

Delivering Business Benefits Case Study Barrett Steel Buildings Ltd

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The Sector Skills Council
for Science, Engineering and
Manufacturing Technologies



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Sue Sharples
Joint Managing Director,
Barrett Steel Buildings Ltd

Semta training aids succession planning

With succession planning high on the agenda, Barrett Steel Buildings Ltd were looking for a solution to train their middle managers for the future. Having used several Semta products, the Managing for Success programme met their requirements.

Company Background

Barrett Steel Buildings Ltd, based in Bradford, has 71 employees and provides engineered structural steelwork and associated sub-trade solutions for the UK market. In August 2007 the senior management team successfully completed a management buy-out. This provided an exciting opportunity to take the company to the next level, and to build on its existing reputation as the UK's leading design and build fabricator.

Future Planning

“Once the buy-out was completed we had to look at all areas of the business to ensure future sustainability and growth. One area was succession

planning, and ensuring the people who would run the company in the future had the adequate training and knowledge to do so,” says Sue Sharples, Joint Managing Director. “We have a long history of investing in training, the majority of it using Semta's products. In this instance the Managing for Success programme met our needs perfectly.”

The Managing for Success programme enables managers to achieve measurable improvements in business performance through understanding and implementing business improvement techniques, managing culture and communicating effectively.



Business Benefits

“We wanted to implement a consistent approach to developing our middle managers. The Managing for Success programme has enabled us to do that,” says Sue. Five employees have now completed the programme, with another candidate just starting. Sue concludes, “I feel confident now that the future of the company and its growth will be in good hands.”

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Selena Henry started with Barrett Steel Buildings in 2007 as Financial Controller, with responsibility for the accounts, personnel and administration departments. “Within a year of starting I was put forward to study for the Managing

for Success course. I was really encouraged by this and felt incentivised to do well. I felt that the company obviously had a lot of confidence in me. Since completing the course I now feel confident in successfully managing relationships with colleagues. By understanding how to communicate effectively, understanding the people I work with and adapting myself to different situations, I feel much more able to take control and deliver results.”

Since completing Semta’s Managing for Success programme, Selena has set her sights high. “I’m aiming to be the Finance Director. With the company’s support I know I can get there.”