

Daniel Owen Ltd



Daniel Owen Ltd., Recruitment Consultants to the construction, property and engineering sectors

A Leadership Development programme for senior managers in the recruitment sector, incorporating 360 feedback, one to one coaching and skills training

What was the issue?

Daniel Owen is an established recruitment consultancy specialising in the placement of quality temporary and permanent workers to roles in the built environment, including construction, maintenance and engineering companies. The Board wanted to develop their senior managers to:

- meet the challenges of their role more easily
- manage and lead their teams effectively
- encourage more strategic thinking and longer-term planning, both to improve self-development and company succession planning

What did Healthskills do?

- Met the MD and Chair for briefing on each senior leader and development progress
- Senior leadership team meeting, to introduce programme and intended outcomes
- Introduced 360° feedback on leadership behaviours for each leader
- One-to-one meetings with each senior leader for up to half a day to review feedback, explore current strengths, challenges and agree action plans

- Competency based leadership development programme, incorporating skills workshops and facilitated reviews

What were the outcomes?

- Benchmarked the senior leader team against a range of criteria
- Initiated the succession planning and talent management process for senior leadership
- Instrumental in establishing which leaders would be fast-tracked, supported or performance-managed
- This led to a more fit for purpose leadership team over the following two years

What our client said

I have worked with Mark on several different projects over the last few years, including senior management coaching and development following 360 degree appraisals. Mark is very bright, quickly understands complex issues and people. He is a great listener and has a knack of sensitively finding clarity and solutions even in the most challenging situations. Mark is also discreet and trustworthy, I recommend Mark without reservation"

Philip Andrews, CEO Daniel Owen Construction
Recruitment Specialists