

Innovative Future Leaders Programme

Cohort 4 – Martin Evans

Executive Summary

Business Challenge

Driving innovation within infrastructure delivery, whilst working within a regulatory environment. How can we deliver projects in a complex operational environment and produce better outcomes for passengers and colleagues.

How has the IFLP changed me

- Increased awareness of the challenges facing the construction industry; and access to a network that can support each other with these challenges.
- A new outlook on personal development, planning for my future in a more structured way.
- A renewed focus on leadership and a wide variety of tools to help me become a better leader, from coaching and feedback to a better understanding of how to get the best from people.
- An improved awareness of how humans are wired, and why we behave in the way we do. This has helped to better understand my own habits leading to better sleep and improved performance.

How has the IFLP impacted my role at Heathrow so far

- Challenging the way we deliver to meet strict deadlines. Far more work is now being undertaken on days for example. Previously these works were avoided due to potential service impacts. Innovation is pushing us to challenge the status quo and think again. These lessons are now carrying over across our programmes.
- A more rounded, confident leader. Allowing my team to fulfil their potential and grow within their roles. IFLP has provided me with some of the tools to put this into action.

How could the IFLP impact my role at Heathrow in the future

- Access to the network will help bring new ideas to how we manage projects at Heathrow. I am already planning the next set of site tours with my cohort. I have no doubt this will help drive collaboration and innovation once these get underway.