



Executive Summary

IFLP – Business Challenge – Stevie J Fisher

The Challenge – To set up and implement a more robust Tender Bid/No Bid Process within the Preconstruction Department @ **Francis Construction**.

Implementation of Key Insights from IFLP & Conversations – Learning from the expansive and open minded dynamic within the participants along with the positive lessons, coaching, inspiring aura has allowed a new level of understanding in the managing process from a fresh and refined perspective. Having experienced the ‘hive mind’ of many influential participants and guests during the course has been a truly positive experience. Eye opening, very real and can be applied to all aspects of not only management on a professional level, but a personal one too.

Commercial Benefits – Alongside my business challenge – the former Bid Profiling element, it has seemingly accessed another level of limiting risk with the tenders, understanding the benefits of being afforded the time to review, creating milestones and allowing focus on market sectors and those within the business that are important. This coupled with a realistic assessment of resources and support within the bidding process.

Personal Benefits – Knowing that despite our varying backgrounds, the main common goal, drive and compassion was shared with all of us. Many differences in careers, but more similarities with approach, processes and a methodical dynamic.

Driving Innovation – Within the organisation – The format of 2 days ‘staycations’ and the intermediate Action Learning Groups has allowed time in between to promote the ideas, apply them and also given air time to reflect on previous methods and approaches. This Holistic approach has felt easier to approach new ideas within the workplace.