

# Ideas Drive Change

Understanding My Contribution and the value of employee ideas



# Understanding My Contribution



## Ideas Drive Change

Microsoft didn't invent the 'mouse'; James Watt didn't invent the steam engine and Thomas Edison didn't come up with the lightbulb.

What they did do was to relentlessly focus on improving what there already was. They challenged what was 'good' and wouldn't accept anything less than great.

In doing so, they transformed their ideas into truly revolutionary innovations.

The 2020s present the construction industry with challenges on a scale not seen before. The necessary drive to be safer and far more sustainable. Meeting skills shortages and increasing productivity. Leapfrogging from 19th Century construction techniques to what we will be able to do - in what already promises to be the Digital Decade.

Our experience at Balfour Beatty is that we employ people who believe that we can do things better – and we provide them with the means to share their ideas for change and turn them into actions through My Contribution.

What is crystal clear is that the ideas and the enthusiasm are there for positive change and innovation: we just need to provide the culture, the opportunity and the focus.

There is inherent potential and opportunity within our industry that could be greatly multiplied if we act as a connected industry, collaborating on innovation to truly transform our business, our industry and the benefits we bring to society.

Over the next few pages is further detail on My Contribution at Balfour Beatty, what it is, why we do it, how we do it and the benefits it can bring.



MyC events are held across the business

MyC Hub articles keep everyone updated



The MyC Hub site give access to MyC materials and news



My Contribution is promoted everywhere

## 1 What is MyC about?

My Contribution is Balfour Beatty's engagement programme for employee led business change. It harnesses the latent potential of thousands of employees' ideas to improve the ways in which they collaborate and work together every day.

My Contribution is about people and engagement, with individuals stepping forward with their ideas and energy to help build a better business - a stronger, more resilient organisation.

These ideas drive change, making the business more efficient, safer and ultimately a better place to work.

Changing the company for the better



## 2 Why was My Contribution launched?

Across companies, employees first-hand experience and knowledge can invariably identify the need for change, however, they often don't have the means to take the next steps and implement any improvement.

My Contribution is the empowering way through which employees can take the necessary direct action, working together to deliver their ideas.

My Contribution addresses the opportunity for idea development head on with the potential thinking and impact it delivers summarised in the words of Balfour Beatty Group Chief Executive, Leo Quinn: "Together we are building a stronger business from the inside out - when it comes to identifying ways of improving our business, who better to ask than all our people?"



Team MyC Kits equip the volunteers

An opportunity to Get Involved!

MyC is launched across Balfour Beatty UK and Ireland



An opportunity for everyone to put forward their ideas

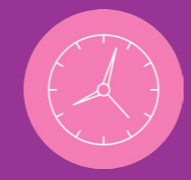
## What we measure:



Cash In



Cost Out



Time Saved



Better Place To Work

# Understanding My Contribution

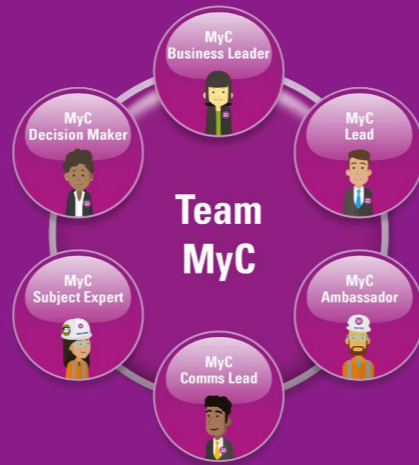


## 3 How does My Contribution work?

My Contribution uses Microsoft Yammer, Teams and the Sideways 6 idea platform as the means of engagement, enabling employees to submit their idea using #idea and other relevant hashtags to identify specific subject areas.

Across the company more than 400 volunteer employees have stepped forward to form 'Team MyC' – undertaking special roles to assess and where appropriate progress ideas through to delivery.

Within Team MyC are MyC Leads, who collaborate with employees on idea development, MyC Ambassadors promoting My Contribution as a whole, MyC Comms Leads providing communication support and MyC Subject Experts and MyC Decision Makers who help evaluate and measure the impact ideas will potentially have.



More than 400 volunteers have stepped forward to take up roles in Team MyC



Meetings include My Contribution updates



Employees can help build a healthier business

"Your ideas can help change our company"

## 4 What drives My Contribution?

From the leadership – right across the company, the clear message to employees is that everyone is empowered to submit their own ideas to bring about positive change – a key message being – 'Go On! Get Involved!'

Anyone can take the initiative, step forward and submit their idea as to how something might work better and what benefits will be delivered. Wherever possible, idea contributors are directly involved in the idea implementation, with the relevant support.

As well as submitting their own ideas, through Yammer or Teams employees can comment on or like ideas of others, collaborating with colleagues to help ideas move forward, whilst others run "YamJams" on Yammer or hold Idea Workshops on a chosen theme to crowdsource thinking on a specific issue.

