



Award-Winning Construction from Conception to Completion

HOW DO WE GET CONTROL?

HOW DO WE ACHIEVE
OPTIMAL &
SUSTAINABLE
PERFORMANCE?



Award-Winning Construction
from Conception to Completion



Our origins

DRG was established by the Gregory family in 2011, and whilst the company has rapidly grown, our family ethos remains.

Our Mission

We don't just develop buildings. We care about our people and their growth. They are the foundation of DRG. We pride ourselves on our professionalism, quality workmanship, integrity and the desire to continuously improve.

OPTIMISE LEADERS UNLOCK OTHERS



OPTIMISE LEADERS UNLOCK OTHERS



GET IT, WANT IT, CAPABILITY TO DELIVER IT

- > Do they understand the “ins” and “outs” of the position?
- > Do they understand how their job relates to and affects others?
- > Do the neurons in their brain connect for the job?



GET IT

- > Do they have the emotional, intellectual and physical ability as well as the time to do the job?
- > **KNOWLEDGE + SKILLS + MINDSET**

- > Do they genuinely want to do the job?
- > Do they get up in the morning wanting to do it?
- > Do they show a passion for it?

WANT IT



CAPABILITY



OPERATIONAL TOOLKITS



**LEARN
CONNECT**



CREATE SPACE
Executive Development Programme inc. 26 Steps to Exec Leadership

BUILD CAPABILITY
26 Steps to Operational Management

DRIVE PRODUCTIVITY
26 Steps to Team Leading

Programmes supported by coaching and mentoring

Aspiring Talent Pathway

26 Steps® to Management
 0% Complete
 Started: 19 Sep 2022 Finish: 18 Jan 2024
 Dave Morris
 Last login: 2024-06-14
 Mentor: Beryl Cuckney

Welcome

Institute of Leadership and Management - Resources

1 Your role as an operational manager
 Completed: 2 Jan 2023 Approved: 2 Jan 2023

2 Keeping legal, healthy and safe
 Started: 26 Sep 2022 - Due: 19 Feb 2023 480 days late

3 **Contribute to strategic direction**
 Started: 3 Oct 2022 - Due: 26 Feb 2023 473 days late

4 Innovation in the workplace
 Started: 10 Oct 2022 - Due: 26 Mar 2023 445 days late

5 Sustainability and ethics
 Started: 7 Nov 2022 - Due: 23 Apr 2023 417 days late

6 Your leadership portfolio
 Started: 5 Dec 2022 - Due: 30 Apr 2023 410 days late

7 Planning for change
 Started: 12 Dec 2022 - Due: 7 May 2023 403 days late

8 People resource planning
 Started: 19 Dec 2022 - Due: 14 May 2023 396 days late

9 Developing colleagues
 Started: 26 Dec 2022 - Due: 21 May 2023 389 days late

26 Steps®

[View all](#)

LEARN CONNECT

MESSAGES SWITCH ROLE

26 Steps® to Management
 0% Complete
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Dashboard

Contribute to strategic direction 3

Started: 3 Oct 2022 Due: 26 Feb 2023 MARK AS COMPLETE 473 days late

Briefing Activities Actions

Capture your thoughts and learning from these activities to prepare for a discussion with your mentor. An entry is required for each Activity before you can mark the module as complete. Message your mentor if you have any questions.

1 Find the current long-term business plan and discuss relevant parts with your line manager. Try and identify the strategic changes and the reasons for them.

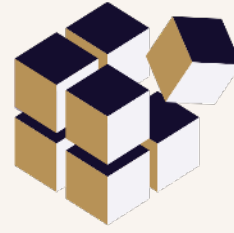
Add your thoughts and notes [File/image/video](#) [Library](#)

2 How do the strategic changes impact on your area of operations? How do your outputs need to change to meet the strategic requirements?

Add your thoughts and notes [File/image/video](#) [Library](#)

3 Who do you need to work with to implement the strategic changes? What will be easy or difficult for you to make the move to working with management across the business, rather than just your own area of operations? Identify a personality-profiling instrument used in your business that will help with insight into your leadership impact. How suitable is it? What adjustments are needed for it to work across the business?

Add your thoughts and notes [File/image/video](#) [Library](#)



DRG Solutions

Reason for using 26 Steps

- To provide people with a basis for progression and development
- Help with succession planning
- Calibrate the "Get it, want it, capability to deliver it" questions

Key challenges To address

- Communication & knowledge sharing across teams (silo mentality)
- Clarity of accountability
- Consistency of leadership approach
- Where to find info, who to ask etc.
- Calibrate that policies, procedures, job profiles etc are fit for purpose

Outcomes Return on expectation

- People can see and capture how they're adding value in their roles and into the wider business
- Return on investment both in monetary terms & time spent using quantitative & qualitative measures

Unexpected but welcome

- Communication across teams and more of an understanding of others' roles.
- Mentoring across teams also provided this.

