

Training in Action

Management and Leadership Case Studies

[Colin Stafford, Stafford Construction]

Colin Stafford of Stafford Construction is one of a number of candidates that have recently completed a Pilot NVQ Level 5 Diploma in Management Programme aimed at Senior Managers within the local construction workforce. The Programme was funded by CITB NI, the Department for Employment and Learning and the Federation of Master Builders and included a number of one day business improvement workshops, as well as providing an opportunity for candidates to work with Investors in People (IIP) and to achieve their Black Managers Industry Registration Card.



Colin is a self-employed building contractor with over 20 years experience in the industry. The business operates mainly in the Counties of Down, Antrim and Armagh and the main types of work undertaken by Stafford Construction are domestic contracts for new house builds, renovations and general building and joinery works.

Speaking of his reasons for undertaking the Programme, Colin said **“I saw this Programme as a real opportunity to develop myself in terms of my management and leadership skills and career prospects, whilst actually achieving an NVQ Level 5 qualification. One of my main reasons was also to make improvements within the business and to help develop the business going forward”**.

The Programme has indeed had a significant impact on Colin and Stafford Construction, helping to make the business more professional and providing tools and templates that can be used and implemented as the business develops.



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Colin added **“The business is now in a stronger position and I feel more optimistic in terms of the future prospects and outlook for the business. The Programme has provided a wealth of resources that I can put into practice within the business going forward. For myself as an individual I have learnt so much from doing this Programme and I have much more confidence in what I am doing and in my management and leadership abilities. I would absolutely recommend this Programme to others in the industry that are looking to develop themselves and their business.”**

Going forward Colin is considering undertaking an NVQ Level 7 Management qualification and his longer term career objective is to move away from ‘the tools’ and to focus on the management side of the business.

Barry Neilson, CITB NI said, **“We are committed to helping the industry overcome any skills gaps, ensuring that our managers and leaders are among the best in the country. This Pilot Programme focuses on our current managers and future construction leaders in order to help them excel in management techniques for the good of their organisation and the overall construction industry.”**



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