Every day My Contribution is 100% results focussed. Open dashboards are shared across the business providing the ability to drill down to function, business unit and project level, showing the number of ideas raised and progressed, with statistics on the actual results and benefits that have been delivered.



Every employee can get involved, wherever they work



Working together ideas are developed



The 10,000th idea submitted is celebrated!



Group Chief Executive Leo Quinn delivering on his idea



Getting ready to submit a card entry



## MyC: Looking at the numbers



Thousands Of Ideas!



Thousands Of Likes



Thousands Of Comments



400 Team MyC Volunteers



## 5 Who gets involved?

Everyone is encouraged to get involved in My Contribution and it is often a standard item on meeting agendas, where managers, leaders and teams discuss progress, updates on ideas and share success stories. The business Executive Committee also explore My Contribution progress and developments every week on the Group Chief Executive's Pulse call.

My Contribution really is open to all and is supported at every level within the business, with Group Chief Executive Leo Quinn delivering his own idea to replace taxi rides or parking costs for Heathrow airport with taking the bus shuttle service from close to the offices - an idea that can potentially save £000's per annum.

Inclusive engagement is critical, so for employees based on construction sites who do not have digital identities, idea cards are provided whilst project site digital solutions for these sites are being trialled.



A MyC Cake promotes engagement!



Every office has received MyC support materials

## 6 What has MyC Achieved so far?

In August 2022 it will be 3 and a half years since the re-launch of My Contribution – in which we have seen significant benefits delivered to the business from the power of employee ideas.

More than 10,000 ideas have been submitted with those implemented so far achieving over £52 million in cost savings and more than 343,000 hours of saved time and have received over 140,000 likes and comments.

Our MyC Zero Harm campaign in October 2019 resulted in over 560 ideas for safety improvements, our Bouncing Back campaign in 2020 in response to COVID-19 generated more than 550 ideas in a week and our Sustainability campaign in July 2021 received over 800 ideas for sustainability improvements.

A further achievement of My Contribution is how employees are able to collaborate with colleagues they would not usually work with, in different functions or geographical locations – often physically seeing the difference that this knowledge sharing and collaboration is making to our business, every day.

An employee receives a Gold Award for his engagement



Gold Awards recognise particular contribution achievements

## 7 When does My Contribution stop?

Essentially it doesn't, since My Contribution continues to become part of the culture of Balfour Beatty and established as the way people communicate, build ideas and work better together.

My Contribution engagement is now also part of the annual Personal Development Review (PDR) process undertaken with individual employees and their managers. As part of this process employees are able to highlight how they have been part of My Contribution in any way.



People working together are building Balfour Beatty

## 8 What do employees think about My Contribution?

Employees are surveyed on a regular basis and the quotations below are taken from employee perspectives on the effectiveness of My Contribution.

"Putting staff in touch with people whom they may never have met or spoken to allows ideas to flourish..."

"..people progress an idea they may have previously kept to themselves for lack of knowing who to best pitch it at."

### "...there is a buzz about MyC"

"The discussion and delivery of the idea all happened very naturally and quickly"

"The MyC Team acting as a central hub for staff connections is brilliant."

"Great way to see what other SBU's are doing and networking with the wider BB community."

"Its an effective way of implementing ideas and improving ways we work, whilst saving money."

"Weekly Spark updates – a great idea to catch up in what is new."

"Loving the ideas being generated and the engagement across the business – creating a real buzz and vibe"

**"The build and roll out has been impressive."**

**£9600 &  
3 Days Saved**

**DELIVERED!**

## Solar Powered Savings



David Bacchus' idea of using solar powered lights as a temporary replacement for Navigation Lights removed the need for any cabling, saving £9600 of costs and 3 days of time.

**£15,124  
Saved**

**DELIVERED!**

## Cleaning Up



Sam Johnson's simple idea to switch contracts for the cleaning and maintenance of project site uniforms for the BBGE Plant Facility delivered a cash saving of £15,124.

**£185K  
Saved**

**DELIVERED!**

## Drainage Challenge



When Jonathan Cochrane's team proposed a change from the existing highway drainage design of near road gullies on the Lower Early Way Dualling Project to use combined drainage curbs instead, they realised a £185K saving on the project.

**Better Place  
to Work.**

**DELIVERED!**

## Sound Monitoring



Through sourcing and using innovative sound ear monitoring systems, the team on the Waterworks Bridge project in Stratford were able to alert operatives when parameters were reached, enabling safety mitigation controls or potentially eliminating noise by using alternative methods.

**675 Hours  
Saved**

**DELIVERED!**

## Driving Change



Gemma Heasman delivered a saving of 675 hours of unnecessary journey time when she delivered on her idea of combining the legal requirement for downloading each HGV's tachograph data with the regularly scheduled preventative maintenance inspections.

**975 Hours  
Saved**

**DELIVERED!**

## Quick Revision



Sally Coultas-Paul delivered a saving of 975 hours through her idea of creating a weekly non-completion list on projects. This enabled quick revision of these tasks and for trends to be identified and actioned.