

# Understanding the Expectation Gap:

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**Gearing our Leaders to lead through  
Ambiguity**

Lynne Rutherford

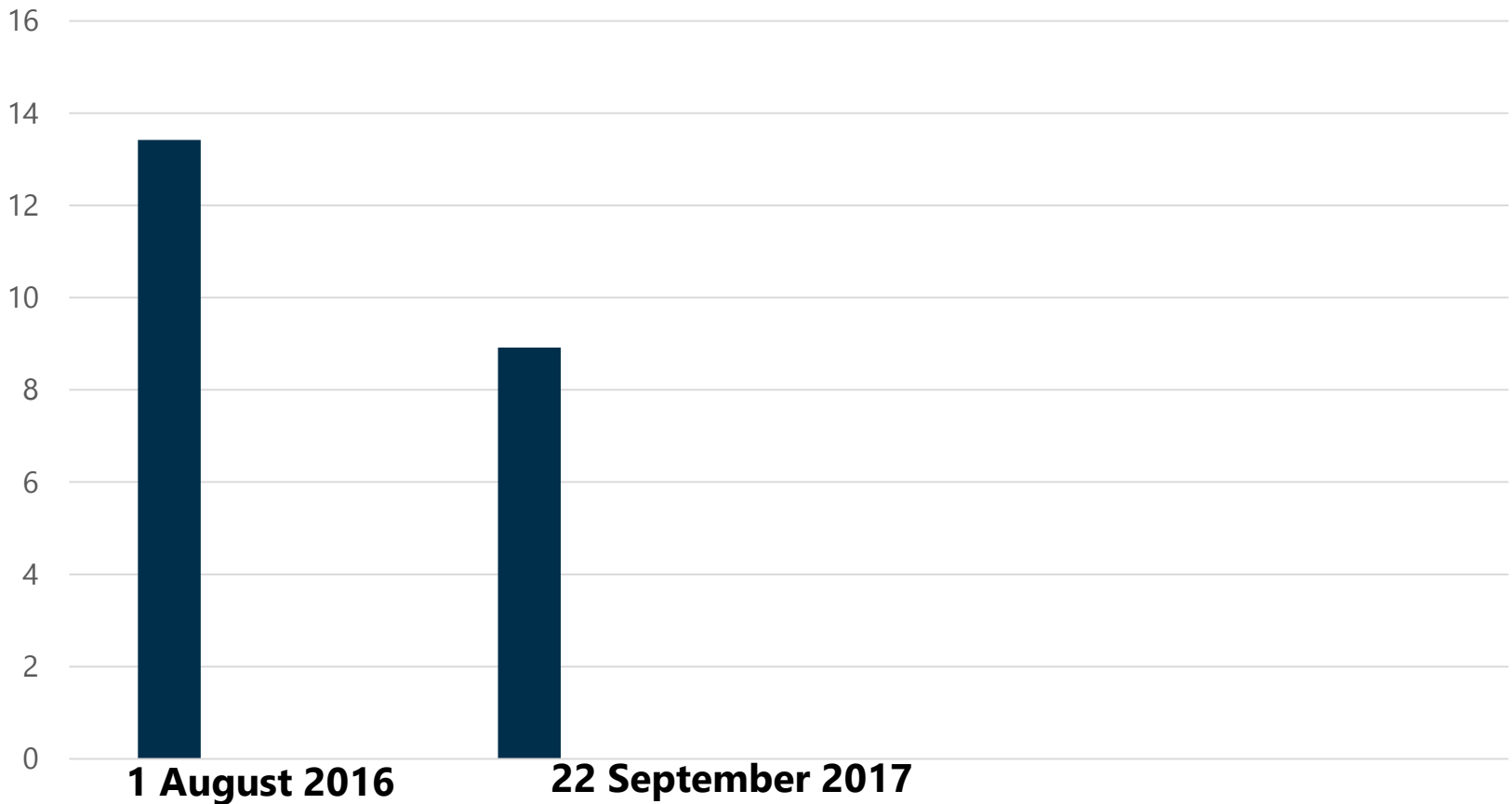
**What do Shakespeare, a  
Philosopher, a Yogi and a Horse  
Whisperer have in common?**