Most like about 26 Steps

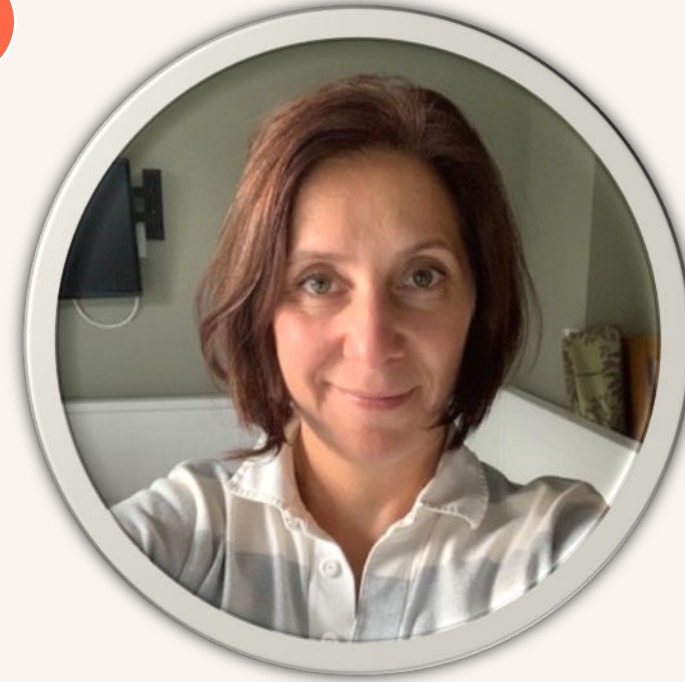
- They are user friendly & pragmatic
- Option to customise the look & feel of pathways
- Action learning sets to share learning
- Reflection time –crucial for adult learning
- Recognition for learners
- Mentor training & user support from Zentano

“As a learner it gave me permission to have reflection time, to recap what I think I know and calibrate where I am at.

This means I was able to let go of some things, and I don't feel I am spinning in circles like I was before.

The time spent with my in-house mentor was quality time and enabled me to get some useful feedback.

My effectiveness and confidence as a leader has significantly improved”



Natasha Cuffley
Head of Marketing &
Communications



“As a mentor it helped me understand other people's roles in the business, their challenges, their blind spots and how they can add value.

This means I was able to join the dots in many ways and gain a broader, deeper perspective.

The time spent with my learners increased my confidence to line manage people. It also helped me plan and communicate better.

Being a mentor also helped me re-group and reflect”

FIND OUT MORE



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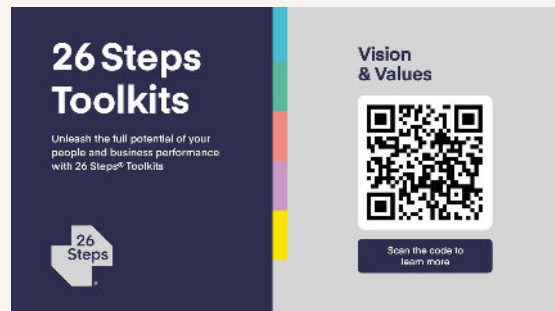
[Dave Morris | LinkedIn](#)

www.26steps.com

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Inspiring
leadership

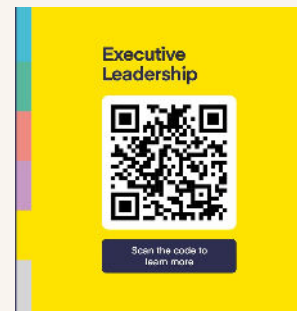
ZENTANO



Vision
& Values



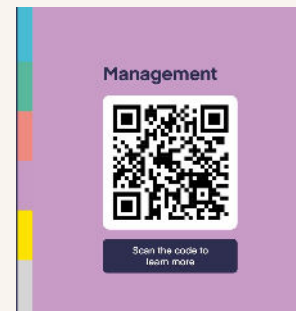
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Executive
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Management



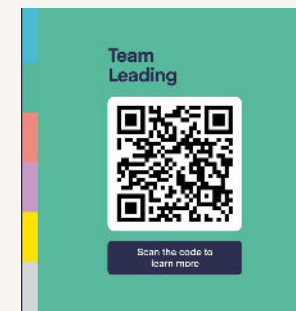
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Manufacturing
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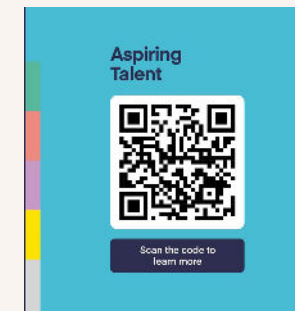
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Aspiring
Talent



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