



# Leadership & People Development Winner 2015

## Evolution5 Limited



Evolution5 pride themselves on a highly trained, experienced and skilled workforce. They consistently go above and beyond to recruit, retain and develop the most talented individuals in the sector and to encourage more young people into the industry they describe as 'fantastic'. They genuinely care about everything they do – the quality of their services, the environment and the community they work in.

Evolution5 was established in 2007 at the start of the deepest recession in recent history. Evolution5 do things differently by offering a flexible, responsive and innovative approach to construction consultancy. Company targets are set annually and five-yearly with regular progress reviews. The whole team actively participates in driving continuous improvement, resulting in year-on-year turnover growth which now stands at 970% since 2007. Work in the pipeline indicates that the company will continue to build on this success in 2015/16.

Evolution5's directors are accessible and hands-on, with the business offering some of the fastest response times in the sector – and importantly, helping clients to deliver projects efficiently. Taking a holistic, collaborative approach to projects and routinely co-locating with the client if appropriate, Evolution5 encourage contractors, stakeholders and building users to 'own' each project.

The senior management team has substantial leadership development and training commitments, unprecedented for the size of the organisation. Staff are actively encouraged and financially supported to develop professional training and hold professional memberships to share best practice. They are all passionate about addressing the skills shortage and do everything they can to encourage young people to choose the construction industry. Evolution5 participate in a ground-breaking local apprenticeship scheme, present in schools and to university students, and provide work placements for undergraduates.

Workforce development extends to the part they play in the community. Evolution5 not only support staff to volunteer and raise money for charities, but also sponsor local schools, sports teams and cultural events. The directors and staff are actively involved in the CIOB and RICS, UK Green Building Council, ConstructionLine and the Association for Project Managers – positively influencing the sector, particularly around issues such as skills shortages, BIM and public sector procurement challenges for SMEs.

This approach has helped them reach a key milestone – successful ISO9001 certification in 2014. Already operating in line with international standards, recognised by Acclaim for their Health and Safety practices, their next target is to achieve independently-audited accreditations for both ISO14001 and OHAS 18001 before the end of 2015. They are working towards the Investors in People Gold standard and already meet much of the criteria for an 'Outperforming' team.

**Evolution5**   
LEADERS IN CONSTRUCTION MANAGEMENT & CONSULTING

### Judges comments

The judges were really impressed by the high level of training and staff development delivered by Evolution5. Despite their limited resource they have provided committed leadership and are re-investing profits to develop their staff and business.

The company ethos is based on their '5 star' philosophy which encompasses value, transparency, certainty, commitment and integrity. As a result they have achieved their goals and provided focused leadership and are already looking to future-proof the business and establish their succession strategy. They have a high proportion of female staff – now approaching 25% against the industry average of 11%.

Their approach is flexible, responsive and innovative and they have demonstrated their commitment to sharing knowledge and lessons learned.

<b>Number of staff:</b>	11
<b>Turnover:</b>	£733,000

### Finalists

- Baxall Construction Limited
- Desco (Design & Consultancy) Ltd
- Hampshire County Council Educational Opportunities
- Evolution5 Limited
- O'Donovan Waste Disposal