

**PURE
POTENTIAL**

A journey of transformation

Opening Ceremony



ACTEMIUM

Mechanical & Electrical Perimeter

Today's Questions

- Why Pure Potential?
- Why you?
- Why now?

- What is the Pure Potential programme?
- What is the context for the programme?
- What can I expect as a participant?

- How do I best show up to get the most from the programme?
- How can I feel supported?



Pure Potential

A unique development experience exploring your limitless potential

Phase 4: Lead the Change

Lead the organisation, individually and collectively, by accessing your full shared potential. Address real world situations and create organisational and cultural transformation.

Phase 3: Be the Change

See beyond your current reality of what's possible for you as you get clear on how to show up to realise your full potential and the clarity, capacity, connectivity, creativity and wellbeing on offer.

Phase 2: Lay The Foundations

Explore our inner landscape and inbuilt design for performance and wellbeing. Get a feel for the limitless potential available to us all.

Phase 1: Research

1:1's with participants and sponsors to build relationships and develop a clear picture of the individual and organisational challenges to address in the programme.



Pure Potential

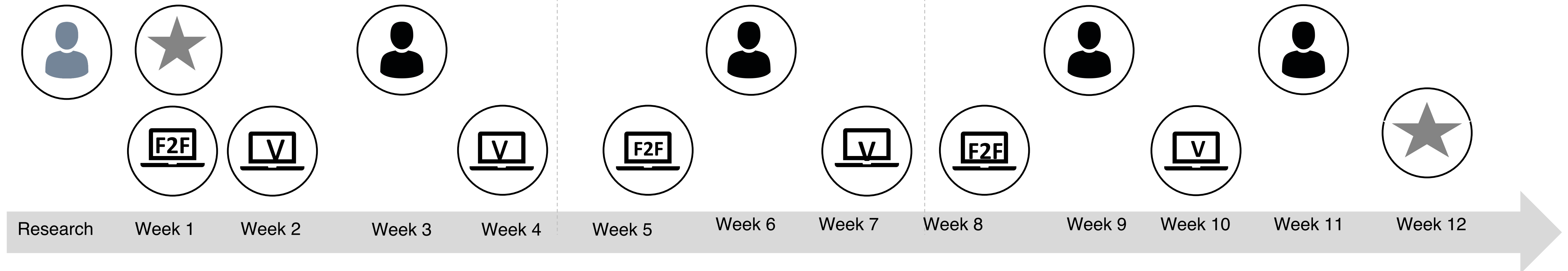
A unique development experience exploring your limitless potential

A 12-week development programme composed of 7 group workshops and 4 individual coaching sessions. Each participant will have a pre-programme research interview to input into the programme design and share their unique context. There will be an opening ceremony where participants will be joined by programme sponsors to set the scene for the journey ahead. The programme will end with a closing ceremony giving participants the opportunity to share their experience and pay their learning forward.

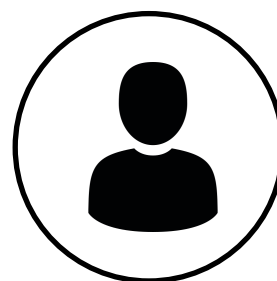
Lay the Foundations

Be the Change

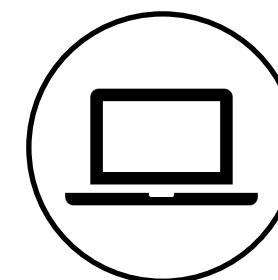
Lead the Change



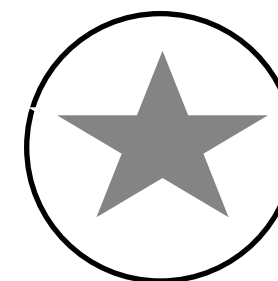
Participants and sponsors have a 1:1 research interview to understand their unique context and obtain their input into the programme design.



Participants have a 60-minute individual coaching session to deepen their understanding and explore real world situations.



Participants have a group workshop either face to face (F2F) or virtually (V). These range from 2 hours virtually to one day face to face.



Opening and closing ceremony for participants and stakeholders to come together to reflect on the journey that lies ahead or has been travelled.

