



## Spotlight on...

equality, diversity and inclusion

CONSIDERATE  
CONSTRUCTORS  
SCHEME

# Case Study: Lovell

## Joseph Chukwuadinula

My career development in Lovell has been a very positive experience, I initially started off at Lovell as an administrator within our HR & Training team on a 12-month maternity cover contract.

I was supported from the very first day with an induction giving me more information on the company and who would be my key contacts.

One of the most helpful things to my start at Lovell was having a handover from the HR and Training Administrator I was covering for, for the first month there was a detailed plan and structure of what my key responsibilities were and the tools I would need to perform them to Lovell's standards, being in an environment where I was encouraged to voice out any concerns or ask for assistance gave me reassurance that I was supported.

For the first 3 months I had 'formal' monthly reviews with my line manager where I could discuss my progress and focus areas, this gave me more confidence in my role and it also allowed me to visually see how I had grown from day 1.

Having the monthly reviews were beneficial for me because it was a source of motivation and a reminder of what I was doing well which ultimately became the platform for me to improve my standard in my role, it also gave me the confidence to take up more responsibilities in the role.

Lovell have an 'open conversation' culture which is where they promote constant dialogue between different departments to create one team and also communication between line managers and their team.

I continued to have monthly reviews but in a more informal style as I approached the 9 month mark in role, monthly review conversations were not just about my progress and focus areas but began to move into the direction of what opportunities could be available moving forward and where I saw myself in the company in the future.



Because I had constant communication with my line manager every month and demonstrated the right behaviours, and work ethic she was able to see my progress and realise my potential, this ultimately led to me being given an opportunity as the region's sustainability coordinator.

This was a new role that was created in order for us to demonstrate how we are a responsible business in terms of the environment and local community impact.

Lovell has supported me in my new role by identifying the courses I will need to complete and funding them, so I will be competent in my role.

This new role will be a steep learning curve for myself, however I feel very supported and confident I will excel in my role as I have constant catch ups with my line manager and have developed a training plan which outlines what I need to achieve and a timescale for it to be achieved by. I have the support from my operations director who also understands and believes in my work ethic which is very reassuring that some body high up in the company hierarchy can still take time out and assist me.