

# Case Study

## Vivian Fordham

### IMS Director, Baxall

**IFLP**

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Vivian Fordham from Baxall Construction joined the Innovative Future Leaders Programme (IFLP) to strengthen her leadership skills, broaden her professional network, and gain fresh industry insight. She valued learning from both experienced leaders and younger professionals, appreciating the diverse perspectives, self-reflection, and supportive cohort environment.

With Baxall's strong focus on excellence, safety, and continuous improvement, Vivian used the programme to further develop her ability to drive growth and tackle a key industry challenge.

Vivian completed IFLP gaining greater leadership confidence and clarity allowing her to support Baxall through regulatory change. She also plans to share her learning to further strengthen the culture of development.

Through her hard work, dedication and her desire to use her learnings from IFLP to make lasting changes to Baxall Construction, Vivian was promoted to Director in December 2025.



"Every speaker left you feeling inspired and speaks volumes about the quality of the programme and the depth of knowledge shared. Networking with the cohort members in such a beautiful setting provided the perfect environment for fostering connections and meaningful discussions. Sharing meals and discussing the day's events or challenges was not only cathartic but created a supportive atmosphere where everyone could learn from."