Research Process

CULTURE

WELLBEING

CHALLENGES

ASPIRATIONS





Culture

Actemium M&E Culture

*We're a people business and
need to nurture this*

*It's a good strong team,
with a vision*

*The support office have a
private space to let off steam*

Dynamic, evolving

We are a successful team

We have an excellent team

*We have fun and can chat
and be open*

*We can have a laugh and
a joke yet still get the job
done*

A close-knit family feel

*I live the culture because I
believe it*

*I have a very good and
strong relationship with
Andrew*

*Actemium has been
brilliant*

Inclusive

*Andrew is a
great boss*

*We are all individually
strong in our areas*

Very positive



***We're a contracting business
but not in a standard way***

Actemium M&E Culture

***I can write my own job
description***

***I'm given carte blanche
freedom***

***Trust is there, people can
admit mistakes***

***Everybody is
really open***

***Hybrid working
helps***

***I value the agility, the ability to
change very very quickly***

***People feel engaged
with the business***

***I've built relationships so
people come to me***

***I thoroughly
enjoy Actemium***

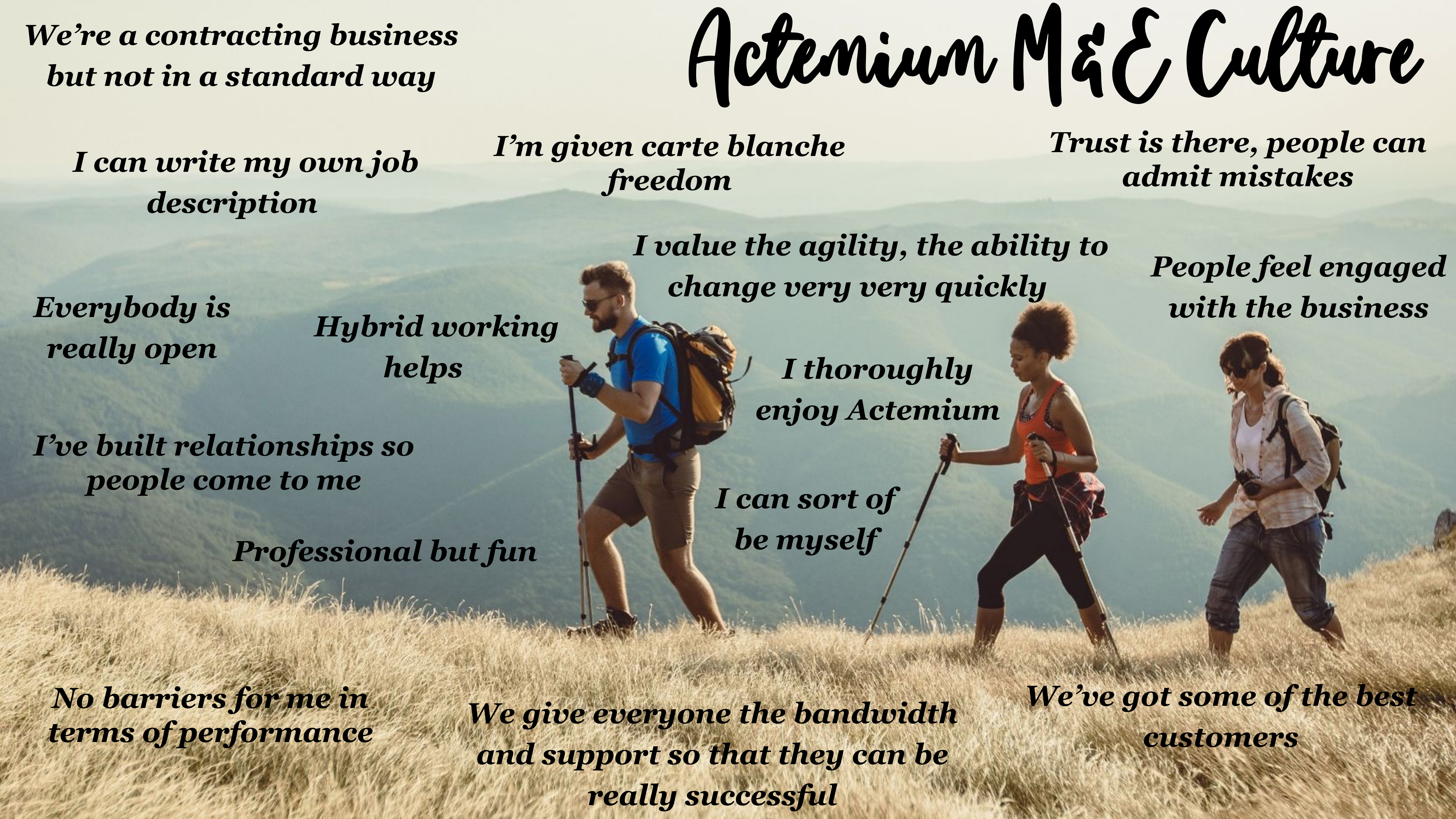
Professional but fun

***I can sort of
be myself***

***No barriers for me in
terms of performance***

***We give everyone the bandwidth
and support so that they can be
really successful***

***We've got some of the best
customers***



Actemium M&E Culture

There are a few perfectionists in the team who would like things to be 100% perfect, but you never really get to that

We have high expectations

We do the right thing; we could have made lots of redundancies, through Covid but we've stuck by people, and it pays off

Old school/new school, change is afoot

The acceleration of the business is ridiculous

The M&E Mission 100

There's so much we can do with the current team

A secure and stable organisation looking to grow



The success rate of people genuinely making it is probably quite low

Actemium M&E Culture

We are a financially driven organisation

People have many responsibilities in one role

We've people higher up the group saying you can do this, it's very empowering

Do we need more leaders who really understand the core of what we do?

There are some people in the team who are a little less patient

Sometimes frustrated by inertia of financial caution of group, you hit the blockers

