



IFLP Summary

This training program has taught me to look at how I and my company work in a different way. Showing that success can be achieved by listening to others inside and outside of our business. Helping coach and empower the team and colleagues I work with and not be afraid to take longer to discuss and plan ideas thoroughly. Creating a better work environment by getting away from the traditional meeting room and seeking support when required which should provide a space for more creative and expansive thinking. I also need to lead by example to create the correct type of culture for everyone to feel involved and supported.

Objective

The main objective for me personally is to make a difference in what I do at work by providing me with new skills and way of thinking. Learning to listen more and use techniques such as expansive thinking, providing an open and relaxed work environment where all team members have a voice and wish to work collaboratively as they know their ideas are listened to. To enable my team and myself to be a better source of inspiration and coaching of the apprentices that we employ which will also fully support our host contractors.

Business Challenge

To improve our apprenticeship program so that CoTrain becomes the first choice of our existing and future customers, Our product is “new entrants” into the industry “apprentices”. Improving, retention levels, bespoke beneficial training and/or support for individual apprentices that provides them with feeling of purpose and value to themselves and the host contractors they have been place with. Start to install ILFP learnings into our apprentices at the start of their careers so they take innovation and leadership with them in their careers. After listening to our host contractors recording the Social Value that our apprentices create will help them with their targets and commitment to Social Value bringing an enhanced collaboration with internal and external customers.

Addressing the Business Challenge

IFLP has shown me that as a team we need to coach, motivate and show our apprentices the career paths and options that will be available to them. We now need to implement these ideas in ways that gets the message across. We can use “case studies” we already have in the bank. Restart “Development Days” but add some of the IFLP training to capture their

imagination. Look at what individuals need to support and inspire them in the first 6 months so that they truly see the opportunities a career in construction can provide. Leading my team to be creative and innovative to get this message across from day one of engagement with a new entrant is imperative.

Start building the Managers of tomorrow TODAY!