

Executive Summary

My objectives from the course

Baxall has been a strong supporter of the IFLP course, and after hearing such positive feedback, I was eager to connect with other construction professionals to enhance my leadership skills and expand my network.

My Business Challenge

My business challenge was to harness the extensive data we hold as an organisation to draw valuable lessons learned. I quickly realised that this was a daunting task, with risks of getting lost down a rabbit hole due to data quality and accessibility issues.

My year on the IFLP has given me the knowledge and confidence to take on this challenge. Throughout the programme, I quickly realised that I was not alone and others were facing similar data quality issues. Having this network has been invaluable for discussing how they approached and resolved these challenges as they came up.

The diversity of participants and their organisations brought a valuable perspective to discussions and problem-solving, which has been essential to my growth this year. Through my Action Learning Group, I gained insight into Heathrow's use of Power BI, a "try before you buy" experience that helped me realise this analytical tool will be fundamental for tackling my business challenge.

I've come to understand that to succeed in my business challenge, it's essential to have strong foundations in place. This might mean stepping back and revisiting some of the data, but it's clear that this approach is necessary to move forward effectively. By taking the time to establish a solid groundwork, I can ensure that the data we hold is accurate, reliable and truly serves its purpose. While it may feel like a temporary setback, this effort will ultimately position us to extract meaningful insights and achieve the outcomes we need, setting the stage for long-term success.

Key Insights

My Cohort – Among all the participants, including Sarah and Will, we've fostered an incredibly safe and supportive environment where we've openly discussed work challenges and helped one another without judgement. The friendships we've built over the year are sure to last beyond IFLP, and I feel reassured knowing I will always have the support of my cohort.

Self Reflection – IFLP has been an impactful experience, enabling me to reflect on my leadership skills in a constructive and positive way. Through insightful discussions and practical exercises, I've gained a deeper understanding of my strengths as a leader and identified areas for growth. The course underlined the importance of inspiring others, encouraging trust and leading with empathy, which has encouraged me to approach challenges with greater confidence and purpose. This process of self-reflection has not only reinforced my belief in my ability to lead effectively but has also equipped me with new tools to empower my team and drive collaboration.

Wellbeing – Ashleigh Wallace emphasised the importance of setting boundaries to prioritise our wellbeing, recognising its critical role in our effectiveness and performance as leaders. Neglecting our wellbeing can result in burnout, reduced resilience and a diminished ability to inspire and support our teams. But by taking care of our physical and mental health, we are better prepared to face challenges, make sound decisions and lead with focus and positive energy.