Kier
Building Talent for Sustainable Futures
Executive Summary

Responding to a crisis in the construction industry, and recognising a shortfall in their leadership pipeline, Kier engaged Cranfield to revitalise their talent management with the "Building Leaders" development programme. Victims of their own success, the promotion of newly-developed senior leaders created a shortfall further down the leadership pipeline, so the two organisations worked together to develop a further programme for the mid-level leaders, called "Raising Leaders", which proved equally successful. This short video shares the partners' vision and approach.

Cranfield and Kier Group – a unique take on talent development.

Together, both programmes have not only strengthened the leadership pipeline, but created greater innovation through diversification, increased employee engagement and improved the business. Click below to hear participants' stories of their personal growth and impact on the business.

Kier Group and Cranfield – success stories.