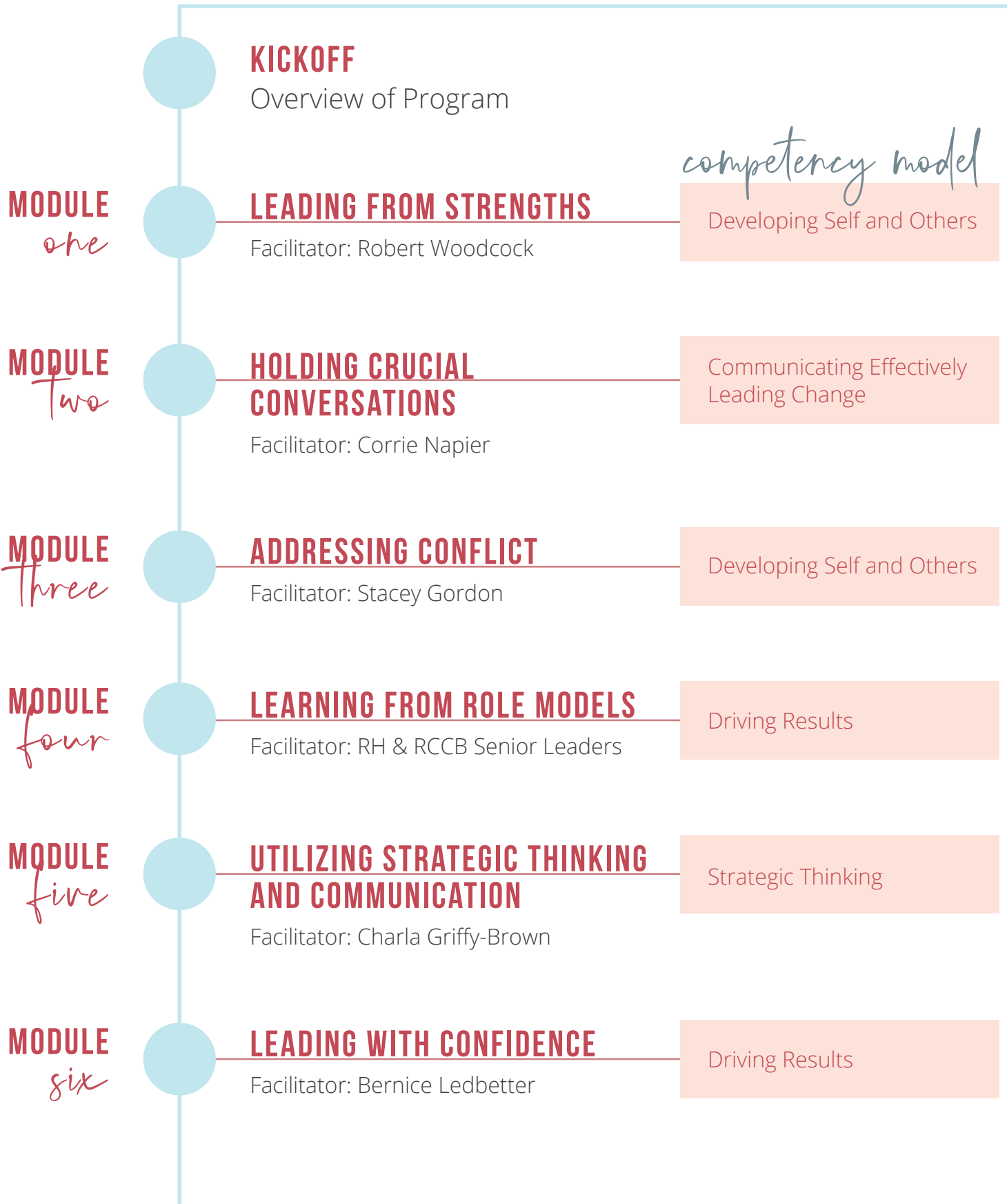


**XOCHITL
ZUNIGA**

HR Manager



ABOUT THE PROGRAM



RESULTS

& outcomes

“REYESUP! HAS GIVEN ME MORE CONFIDENCE IN MY ROLE AND MY SKILL. Things I may have been hesitant about saying or doing are coming more easily and it's pushing me to think out of the box when it comes to my current position and possible future positions.”

LEADING FROM STRENGTHS

As a result of participating in ReyesUP!, I know more about my strengths and how to utilize my talents to leave and manage more effectively.

■ 100% STRONGLY AGREE

LEADERSHIP AND MANAGEMENT

As a result of participating in ReyesUP!, I believe my competence as a leader has improved.

■ 60% A GREAT DEAL ■ 30% A LOT ■ 10% MODERATE

DEALING WITH CONFLICT

As a result of participating in ReyesUP!, I am better equipped to address unconscious bias in the workplace.

