

Leadership and Management Fund 2020 – Approved Bids

Company name	Summary
AB 2000	CITB funding will enable AB 2000 to establish a Leadership & Management programme and framework which aligns to business objectives. Whilst establishing a shared vision of what good Leadership & Management looks like against personal performance and business performance.
Alfred Bagnall & Sons	This project will focus on developing a coherent Leadership & Management training programme for Alfred Bagnall & Sons Supervisors, and Branch Managers.
Alun Griffiths	Development of 'Active Leadership' development programme. This programme focusses primarily on the development of (a) coaching capabilities and skills and; (b) situational awareness skills. On completion of the programme, leaders will achieve the Ofqual registered Level 5 STAR Operational Coaching and Management Practitioner qualification.
Axis Europe PLC	Axis Europe has developed a 12-month Management Development Programme, and incremental improvements have been made as a result of piloting it with First Line Managers. The funding will enable the further improvement and development of the programme, for First Line Managers; Managers and Senior Managers across the business.
BAM Nuttall	The Programme will support managers to meet one of the BAM's primary values which is to recognise their employees as their greatest asset. The funding will enable BAM to move with the times by updating and migrating all of their existing management and leadership training to online delivery, as well as considering other delivery methods like augmented/ virtual reality.
Barratt Developments PLC	The funded project will focus on developing the skills and capabilities of highly performing graduates displaying core leadership and management competencies within Barratt Developments 6 main business disciplines (Construction, Sales, Finance, Technical, Commercial and Land). Creating a pipeline of talent for the organisation to use both now, and in the future.
Bell Decorating Group	Bell Decorating will lead on a programme called 'First Line Managers Training Programme'. The programme has been based on the widespread knowledge that First Line Managers require support with managing the transition from having a trade/skill to becoming a leader.
Berkeley Homes	Streamline and improve the communication between the management and staff in the lower ranks of the business, to equip the managers with the core skills to manage and build teams of motivated people that feel highly valued, engaged and supported in their roles.

Bouygues UK	Full roll out and usage of the 'Get It Right Initiative' (GIRI). This will be further supplemented by behavioural training delivered by LeadersMeets.
Brown and Mason	Supporting the organisation to develop and demonstrate their skills and knowledge by completing NVQ's in their relevant backgrounds to enable business sustainability, and to demonstrate their skills and knowledge through receiving their Gold and Black CCDO cards.
Buckingham Group Contracting Ltd	The project focusses specifically on a pilot for first-line management development provision for potential and aspiring leaders. Particularly within the business support functions, and across the wider business.
CALA	Development and delivery of a pilot ILM L3 Award in Leadership and Management Practice for the Construction and Built Environment Sector. The pilot aims to support the future of CALA's Construction Academy, enabling them to continue delivering in a post-Covid environment.
Countryside PLC	Build and sustain leadership and management capability through the delivery of an Executive Leadership Coaching programme, and Strengthscope reports for candidates in both Foundation level and Median level leadership roles.
Engie	Support the development and delivery 'The Future Leader scheme' and 'The Managers passport'. The programmes will equip their people working in these roles or identified as future leaders, with the skills and behaviours required to deal with the very challenging times and support identified areas for improvement as a business to drive forward.
Farrans	Re-design and re-development of a 'People Management Skills Programme' into a new 'Leadership Development Programme'. Enabling the organisation to adapt to the needs of the organisation and their employees.
FM Conway	To develop and deliver a new 'FM Conway Leadership programme' which will: Build resilience from within, develop new skills & knowledge whilst having the confidence to challenge the status quo, support a more agile and collaborative way of working, transform people into leaders, and develop the diversity, inclusivity and professionalism of the workforce.
Gleeson Developments	Project will focus on the succession planning of leaders and managers. This will be delivered by utilising Sheffield College's skills and expertise to deliver an ILM Level 3 Diploma for Managers over a 12-month period. This in turn will result in Management gaining transferable skills which can be used within the organisation, or further afield in the future.