If people don't support the values and Quartz, there is only one winner

Board meetings could be even more collective



Challenges



Capacity & Pace

*They'll say we need
to slow down*

Everybody is really busy

I'm spread thin

*I say slow
down but it's
go, go ,go*

*There's just so much
going on*

We run lean and agile

*People are
overworked and
overtasked*

*We need more
resources and
people*

*Lack of time to do
things properly*

*There is this relentlessness
about our organisation*

*It's hard to take a
step back*

*I say things
will settle
down, but
they never do*

*We stretch people's
output a lot*

*Workload and how
to manage it*

*You need people
to step-up, it's
quite tough*

*I don't like not
getting back to
people quickly*

*The sheer
weight of
things*

*Short on
supervisors*



Concern for the Future

*We need stability
and clarity*

*We are growing
exponentially*

*The business wants
sustainable, profitable
growth*

*We're blagging it
all the way*

*The infrastructure is not
in place*

*We could be more
organised and
universal across
the BUs*

*We don't know exactly how
the mini perimeter thing
will work and how that
will impact roles, we're
probably all in the dark*

*How will Andrew cope
with a bigger business if
he's still the main
decision-maker ?*

*How to capacity build
alongside growth*



*Fully empower people with
authority*

*You have to be comfortable
to ask for help*

Empowerment

*Trust makes the biggest difference,
without it we are inefficient*

*How to maximise potential
and retain people*

*You've got to be into what
you are doing*

*Don't tar people, give
them a fresh start*

How far do you go to support?
*We want to empower people,
but some people don't want
to be empowered*

*The two-year window for
people is the most critical*

*Training is
critical*

*We are relentless, we've got to let
people settle*

*We don't have to force it,
results will come from
happiness and enthusiasm*



Cultural Integrity

*We need to bring people on board
to fully embrace Quartz*

*Contractor attitude and behaviour,
how to maintain Actemium standard*

*Getting people to embrace
the Vinci values and Quartz
philosophy*

*Having the right people in
the right roles*

*It's like we talk a
different language*

*Successful people really
understand the culture*



*Everyone to understand what we've
got here and why it's so good*

*With the influx of people, the
culture gets diluted, we need to
invest in cultural development*

