

Training in Action

Management and Leadership Case Studies

[Carrie Jameson, David Jameson Roofing Services Ltd]

David Jameson Roofing Services Ltd is a family run roofing business based in County Armagh and working throughout the UK and Ireland, offering a comprehensive range of roofing and asbestos services for both the residential and commercial/ industrial markets.

Purchasing Manager for the Company, Carrie Jameson recently undertook a Pilot NVQ Level 5 Diploma in Management Programme aimed at Senior Managers within the local construction industry. The Programme included a number of one day business improvement workshops linked to the NVQ, whilst also providing candidates with the opportunity to work with Investors in People (IIP) and to achieve the Black Managers card.



Reflecting on the impact that the Programme has had, Carrie commented **“I have developed and improved upon my management skills, for example in areas such as strategic thinking, planning change and project management. I am more confident in my role and overall I found this Programme to be very beneficial, the shorter time frame worked really well for me and the business. I now have a much better insight into the business from beginning to end which has been very enlightening”**.

Carrie continued **“We have made quite a few changes within the business as a result of doing this Programme, including changes to our Business Plan and implementing a number of different policies e.g. training policies. We have also changed the software we use for our training matrix and this is enabling us to better manage staff training.**

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Communications within the business has definitely improved and we are now looking at training courses for other staff members”.

Minister for Employment and Learning, Dr Stephen Farry said, “**Leadership and management skills are a key factor in fostering innovation, unlocking the potential of the workforce, increasing productivity and growing our economy. Improving our leadership and management capability is fundamental to creating a culture where more organisations have the ambition, confidence, and skills to respond to the current economic conditions and to compete successfully in today’s market. Construction has been hit hard by the economic downturn and as the signs of economic improvement begin to appear businesses are increasingly realising that investing in the skills of their employees can increase productivity and overall success.**”



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