

Senior Management Team

In 2014 a new Senior Management Team took responsibility for the workings of the Facilities Management part of Kier. It was (and is) imperative that the team operated with good working relationships and with an understanding of each others modus operandi. Spectrum behavioural evaluation was instrumental in achieving this objective.



In the summer of 2014 the senior management team of Kier FM came together for a strategic workshop. As a newly formed team under new leadership, The SMT were keen to complete a behavioural tool to help them understand more about each other and how they may work most effectively together. Each member of the SMT completed an online spectrum evaluation ahead of their strategic away day.

At the workshop the team used the spectrum feedback to analyse and discuss how they would be most able to work together with maximum effectiveness and in a fashion that played to their behavioural strengths.

As part of the SMT performance development training

The spectrum profile has also been very effectively used as part of a organisational wide training program. This has given consistency of approach throughout the business. The spectrum profile was embedded within all team and individual performance training programs to allow supervisors and junior staff to discuss how behaviour influences one to one interactions and relationships. Staff who had never before used any kind of behaviour and evaluation tool found the model to be extremely intuitive and useful. Staff who were accustomed to other behavioural models found spectrum to be more user friendly and practical than their previous evaluation.