

Developing homes
starts with
developing people

Greg Fitzgerald

Chief Executive

www.bovishomes.co.uk



My development



- 1980:** Left Cuthbert Mayne School in Torquay with 3 O-levels;
First job washing dishes at Dart Marina Hotel
- 1982:** Joins Midas Construction on YTS scheme as a trainee estimator
- 1992:** Forms Midas Homes along with other directors
- 1997:** Midas Homes sold to Galliford PLC
- 1999:** Sets up Gerald Wood Homes with Dave Wood
- 2000:** Sells Gerald Wood Homes to Galliford Try
- 2003:** MD Galliford Try homes division
- 2005:** CEO Galliford Try
- 2016:** Non Executive Chair, Galliford Try
- 2017:** Chief Executive, Bovis Homes



Developing an environment where people can deliver



- Put a foot on the ball
- Set realistic targets
- Significant investment to give people the right tools for the job:
 - IT
 - COINS
 - KEYS
- Customer Experience Director
 - A new link between our people and our customers
- New housing range


KEYS



The Phoenix Collection

Developing a culture where people can deliver



- Integrity, Caring, Quality
- Do the Right Thing
- People take responsibility for change
- Whistleblowing
- Open communication
 - *Intranet (Dug)*
 - *The Bite*
 - *Regional roadshow*
 - *Open communication*
- Celebrating success

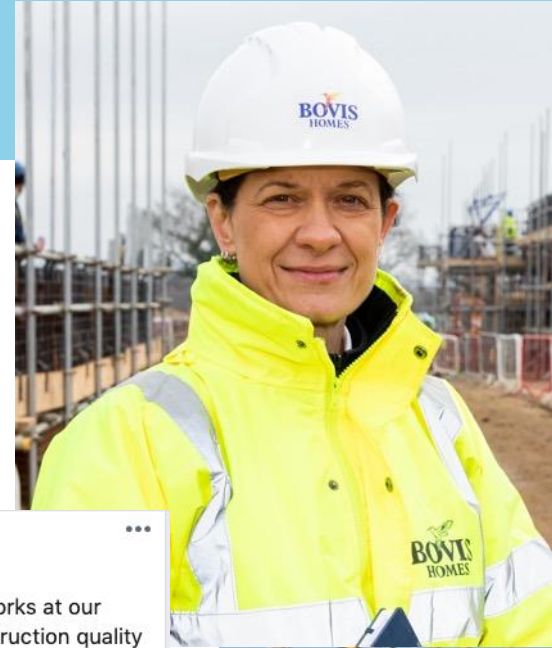
Do the
right
thing





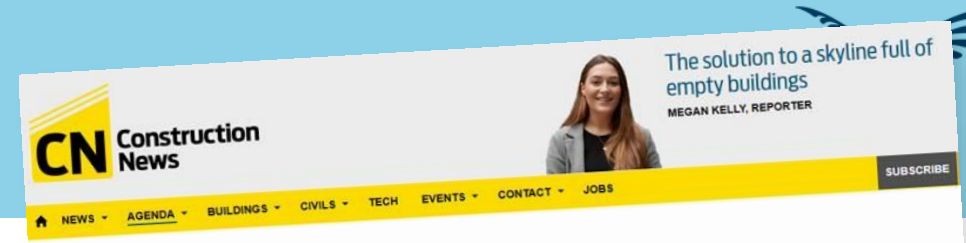
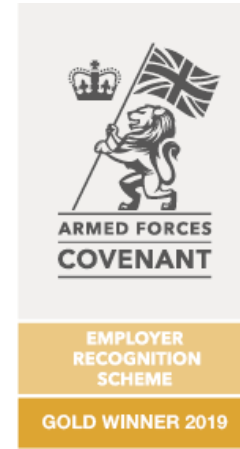
Developing our recruitment

- Site managers are kings and queens of the business
- Need to invest to get the best
- Young site managers
- Apprenticeship programme
- Now people want to work for Bovis Homes



Developing our talent pool

- Recruiting the best person for the job
- Promote our diversity
 - 100 women event
 - Seek positive PR about our diversity
- Supporting our armed forces
 - Mentoring and work placements
 - Trainee programme
 - Armed Forces Day
 - 100 veterans across a range of roles
 - Only housebuilder to win gold



Housebuilder calls for more diversity as new-build takes off in the region

By Sarah Wood | 18th February 2019

The boss of a national housebuilder's operations in the West is urging more diversity in the industry, as he works on launching a new housing range and six brand-new developments in the region.

Suorlya Ray, managing director of Bovis Homes' Western region, is looking to encourage more women and candidates from minority ethnic backgrounds to apply for senior roles across sites and offices.

Bovis Homes is launching its new homes collection across the country, including at its Fitton location this summer, and is working on new sites in Gloucestershire, Oxfordshire and Monmouthshire.

Sup, whose Indian parents instilled in him a passion for hard work and a hands-on approach to management, said he believed that Bovis Homes employed colleagues on merit, regardless of background, and he would like to see more equality across the sector.

"Being British Indian and having moved school a lot as a youngster, I know the importance of fitting in and making the most of the opportunities you are given.

"Bovis Homes sees the person and their skills, experience and capability over anything else and, during my time as regional managing director, I have built a team that reflects the best talent from the region.

"We recruit candidates from all backgrounds, based on the principles of having a hands-on approach, leading by example, approachability, and driving accountability within the team.



managing director at Bovis, Joanne Morrison is one of a small number of senior construction industry and is aware of her role as a role model for other women



Developing people...



- Serious investment in training
- Performance Director
- Training Centre
- 4,505 training days in 2018 – up 14 per cent
- Covers all business functions, inc sub-contractors
- Trainee Assistant Site Manager programme
- Leadership training programme
- Apprenticeship programme



...developing homes



- Jump two stars
- Currently trending as a five-star builder
- Record profits
- Engaged workforce
- Great people
- Great product
- We are not complacent
- It's not a numbers' game



Thank you

