



To capitalise on a contracting market coming out of recession, VINCI (UK) needed to address a culture of promoting based on technical competence alone, which had led to a short-term, task-focused leadership approach, where poor performance wasn't managed, innovation overlooked and engagement low.

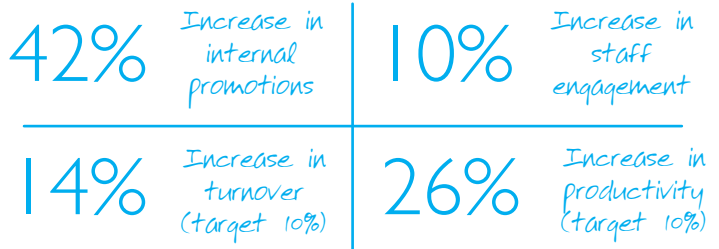
VINCI sensed the opportunity, doubled their training budget and brought in Blue Sky to help them develop their managers into leaders who would inspire and motivate, be more decisive, create a culture of 'making things happen' and put the business first, driving forward as a team.

Branded Empower, this award-winning solution was delivered across the UK over seven months. It took a blended approach, combining real-work projects, classroom learning, coaching and e-Learning, aligned to the wider HR strategy.

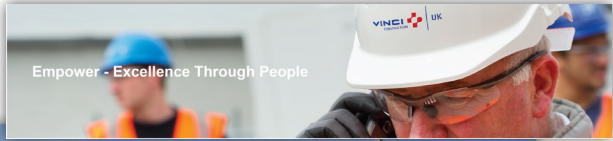
Three core objectives provided its backbone, which flexed across a broad mix of participant's operating challenges:

1. Understand what it means to be a leader at VINCI
2. Develop the skills and knowledge to put behaviours into practice
3. Understand how to support and challenge each other to drive business success

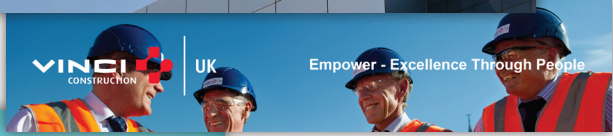
Through taking part, participants gained an ILM level five qualification in 'Developing and Leading Teams to Achieve Organisational Goals'.



"At VINCI we already had positive experiences of working with leading business schools, such as Cranfield and London Business School, and at the outset we were pretty sure a business school would be the way to go for our leadership programme, then we met Blue Sky!"



Empower - Excellence Through People



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VINCI CONSTRUCTION UK

Behavioural Change

It's your choice. It's about making a conscious choice!

The purpose of this workshop is to equip you with a powerful personal vision on the leadership required within Vinci and for the people that are searching for leadership.

Challenging your perception of the caricature of leadership and placing the focus on a true relationship with one's own identity, and recognition that to create engagement and discretionary effort requires owning the leadership space.

Three things drive behavioural change in an organisation:

- Mindset & Emotion**
 - Physiology
 - Mental Focus
 - Language
- Management Practices**
 - Structural Foundation
 - Operational Platform
 - Performance Drivers
- Capability**
 - Behavioural Change
 - Personal Learning

Nudge Book: 2