GRAHAM	The 'Developing Leadership Excellence Programme' focusses on potential future senior managers, and will assist in: business sustainability, retaining intrinsic organisational values, skills and behaviours, addressing the skills and knowledge gaps of the future senior leadership of GRAHAM, improving quality by building collaborative working relationships across the Civil Engineering Division, and being a model that can be used for innovative leadership development throughout the industry. The skills and knowledge acquired through thi porgramme will be applied in a real live environment by the learners.
GRAHAM	The funded project will align to the Governments 2025 industrial strategy target, and will result in 100 – 200 individuals receiving training and development in 4 key areas. (1) Mental health, personal development, and Relationships (2) Productivity improvement (3) Improving client value, and (4) Improving the profitability of all the supply chain.
ISG Ltd	Development and delivery of 25 virtual live learning modules, and 25 online learning modules which will (a) Reflect ISG's values and capabilities, (b) embrace the needs of the individual managers, and (c) Focus on Leadership & Management skills and capabilities.
J Murphy + Sons Ltd	Development and delivery of an all-encompassing programme of activity for Managers and Supervisors with a heavy focus on workplace application of learning. This programme will fit into a wider programme of activity called 'The Big Shift', which focusses on enabling change through front line supervisors and managers to positively impact the rest of the organisation. As well as to bring about positive sustained change across all business sectors and leave a positive legacy in the communities in which the business operates.
Keepmoat Homes	Allocated funding will support the 'Leading Change – Adding Value Programme'. The funding will support the development of leadership capabilities in change management, process improvement, collaboration, lean/continuous improvement, and solutions focused principles and ways of working.
Laing O'Rourke	The funding will support the business in delivering (1) Digital Leadership; and (2) developing new content for our Supervisor Development Programme, and (3) Pilot of a new CILM unit titled Managing Own Personal and Technical Development to focus on future skills and digital capability. The project is intrinsically linked to business objectives and CLC report recommendations. Which is to “Develop more widespread digital skills to underpin future, collaboration and productivity improvements within the sector. This must be coupled with ‘digital leadership’, meaning that executives and managers across clients, contractors, consultants and the supply chain are committed to resourcing and delivering their projects digitally”.

Lindum Group	The development and delivery of a bespoke management programme that encompasses many of the attributes and soft skills that managers need to take the business forward following the unprecedented times that the industry are facing due to Covid 19.
MACE	The aim of this programme is to upskill 1,200 UK-based line managers over 12 months to adapt and build remote management and leadership skills and behaviours to ensure their teams operate successfully in a remote environment.
McCarthy and Stone	Development and delivery of a training programme which will provide managers with the skills and knowledge to recognise and acknowledge their own unconscious biases, enabling them to develop decision making processes and ensure that their unconscious biases do not impact on their opinions of the skills and capabilities of employees/ potential recruits.
Morgan Sindall	This funded project benefits not only on the individuals taking part, but also has an impact on the teams they work with and the supply chain. The programme will link to the business strategy and the cultural outcomes they wish to achieve. By focusing on four key areas: Trust and belonging, listening and communicating, coaching and developing, and, being innovative and inspiring.
Sir Robert McAlpine	The Management Development Programme aims to cascade themes from a Leadership Development Programme (LDP) to equip managers with some of the essential tools and practical skills to support their direct reports with performance development, and to improve employee retention and engagement.
Speedy Services	The programme will support Speedy Services in overcoming the challenges which have been posed by Covid 19. It will build a high performing team that can look across the business and see the bigger picture, offering solid strategic leadership even in times of ambiguity and high risk situations. Enabling long term business growth, market expansion and diversification.
Taylor Wimpey	To equip managers with the skills, knowledge and experience to engage with new recruits and graduates; whilst benefitting from their prowess for innovation, and working with them to challenge and improve the working processes within Taylor Wimpey. The goal is to create an enhanced and supportive experience for new recruits; which in turn will enable talent retention within the organisation.
Van Elle Ltd	Through delivery of the programme, Van Elle will: Address skills gaps in the leadership and management team, allow for progression opportunities for employees, improve the staff culture and retention of skills, improve quality levels in the business, increase knowledge and competence in the business, improve safety and wellbeing of staff and; reduce accidents and near miss percentages.

VG Clements (VGC)	VG Clements will be running a 12 month programme comprising of two management modules: Managing at VGC and Strategic innovation and championing change. As well as three senior leadership modules: Leading high performing teams, Leadership culture and change and Emotionally intelligent leadership.
VINCI	Vinci plan to deliver a <i>Skills Development</i> Programme for Supervisors and Managers developed by the Get It Right Initiative (GIRI) – a group of industry experts, organisations and businesses invested in eliminating error and improving the UK Construction Industry. The programme comprises of two modules aimed at frontline Supervisors/Managers, with a specific focus on preventing error by placing emphasis on planning, effective communication and enhanced decision-making.
Volker Fitzpatrick	Volker Fitzpatrick will develop and deliver a Managers' Toolkit through interactive virtual learning modules as well as signposting to other learning materials that are already available, such as TED talks, checklists and written articles. This will: build capability within teams, increase communication and, share knowledge and best practice.
Willmott Dixon	Develop and deliver a blended learning approach for: 1. An updated and enhanced leadership and management programme for new and upcoming/middle managers, enabling them to adapt to short and long-term business changes. 2. A tailored virtual leadership programme to support and embed new ways of working post Covid-19.
Willmott Dixon Interiors	Support the establishment of the Future Female Leaders Academy which is looking to develop a bespoke offer for female managers looking to progress into senior leadership roles.
Wolffkran Ltd	Development and delivery of a management programme which consists of 12 modules and focusses on a three tiered approach: Self-awareness and leadership, leadership toolkit and working with the team, and sustaining team performance.

