



IFLP EXECUTIVE SUMMARY

Introduction

I consider myself very fortunate to have taken part in Series 4 of the IFLP. What initially felt like the beginning of a standard Management training course, soon transformed to a programme of real depth, testing my thinking and approach to a number of topics. The Key speakers come from a variety of backgrounds and give alternative approaches, focusing on Creativity, Coaching, Change management, Leading and Wellbeing for optimum performance. Each session there were elements which translated into everyday life, not just in a work environment, but in my personal world too. Bringing together a cohort with varying roles in organisations within the building industry, only enhanced the experience and broadened my knowledge, expertly facilitated by Sarah.

Objectives / Business Challenge

- Having been in a senior role for nearly 20 years within the Logistics Sector, I felt I needed not just to learn more about the Building Industry challenges, but also explore new approaches to the way in which I lead and inspire others.
- As my business challenge, I wanted to “create an environment to fully scenario plan the onboarding of Knauf’s new production plant in Newport, pulling together both the commercial objectives and functional requirements in order to have the best operational platform for our customers”.
- I felt I needed to grow in understanding what the key drivers are for the modern work environment, how the new generation of leaders collaborate in the backdrop of digitisation.

Key Insights

The surprise for me was the sessions by Ashleigh Wallace. Having been a traditional “hard worker” throughout my career, the exploration on wellbeing, backed by scientific research really hit home with me. How you can perform at high levels, by being more efficient, rather than just working harder, seems obvious, but it is so easy to fall into this trap.

Creating the right mindset for innovation, or more importantly the right conditions. The where, when and who, is something I think about when planning a session for problem solving or coming up with new ideas.

To support my business challenge, taking scenario planning techniques to another level, really stretched my thinking, when we went through the detail with Nic Suggit. Back-casting has proved useful in developing the stages required to hit long term goals.

Overall the power of collaboration, trust and open honest feedback from the cohort is something of immense value, which I am instilling in my Team, as uncomfortable as that can be at times.