

CASE STUDY

BREEDON MANAGEMENT DEVELOPMENT PROGRAMME



Breedon Group plc is the largest independent construction materials group in the UK. In 2018, Wingman was invited to design a Company-wide programme with the aim of standardising management practices across the business through the development of managers and future leaders.

“I found the programme very beneficial to myself and my team; the programme has certainly helped to improve line management techniques and communication methods and I look forward to the rest of my team completing this course.” - Andrew Dawney, Operations Manager

CLIENT BRIEF

In consultation with the client, we agreed the following areas for development:

- To better understand their own role and responsibilities as a manager and how they can become more effective at working with their teams
- To better understand the impact of their behaviour and how to lead through change to create a ‘can do’ performance culture
- Explore the importance of being able to adapt and be flexible with people, exploring motivation and engagement and understanding how to get the best out of people whilst using the proper procedures

FRAMEWORK

Scoping: Site visits, 1:1s with future delegates as well as input from HR and L&D resulted in a structured, and completely bespoke programme based around business needs

Focus: To facilitate & enhance management and leadership skills, knowledge and behaviours and also to challenge managers on the part they play not only within their own team but in the business as a whole

Methodology: A blend of theory and knowledge with facilitated action learning, practical learning exercises, personal reflection time and practical action planning for the Managers to take back into the workplace

Accredited by the Institute of Quarrying

OUTCOMES

- A more engaged, competent management team to take the business forward
- Improved effectiveness and team performance across the business
- A management team that has a consistent skills base to deal with operational issues within the business
- Better understanding of company processes and as a result, better adherence to them

“I have improved my time management using the techniques on the course and delegated more to allow me to be more proactive” – Delegate



GET IN TOUCH

Tel: 01400 281958
Email: enquiries@wingmanltd.com
Website: wingmanltd.com