

LEADERSHIP IN ACTION – BALFOUR BEATTY UTILITIES

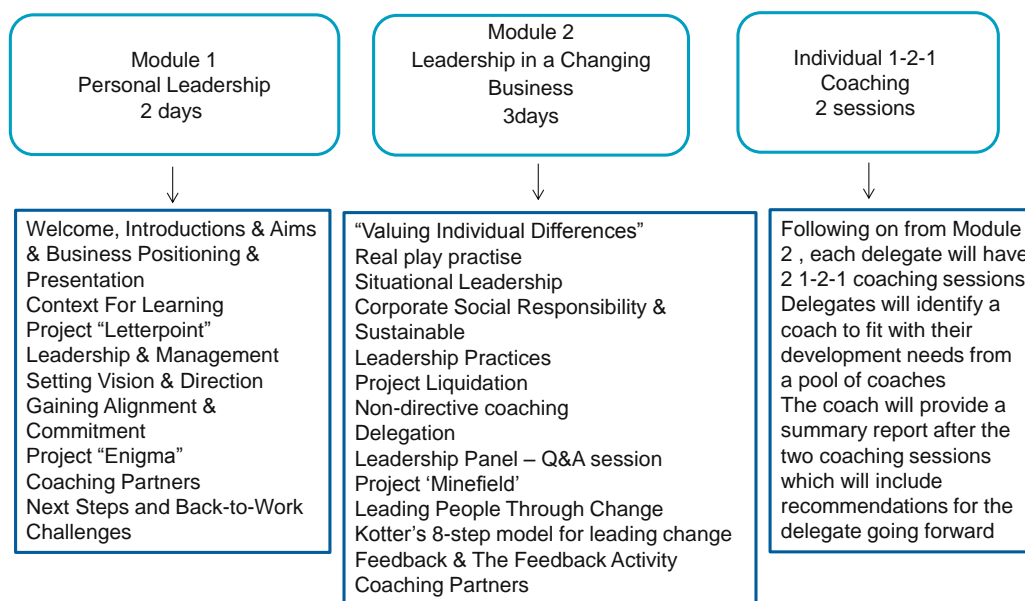
The Balfour Beatty Utilities “Leadership in Action” programme formed part of the organisation’s broader Leadership Development curriculum. The programme was specifically designed to develop both confidence and ability to lead/manage effectively. In 2010 6 programmes were delivered which covered a management population of 84 delegates.

The objectives of the programme were to:

- Analyse and develop behaviours to improve delegates’ personal leadership style and to help them recognise those behaviours which inhibit the impact of their individual style.
- Develop an understanding of how to lead organisational change effectively
- Enable delegates to develop the skills and tools to lead, align and inspire others.
- Through challenging live projects, to develop the commercial acumen of a competent business leader.
- Develop the confidence, competence and attitude to fulfil the role requirements of a leader within BBUSL.



The structure of the programme consisted of:



"A must for all leaders in BBUS" Nick Websdell

"Most enjoyable course I've been on and probably the most value" Lee Holden

"I thought that the course was excellent, well presented, well delivered - All tutors were very professional and skilled involving all delegates in a healthy debate /discussions." John Clarke

"Good group engagement and discussions. Good to meet colleagues from other regions within business sector" Gary Jackson

"A thoroughly worthwhile and informative course. Much enjoyed some excellent tools learnt and good networking opportunity with others with the business" Kevin Cox

"Very good makes you stand back and think what if I done things differently" Cathal O'Grady



	Very Good	Good	Average	Poor	Very Poor
Course met Overall Objectives	63%	37%	0%	0%	0%
Course will be useful in doing my job	63%	37%	0%	0%	0%
Pace of Course	32%	68%	0%	0%	0%
Quality of Material	42%	58%	0%	0%	0%
Quality of Visual Aids	53%	37%	11%	0%	0%
Mix of practical & classroom sessions	74%	21%	5%	0%	0%
Q & A Session with senior management	37%	42%	21%	0%	0%
General competence of Trainer	84%	16%	0%	0%	0%
Quality of Presentations & Facilitations	79%	16%	5%	0%	0%
Were joining instructions useful?	11%	32%	37%	21%	0%
Quality of Facility - Initial Module	16%	58%	21%	5%	0%
Quality of Facility - Cotswold CC	68%	32%	0%	0%	0%
Quality of Facility- Change Module	21%	58%	21%	0%	0%

These programmes began delivery in 2010 and have been so successful and effective that they have grown to 22 cohorts across the organisation.