■ 45% MUCH BETTER ■ 45% SOMEWHAT BETTER ■ 10% SAME

LEARNING FROM ROLE MODELS

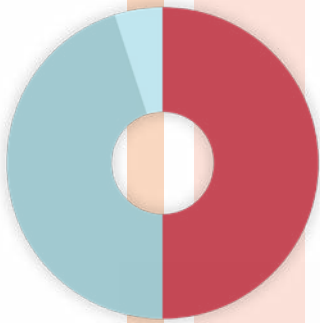
As a result of participating in ReyesUP!, my ability to articulate my accomplishments and career direction has improved.

■ 35% EXTREMELY WELL
■ 60% VERY WELL ■ 5% SLIGHTLY WELL

CRUCIAL CONVERSATIONS

As a result of participating in ReyesUP!, I believe my ability to manage conflict and/or feedback has improved.

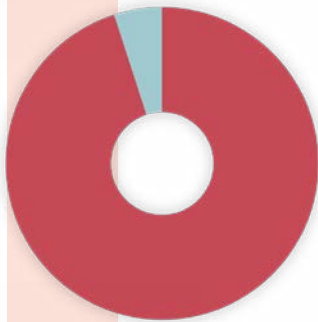
■ 35% A GREAT DEAL ■ 45% A LOT ■ 20% MODERATE



UTILIZING STRATEGIC THINKING AND COMMUNICATION

As a result of participating in ReyesUP I have a better understanding of using data to tell a story.

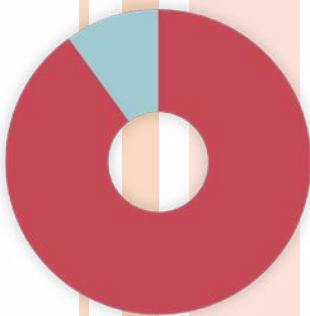
50% MUCH BETTER **43% SOMEWHAT BETTER** **7% SAME**



OVERALL

As a result of participating in ReyesUP!, my self-confidence has increased.

95% A GREAT DEAL **5% MODERATE**



OVERALL

I believe I am better equipped to advance my career to higher levels of leadership.

90% WELL **10% MODERATE**

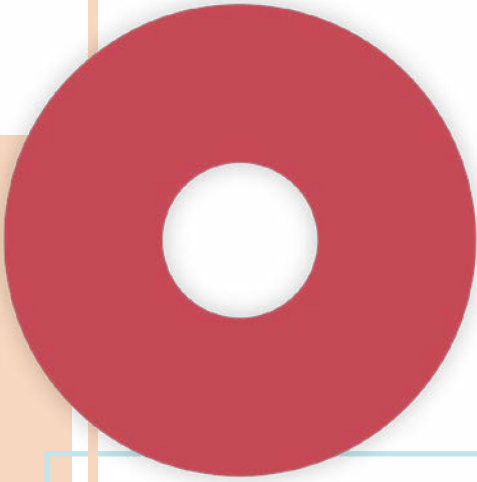
OVERALL

As a result of participating in ReyesUP!, I feel more empowered to use my voice in the following ways:

85% SPEAK UP MORE in meetings	60% COACH THOSE who report to me	50% PROMOTE AN inclusive culture
75% ASK FOR WHAT I want or need	55% OFFER FEEDBACK to my supervisor	45% ADVOCATE for others
60% ADVOCATE for myself	55% ENGAGE IN CRUCIAL conversations	35% REQUEST A RAISE or promotion

+ **HAVE YOU BEEN PROMOTED** or invited to take on additional responsibilities?

53% YES



100% WOULD *recommend*

- + I would recommend this program to any woman who is looking to develop her career and gain the tools and exposure needed to move forward. It is hard to carve out time for self development and it is something that often gets put on the back burner yet is so important.
INVEST THE TIME IN YOURSELF AND TAKE ADVANTAGE OF THE INVESTMENT our company is making in ReyesUP! and female leadership development.
- + Every session made me feel **MORE EMPOWERED** and part of a support system of strong female leaders.
- + ReyesUP! has truly helped me grow, personally and professionally. Not only do I feel like I know myself better, but I understand and accept myself. This program has significantly increased my confidence knowing that **WE ARE ALL UNIQUE AND BRING SOMETHING DIFFERENT TO THE TABLE**. I have learned to leverage my strengths and feel so more comfortable in my own skin.
- + I have been able to **MAKE MY VOICE HEARD** amongst peers in a way I didn't feel comfortable doing so before.
- + I feel like I now have a superpower that I didn't have before.
I KNOW I AM CAPABLE OF ANYTHING I PUT MY MIND TO. My confidence is many levels higher than it was before. I wish this for every up and coming female leader. I will be singing ReyesUP! praises for years and years to come!

