

ACHIEVER OF THE YEAR

HIGHLY COMMENDED 2014

Steven Hale, Crofton

Steven Hale formed Crofton in 2000 with a vision to create an engineering services consultancy that embodies industry learning while delivering high quality services. Strong leadership has been essential in driving forward the growth of the company. Crofton personnel has increased 44% since 2012, with many new recruits joining as apprentices and school leavers, rewarded for their hard work and achievements through promotion to more senior positions.

Steven recognised early the need to train up engineers to competently undertake the new BIM approach to building design and invested over £36,000 in software and IT infrastructure. Now, as the BIM wave sweeps across the construction industry, Crofton is reaping the benefits of being an 'early adopter'.

Steven is regarded as a thought leader for consulting engineers – regularly asked by the trade press to comment on issues such as succession planning, BIM, The Green Deal and political and financial issues facing SMEs. Steven is on the judging panel for the International Building Press (IBP) and the H&V News awards and also participates in industry discussions, most recently for Construction News on the future of BIM.

Steven is involved with industry influencing lobbying groups, including the Bank of England SME panel and was invited to join the new the Association for Consulting and Engineering (ACE) SME forum in 2012.

Steven champions engineering as a career option for young people. Crofton is one of five companies on the steering committee of the Technician Apprenticeship Consortium. As part of this programme, four apprentices joined Crofton in 2013, where they are mentored by senior engineers and can experience a variety of projects during their training. Crofton is expecting to take on at least two apprentices each year.

Crofton ensures all employees benefit from the company's success and Steven is establishing an employee share trust, to provide a career pathway and directorial opportunities.



Judges' comments

Steven's enlightened leadership allows his 'ceiling' to become the floor for someone else taking on the next phase for the organisation. It's clear he is driven by the pursuit of excellence rather than personal remuneration, all the while reinvesting in ensuring his business continually improves.

Crofton is characterised by Steven's drive, ambition and beliefs and his investment has ensured a strong and lasting legacy for everyone who works there.

