

## Introduction

The Innovative Future Leaders Programme (IFLP) is a programme over 12-months with 4 two day face-to-face sessions in the beautiful Henley Business School, attended by industry professionals all with a desire to learn. Each two day session included guest speakers with hugely different skills and experiences but all highly successful in what they do across different areas not just construction. The guest disrupted our thoughts gave insight and showed us skills and techniques that transfer not just into business but life. Personal 1-2-1 coaching calls with Sarah Winckless, challenged, coached and motivated along a journey of development both personally and professionally. The programme has also provided me with a network of professionals and businesses to call upon, for help, advice, and support, for the ongoing future and I personally got something from every person who attended that I get to go back and share with each member of my team to expand and grow.

## Objectives

My main objective was to understand more about the industry direct from a group of individuals all with different roles but all who by signing up to the course had a desire to learn, be open and share knowledge. By spending time with the team I found that my thinking was challenged and I was in a safe environment created by Sarah, where I could hear firsthand the challenges experienced across the sector and contribute not only to my own learning but to others within the room, problem solving, sharing best practices and knowledge within the group. Being challenged and challenging in a safe environment allows growth that I have taken back into the charity and will benefit not just me and the charity but the families and people we are here to help and support. The feedback from the team has helped me to better understand my strengths and weaknesses and cemented my passion for changing the culture of the industry in regards to Mental Health and Wellbeing from within. By having a greater understanding of myself, I can be a culture carrier within the charity and share and be an innovative leader to my team and advise as a motivated leader. Likewise, to recognise and understand my own strengths and weaknesses to enable me to create a plan for positive personal changes in my professional approach, to be a leader for the benefit of myself, the team, and the Charity.

## Business Challenge

The construction industry is losing two construction workers a day to suicide. We have to make a significant improvement to workforce welfare and wellbeing if we are to better support our existing workforce and attract the new talent so necessary for construction's future. Every worker should have knowledge and open access to all available support services and these services should be FREE wherever possible. To service a community you have to better understand the community and the challenges faced. The Lighthouse is ultimately about community and family and our support extends to partners and dependants because we know if your family isn't right then you aren't either.

So my business challenge was to better understand the industry and find better ways to work with all companies across the industry, to drive a monumental change project called "Make It Visible" to improve Workforce Welfare and Wellbeing. Our aim is to make Workforce Welfare and Wellbeing support visible in sight on every site! And by hearing challenges directly on IFLP I will be able to influence and make sure our services are meeting everyone's needs.

## Key Insights

- Kirk Vallis - Rivers of thought
- Malcolm Clarke - Efficiencies Through People
- Ashleigh Wallace - Circadian rhythm
- Karl Simons - Mental Health Framework
- Sarah Gibson KNAUF - Performance document that links performance to behaviours and values

All of the above have really helped me develop my skills and lead and motivate my team. I learned so many tips and think differently. I have developed a new approach to get the best of my team and I am excited to continue to lead my team to success through continual learning and celebrating individual differences and contribution.