

Training in Action

Management and Leadership Case Studies

[Gerard Graham, Wilson Construction]

A Pilot NVQ Level 5 Diploma in Management Programme designed to improve the management skills of the local Northern Ireland construction workforce has recently been completed by 21 candidates. 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 that linked to the NVQ, whilst also providing a recognized route to achieving the Black Managers Card and an opportunity for candidates to work with Investors in People (IIP).



One of the candidates that completed the Pilot Programme is Gerard Graham - Procurement Manager for Wilson Construction who also has responsibility for the marketing of the company and he is also the Health & Safety, Quality and Environmental Manager for the business.

Wilson Construction has 14 employees and is the construction division of the Wilson Group, with a service offering that includes commercial refurbishment, facilities management, private and social housing and minor works.

Gerard took part in the Pilot Programme to achieve the NVQ Level 5 Management qualification as part of his own Continuing Professional Development as well as having a desire to have a better understanding of management principles and to learn more about non-technical areas. From the business perspective a key motivation for completing the Programme was to have the business working towards IIP accreditation with a view to achieving IIP status in the future and overall to help the business improve and grow.



Department for
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For Gerard and Wilson Construction the Programme has delivered on many fronts. The Programme has helped the business to focus its aspirations and to have a clearer direction for the future.

Speaking of the benefits the Programme has brought to the business Gerard said 'we have introduced many of the business tools covered within the Programme to help plan for the future and these are now part of our integrated management system. Furthermore we now have a performance appraisal system in place and the appraisals have helped to show staff that we are actually investing in them. The business is now also working towards achieving Investors in People status'.

Gerard also added 'I already have a Degree in Construction but had never completed a management and leadership course so I have definitely got a lot out of the Programme'.

Minister for Employment and Learning, Dr Farry said, "Strong leadership and management skills are vital to improving the performance of local businesses and achieving sustained growth. Construction has been hit hard by the economic downturn and as the signs of economic improvement begin to appear businesses are increasingly realising that investing in the skills of their employees can increase productivity and overall success. This Programme is a prime example of a key partnership working together for the benefit of our local economy."



For further information contact us -
CITB NI
17 Dundrod Rd, Crumlin,
Co. Antrim, BT29 4SR
Tel: 028 9082 5466

