

LEADERSHIP & PEOPLE DEVELOPMENT

WINNER 2014

O'Donovan Waste Disposal



O'Donovan Waste Disposal is committed to the training and development of its staff in order to improve the services it offers to clients and to operate more sustainably.

It is an independent, family-run company with a very strong team ethic, and passionate about the waste industry and about working sustainably. To achieve its ambitious goals, the company invests heavily in its entire staff, by training and ensuring that everybody feels they are a valued member of the team.

O'Donovan encourages employee contributions, which helps motivation and commitment to the company's values. Every Friday, all office staff enjoy a free lunch as a small reward for another week of hard work! By involving the whole team in new processes, everybody within the organisation has become more vigilant and aware of how they, as individuals, can do more.

Through managing director, Jacqueline O'Donovan's leadership, O'Donovan became one of only eight companies in London first to achieve the Transport for London (TfL) FORS gold standard accreditation. O'Donovan ensures all its drivers have Certificate of Professional Competence training and has now started rolling out its own CPC driver training program.

O'Donovan has worked hard to improve staff understanding and awareness of fuel efficiency

and carbon reduction. This has led to higher participation in staff training and e-learning and resulted in the reduction of vehicle idling by 50%, as well as reducing fuel consumption and emissions.

Since working with Skills for Logistics, the Sector Skills Council for the UK's freight logistics industries, O'Donovan has identified skills gaps and implemented development programmes to mitigate them. A new performance management system ensures jobs are performed effectively and aligned with business goals and KPIs.

An average of £5,000 per vehicle was spent in 2013 and the company has recently invested £500,000 in new equipment for its Scrub Lane facility to help it operate more sustainably. O'Donovan launched their Greener Vision Strategy to minimise environmental impact and has reduced its carbon footprint by 8.5% so far.

O'Donovan is collaborating with Transport for London (TfL) and the Metropolitan Police to improve the level of safety for both their drivers and vulnerable road users. Through their company driver training plan, O'Donovan runs 'exchanging places' events, allowing cyclists and drivers to gain an understanding of their respective challenges. Drivers also receive Crossrail safety training and O'Donovan was selected to pilot and feedback on Crossrail's new e-learning initiative for refresher training.

Judges' comments

O'Donovan retain this award for the second year running because they are clearly passionate about taking the lead in this industry. They are committed to training and promoting skills, ensuring professional drivers are recognised and accredited – to the point they have developed the first set of knowledge and skills standards within their industry.

The panel were particularly impressed by O'Donovan's commitment to collaborating with others, including mentoring their competitors.

O'DONOVAN
●●● WASTE DISPOSAL

FINALISTS

- Building Lives CIC
- Crofton
- Galliford Try Construction – Building Division
- Lift & Engineering Services Ltd
- O'Donovan Waste Disposal