

Executive Summary

Summary of Business Challenge

The challenge I was set was to successfully implement a new project management and document control software system that would streamline our site and office processes relating to drawing control and distribution, improve project record keeping and accelerate speed of communication between different parties within each project.

This involved the initial creation of all forms used on the system and creating our project template, then rolling this out to the internal project teams and then to the wider external teams including clients, consultants and sub-contractors.

Key Insights and Learnings from IFLP and implementation

So many parts of this course came back to reflection and how to improve myself to then improve the leadership I can provide.

- 3 Marriages – making time for each of them – self, family, work.
- Health, Exercise and Rest – allowing yourself to recharge mentally and physically.
- Creativity – surround yourself with difference to provide better choices or more options.
- Time – managing meeting durations to stay focussed, time to prepare and also reflect after.

How IFLP has impacted me and my role at Francis

IFLP has had a huge impact on how I approach my working life, it has provided so much more than just ideas to help with my business challenge.

When I started the course, upon reflection, I was overloaded, exhausted and ineffective, mainly due to personal traits of not saying no or wanting to fail or let anyone down including clients, my employers, my colleagues, or worse still, allowing anyone working for me to fail, and therefore working even harder to ensure that no one fails, which inevitably ends in failure.

The different sessions have all provided knowledge and guidance and whilst many topics are very different, they all link back to the individual and provide vital information in how to get the best out of yourself and those around you. Wellbeing, understanding your own physical and mental needs to function at your best and being able to realise when you aren't performing and to be ok with that but also how to take steps to get back to your peak. Creativity in problem solving and the enlightenment of how siloed we become in our thinking and then the ways to break down these barriers by using diverse teams.

There is so much content within the course but the information we come away with is always there to reflect on and use as a reference source and it isn't just the big headline items, it's the small things as well, being present, limiting meeting time, sunlight, breaks, walking, breathing (all sounds very easy,) but when you put them into practice you realise the benefits.

The Future plans for the business challenge and further innovation in the organisation

As a business and as an industry we are always on an evolutionary journey of improvement, over the last 12 months we have bedded in the software and learnt how best to use different elements. By the end of the year the steering group is looking to move all inspections and site forms across onto Procore to accompany the diary, photos, drawings, specs and RFIs we currently base on the platform. We are already arranging the next 'bolt on' element to the software which will allow the management of technical submittals and therefore assist in managing the design process as well.