*Acquisitions bring their
own challenges*

Recruitment and retention

*Potential to grow huge
but not too quickly so that
we lose the culture*

Wellbeing

*The pressure to perform
is felt*

*I can see what presses my
buttons*

*We don't want flow down
pressure, we should ease off*

*There are days when I think how on
earth am I going to get through it*

*For the BUGMs there's
relentless pressure in the
numbers*

*I feel OK about my
wellbeing because I
express my feelings*

Getting everything done

*I can see the toll on
people*

*I get cross and
then uncross*

*Everyone feels stretched
because the growth has
been immense*

*80% of
electricians
struggle with
mental health*

*The biggest stress is
capacity*

*We have groups
and put posters up
but it's not what
people need*

*People need to be able to
reach out and ask for help*

*Trying to
please*

*It's stressful when people don't
deliver, that's a problem*

*EV meetings can be
stressful*

everyone



Wellbeing Self-Assessment

***100% often or always feel they
can perform at their best***

***100% often or always feel content
and engaged with life***

***88% always or often feel they
have clarity around what they
are doing***

***100% often or always have lots
of ideas available to them***

***77% often or always feel they are
empowered to perform in their role***

100% I listen intently to others

***88% always or often feel
optimistic and hopeful***

***80% always or often feel
optimistic about the future***

Wellbeing Self-Assessment

*55% occasionally lose
objectivity and take things
personally*

*55% occasionally or often get
easily overwhelmed by
situations at work and life*

*44% occasionally or often feel
stressed or anxious*

*66% occasionally feel mentally
drained*

*77% occasionally or often
overanalyse things*

*44% occasionally feel insecure
and doubt themselves*



Our Pure Potential Landscape

Cultural Integrity

Wellbeing

***Concern for the
Future***

Capacity & Pace

Empowerment

What can I expect?



A hiker with a large green backpack and trekking poles is seen from behind, standing on a rocky mountain ridge. The hiker is looking out over a vast, mountainous landscape under a blue sky with scattered white clouds. The foreground shows the rugged, rocky terrain of the ridge, while the background features deep valleys with green pastures and distant mountain peaks.

A programme
like no other



No two experiences
will be the same

A person with short brown hair, wearing a grey sweatshirt and blue jeans, is sitting on a dark, textured rock ledge. They are facing away from the camera, looking out over a vast, hazy mountain range under a soft, orange and blue sky. The mountains in the background are layered, creating a sense of depth. The overall mood is contemplative and serene.

*Take the weight
off the mind*



Insight inducing



Diverse Voices

Caption

Caption

Experiential



Pure Potential Pioneers

Transformative

Engaging

Collaborative

Mind opening

Intense

Interesting

Unique

Challenging

Insightful

Mind blowing

Reflective

Exciting

Simplifies



A glass bottle with a metal clasp is on the left side of the image. A circular dotted border is centered in the upper half of the image. The text "PURE POTENTIAL" is written in a bold, blue, sans-serif font inside the circle.

PURE POTENTIAL

**A Unique 12 Week Development Experience
Exploring our Limitless Potential**

Spirit of Engagement

- *Come open and curious*
- *This is YOUR time*
- *Be perfectly imperfect*
- *Protect your attention*
- *Connect deeply*
- *Raise your hands*



What success looks like for me

Create a shared language for
new people coming in

Understand the barriers and
challenges that others face

You recognise the self-
imposed limits you have
out on yourself

Be the best versions of
ourselves

Having a personal and
shared language

Adding more to decent
foundation

Personal growth

Feeling very motivated,
very enthusiastic

Raise my conscious
awareness to the level
where it doesn't go away

Learn more about myself

You can only grow by
understanding yourself

A sense of achievement in
what we are creating

Come along on a journey to feel
part of a strong successful team

Be the best leader I
can be

Continue to develop

Confidence to take risks

Increased level of trust

Exploring together

Wider involvement,
especially in acquisitions

***It really is in our own
hands***

What is possible for Actemium M&E?

***No barriers to
Actemium's growth***

We buy into the same theory

***A good culture to
pass on***

***The margins will be tougher
to get with bigger more
intelligent clients***

***We've got the backing and
support of the group***

***4 or 5 areas of the business could
become perimeters in their own right***

***We're in the middle of an energy
transformation, a revolution. I
want to encourage everyone to
be an entrepreneur and to
innovate***

Team relationships

***Understanding each
other, connecting,
listening and being
creative together***

***Investing in facilities,
academies, programmes
and marketing***

***All to be efficient and
effective***



What is possible for Actemium M&E?

Keeping our feet on the ground and seeing what works

A critical mass of positive stuff

I believe in the company's potential, it is huge

M & E getting to it's full potential

A fresh look at everything

There are some extremely talented people in the team who probably don't know they are as talented as they are

A friendly culture and to grow and grow the trust

More efficient systems

Once understood the ripple effects will be huge





*What do you need to
consider for the
journey ahead?*

Next Steps

- First workshop today
- Identify opportunities to share your journey
- Reach out with questions



It's time to explore...

