



A production line is only as strong as the people behind it

How Greencore transformed employee engagement with a bespoke HR system built in 5 months



Greencore is the UK's largest sandwich manufacturer and a FTSE 250 convenience food producer. In manufacturing, success depends on both precision and people, and Greencore knew that to keep their teams engaged, supported and growing, their HR systems needed to work as well as their production lines.

The Challenge

Greencore's existing HR software had been adapted from an off-the-shelf system but was clunky, disliked and underused. HR teams were spending time battling technology instead of supporting people. In an industry where retention is critical, they needed a system that would make development and engagement simpler, not another layer of admin. They turned to Ghyston to create something better: a bespoke platform that truly reflected Greencore's culture and the human connections at the heart of their success.

Our Approach

The brief arrived with a tight deadline of just five months from idea to delivery and an evolving set of requirements. Working in partnership with Greencore and their design agency, we used an Agile, phased approach to ensure progress from day one. Starting with a minimum viable product, we delivered working software in regular increments, gathering real feedback from HR teams and employees along the way. This kept the system aligned with how people actually worked, while our flexible project management ensured everything stayed on track for rollout.

The Result

In just five months, Grow with Greencore launched across the business, creating a system that makes development conversations easier and more meaningful at every level. Tailored around Greencore's culture and ways of working, the platform is simple, intuitive and licence-free, meaning the HR team can adapt it as the business evolves.

The response was overwhelmingly positive, scoring 4.6/5 in user feedback.



The site is incredibly easy to use, simplistic and intuitive, meaning our colleagues can focus on the quality of their conversations rather than the navigation of a system. It empowers people to set goals, reflect and grow, unlocking the potential of our teams."

**Gary Rowland - Learning & Development Coordinator,
Greencore**

The Impact

By putting people at the centre of the process, Greencore turned a frustrating HR tool into an enabler of performance and culture. Their production lines are now supported by a workforce that feels more connected, valued and engaged, proving that when people thrive, operations follow.

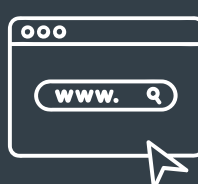
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