

## Kier recognised by European Foundation for Management Development for its talent development programmes

2 years ago



**Kier Group** has been awarded gold at the European Foundation for Management Development's (EFMD) Excellence in Practice (EiP) awards for its talent development programmes.

Kier has been working in partnership with Cranfield University to provide two programmes, Raising and Building Leaders, which support talent with insights, practical and theoretical tools and skills to help them progress in their careers.

The two courses, which are a hybrid of in-person and online sessions, are bespoke to the needs of Kier, including inclusive leadership, strategy in action and assessing risk and opportunities.

This award recognises how the learning and development partnership has had a real impact on the company and its stakeholders.

To date, 58% of the Building Leaders' cohorts have been promoted, and 98% stay with the company.

"Kier is built by brilliant people, and I am committed to investing in them and helping them progress. I am delighted our efforts have been recognised at the EFMD awards.

"We have a longstanding partnership with Cranfield University and I am extremely proud of the talent development programmes that we have, and continue to deliver, for colleagues at Kier.

"At the heart of these programmes is inclusive leadership and what I see time and time again is how our

people are flourishing, through thinking differently and engaging with their teams in new ways.”

Andrew Davies, chief executive of Kier, and executive sponsor of its talent development programmes.

Kier is committed to supporting its people and promoting from within, with Louisa Finlay appointed as chief people officer following 30 years within the organisation, Cheryl Parsons moving from health sector director to leading its Construction southern business and Mandy Duncan being appointed managing director of rail and aviation following her role as commercial director for its Transportation business.