

Innovative Future Leaders Programme – Series 6 – Arik Johnstone

Executive Summary

Business Challenge

With record levels of annual and peak passengers Heathrow is investing more than £4 billion across 5 years on infrastructure to keep up with demand and progress towards the vision of an extraordinary airport fit for the future. There is a genuine challenge to developing and delivering the workbank within a new regulatory framework and operational environment. A key to unlocking the solution to this is learning how to best utilise the available resource at the airport's disposal.

Key Takeaways From IFLP

- Almost any problem is solvable – Kirk Vallis/Phillip Bond
- More Options = Better Decisions – Kirk Vallis
- The importance of knowing your inner chimp, gratitude, and self-actualisation - Phillip Bond
- Performance and wellbeing go hand in hand – Ashleigh Wallace
- The value in scenario planning – Nic Suggit
- Psychological safety as a core building block of a high performing team – Sarah Winckless
- Continuing to listen with intent

The Impact of IFLP

- Provided the tools, techniques and confidence to take on challenges that could be outside of my direct control and may require a level of organisational change.
- Increased awareness of the environmental and carbon challenges facing the construction industry and created empowerment to look at creative solutions.
- Understanding that wellbeing, including healthy eating and sleeping have a direct impact on productivity whilst at work.
- Reinforced the importance of continuously providing positive verbal feedback to the team and fostering a culture of psychological safety.
- Considered RAMP and what my motivators and value are within my personal and professional life, and how this impacts my career goals. This also helped me acknowledge the things I am grateful for.
- Highlighted the amount I can learn from my peers and cohorts within the programme in terms of leadership and coaching styles.
- Acknowledged the need to create boundaries to block out time to think and creative problem solve which will subsequently increase productivity.