

# Training in Action

## Management and Leadership Case Studies

### [Alistair Cousins, Gibson Banbridge Ltd]

Gibson Banbridge Ltd is primarily a Civil Engineering Contractor involved in the Quarrying and Surfacing Sectors, established more than 60 years ago. The family owned firm employ just under 30 employees and provide innovative, value engineered solutions for private and public sector clients.



Alistair Cousins, Compliance Manager at Gibson Banbridge, is one of a small group of candidates that has just completed a Pilot NVQ Level 5 Diploma in Management Programme, provided through a joint initiative between CITB NI, the Department for Employment and

Learning and the Federation of Master Builders and delivered by Esteem Ltd. The Programme included a number of one day business improvement workshops, as well as the opportunity to work with Investors in People (IIP) and for participating candidates to achieve their Managers Black Industry Registration Card.

Alistair had a number of motivations in signing up for the Level 5 Programme, in particular hoping that it would have a positive impact on training and workforce development planning within the business, as well as assisting with working towards IIP accreditation.

Having now completed the Programme, Alistair advises that it has influenced him on a personal level as well as bringing about many changes within Gibson Banbridge. The Company is now making use of various templates and good practices identified through the Programme and are in the process of implementing a performance appraisal system for staff and working towards IIP accreditation.

## Training in Action Management and Leadership Case Studies



### [Alistair Cousins, Gibson Banbridge Ltd]

Alistair commented **“I would recommend this Programme without hesitation. It has influenced me as a Manager, I am a better listener, team worker and communicator. We now have lots of plans in place by way of business improvement and developments which will benefit both the company and its employees”**.

Looking forward Alistair is considering the possibility of undertaking a Level 7 qualification for himself and advises that the Company has a management development plan in place for staff and are now concentrating more on third level qualifications and upskilling rather than just the basics.

Maire Nawaz, Federation of Master Builders said, **“Successful completion of this qualification has helped participants develop their management skills and ensure they have the robust processes in place. The expert one – to –one coaching has enabled the participant to apply the processes to their own construction business resulting in improved business performance and achievement of a recognised qualification. This Programme is a key example of Government and industry working together for the good of local construction businesses.”**



For further information contact us -  
**CITB NI**  
17 Dundrod Rd, Crumlin,  
Co. Antrim, BT29 4SR  
Tel: 028 9082 5466



Department for  
**Employment  
and Learning**  
www.delni.gov.uk

