

Executive Summary

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My objectives from the Course

In many ways, joining the IFLP cohort, I wanted to expand my network with professionals outside of my own and use these as an alternative way to look at innovation from all angles. Traditionally, my network has been very 2 dimensional and main contractor focused, therefore with a significant supply chain cohort I'd hoped this would challenge me outside of my comfort zone. I wanted to continue a journey in innovation and business change that I had enjoyed in my earlier career and take this back into a business that continually strives to reinvent itself.

My Business Challenge

- With the supply chain performing a key role in the continued success of Baxall and the desire to grow the business to meet the 2026 Business plan,
- My business topic will be to challenge the current Baxall supply chain process in order to make it "fit for the future" whilst retaining our core values.
- The challenge itself is well underway and I have chosen a consultative management style in which to carry out a number of brain storming sessions based
- On perceived current state and desired future state which has helped crystallise the key topics and likewise onboard those individuals and teams to buying into the need for change at the same time.

How has IFLP impacted me

The course itself encouraged me to be present at all times and as a result took me away from the day to day of work, this in turn made me incredibly reflective in terms of me as a leader which in turn has been powerful. The various guest speakers, Sarah and my cohort have reminded me that my industry experience is invaluable and relevant alongside my long standing passion for leading and mentoring people and talent. The course has invigorated me as a result at a time when I have been settling in to a new business and leading a newly formed team. The ALG groups and the wider cohort have been a good springboard into networking in the built environment which has been lacking since COVID with challenge of working from home for all.

How Has IFLP Impacted my Role at Baxall

Scenario planning couldn't have been better timed in terms of the political and resultant financial turmoil both here in the UK and internationally, which is something we are utilising at board and business level. The insights from Ashleigh Wallace are too many to mention but have resonated with me and I have tried a number of different approaches with my team around managing energy and timing for optimal performance. Sometimes it's the small things that you learn or have previously used and have stopped using. This was the case with the Eisenhower matrix which was excellently presented by a cohort colleague. I took this back into the Baxall business to good effect with selected team members and is still being utilised as an invaluable tool to assist them in their daily work lives and something we review during regular 1 to 1 sessions.