

Whole business training programme

From 2012 onwards, learning consultancy Poppyfish have been working with construction company Durkan to transform the business through the LEAD programme (Leadership, Empowerment, Accountability, Development). EvaluationStore.com's SPECTRUM behavioural evaluation has been at the heart of this initiative.

Background

Established in 1970 Durkan Ltd have grown from a small, family contractor to become one of London and the south-east's leading construction companies. With a turnover in excess of £100million the business is the constructor of choice for many Housing Associations and other clients and is growing strongly.

In 2012 learning consultancy group Poppyfish began an engagement with Durkan to deliver a three tier learning and development programme with a combination of compulsory and optional courses for all staff across the whole organisation.



The **Durkan LEAD** programme (Leadership, Empowerment, Accountability, Development) was specifically designed in association with Poppyfish to allow people from across the business to come together learn and to tackle key challenges and share new ideas. The workshops, which typically run at a rate of two per month across a wide range of topic areas, include Directors working alongside some of the most junior staff, sharing an insight into each others worlds and getting to grips with practical issues.

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“The spectrum profile has proved very popular and has given a fantastic insight into the way this organisation - and the individuals in it - prefer to work. Nowhere has this been more true than in the area of health and safety leadership where individual behaviour and personal attitude to risk is so crucial”

Nick Skinner
Poppyfish Lead Consultant

As part of the programme every member of Durkan staff has completed an individual SPECTRUM behavioural profile through Evaluationstore, which the staff find practical and easy to understand and remember.

Lead consultant from Poppyfish, Nick Skinner, said “We made a conscious decision to embed the spectrum profile right into the heart of the LEAD programme. Doing so gave delegates a consistent frame of reference that runs through all courses and allows delegates to not only understand more about their own behavioural preferences but also equips them with a basic tool they can use to work more effectively with one another”.

