

Training in Action

Management and Leadership Case Studies

[John McBride, McBride Contractors Ltd]

John McBride is a Company Director for Co. Down based McBride Contractors, established over 45 years ago and which specialises in the areas of property development, specialist stonemasonry and landscaping for both domestic and commercial contracts.

John plays a very hands on role within business and is involved in areas of future planning, finances and managing the day to day running of contracts and subcontractors.

John recently completed a Pilot NVQ Level 5 Diploma in Management

Programme provided through a joint CITB NI, Federation of Master Builders and Department for Employment and Learning initiative aimed at Senior Managers within the construction sector.

The Programme brought together local construction business owners and managers who wanted to implement good practice techniques resulting in improved business performance and included a number of 1 day business improvement workshops (on areas such as planning, leadership and project management) that linked to the NVQ, delivered over a shorter time frame than other similar programmes.

Speaking of the business benefits from doing the Pilot Management Programme, John said **'We are now more structured and are better at planning ahead. The Programme has helped communications within the business and has also helped with new business ideas'**.



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For himself as an individual, John feels that he is now a more competent manager overall and added that **‘the programme has inspired more confidence and given reassurance in what I am doing. It has also made me a bit more of a global thinker and has taken me out of a dark place educationally and has made me more ambitious in that regard. The shorter-time frame of the Programme really worked for me and I would recommend this type of programme to anyone in a management position’.**

John is now considering undertaking a Level 7 Management qualification to further develop himself and is continuing efforts to make the business more structured and forward thinking whilst also exploring and developing new business ideas.

Barry Neilson, Chief Executive, CITB NI said, **“Skills and training are the central core of all businesses, the importance of training at all levels and the positive affects it can have both internally and externally can’t be underestimated. This pilot Programme is an excellent example of industry partners and Government working together effectively for the benefit of local business managers and owners to excel in management techniques for the good of their organisation and the overall construction industry.”**



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