**“Expect the Unexpected”**  
*Gerard Baker, Editor –in-Chief WSJ*

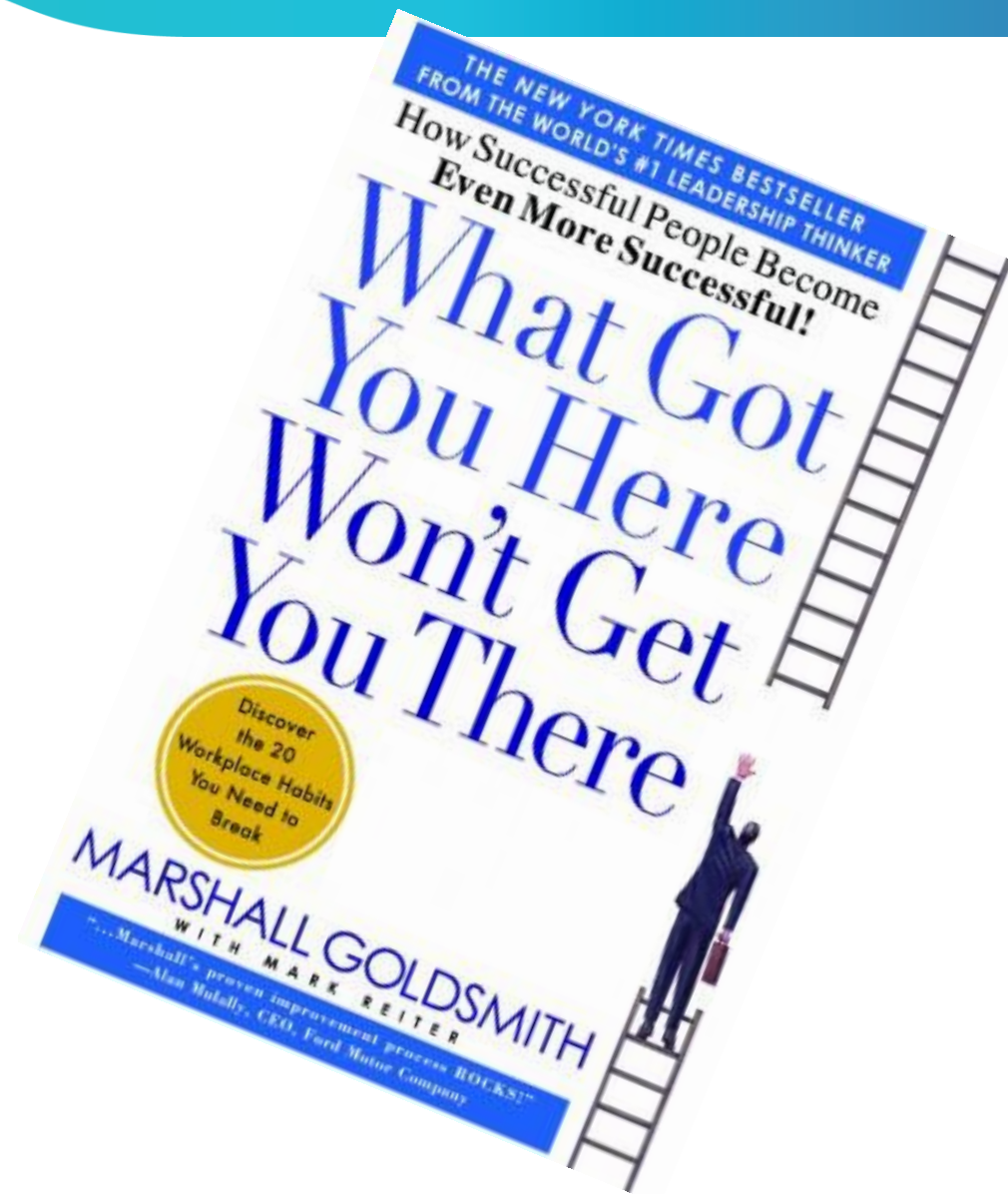
# Brambles Share Price

ASX



# The VUCA world of Brambles





# The Brambles Fast Track Programme

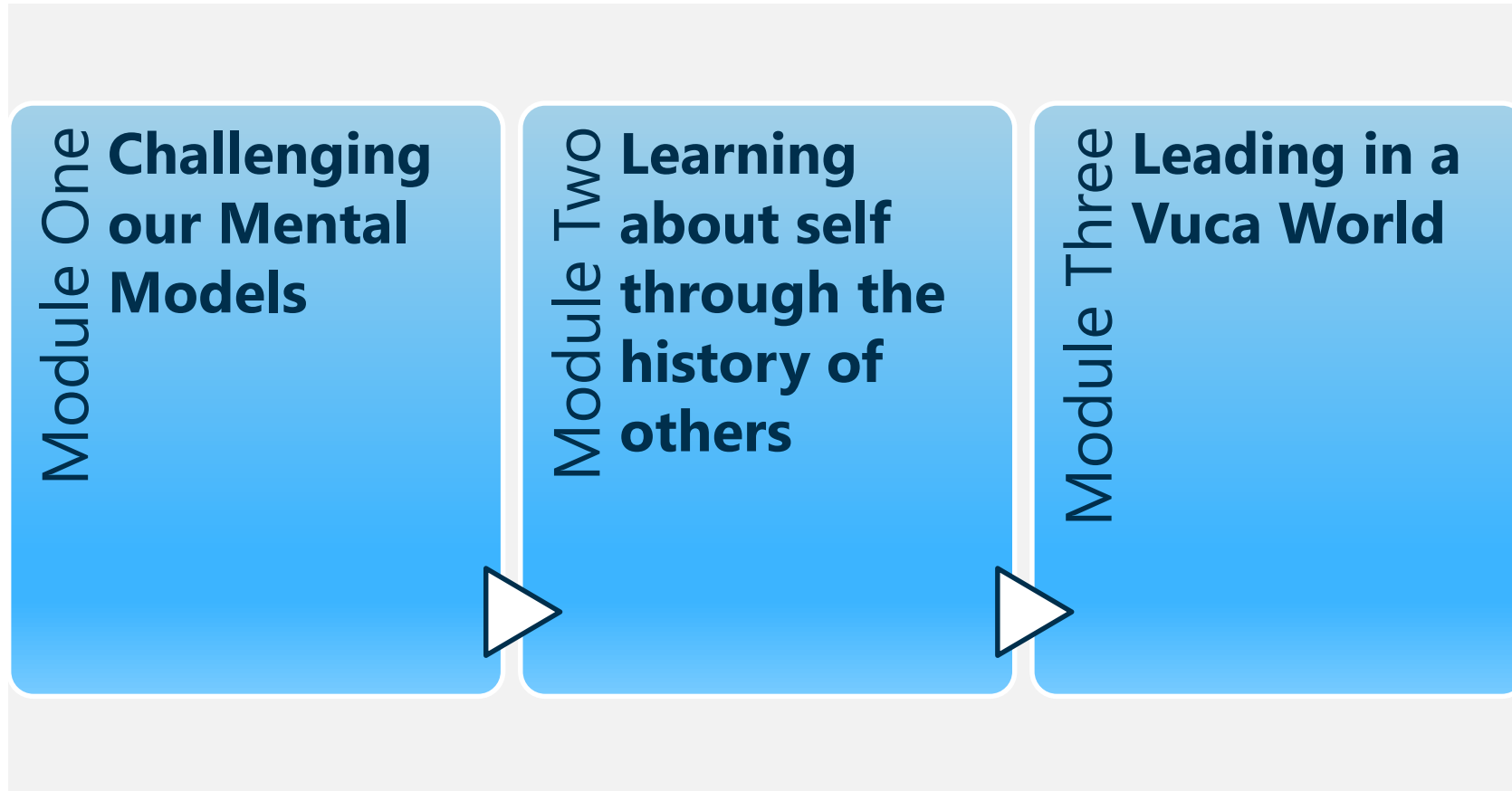


- Individual Assessment against future leadership capabilities
- 9 months Executive Coaching
- Mentoring by Brambles Executive team
- 3 Face to face weeks together
- Webinars
- Stretch assignments

**Mindfulness**

**Self Awareness**

# Bridging the Gap





## Was it worth it?

  
**42% female**



**70% promoted to bigger roles, 40% of which into VP**

**13% attrition over 5 years**



# Was it worth it?

I felt it to the core,  
challenging who I am as a  
leader and who I want to be

Matt Quinn  
GM CHEP India



This has gifted me with  
confidence to challenge  
social norms and  
perspectives



Jon Brooks Senior Director  
Global Network Planning

Intentional reflection  
about my purpose left  
me with no other work  
to do but act



Keera Brooks  
CEO Sawgrass Logistics

Suddenly I could  
see



Volker Sdunzig VP CHEP  
Central & Eastern Europe

