

# Own your career development...70:20:10

In the latest in our series of **70:20:10** case studies we feature Mark Groombridge, Health, Safety, Environment & Sustainability Director, Rail & Power.

“I am responsible for a team of 62 health, safety, environmental & sustainability (HSES) professionals based on complex projects across the Power & Rail businesses. We support teams who maintain power lines, install new power links, rail plant, track renewals, civil engineering works and multi million pound projects.

“I started my career as a track worker 29 years ago. During that time the opportunities I have had working for Balfour Beatty and leaders in the business has spring boarded my career, taking me from the hand tools to Executive Director.

“I have worked in operational delivery for 25 years of my career, with some of the toughest operational jobs in the Industry. Around four years ago I asked to move into the HSES function as I genuinely feel I can make a difference in this area of the business. I hold a personal value to remember why we do what we do, focused on the internal and external customers in all we do.”



## How I've shaped my development using the 70:20:10 principle

### 70%

I have taken every opportunity offered to me and two key areas have supported my progression. Firstly someone taking a chance and having faith in me. Secondly, taking the opportunity and giving it my very best with hard work, determination and aiming to doing better than what was expected of me.

At times I have taken on roles because of the safety responsibility that came with those roles. Safety can be an area where a leader can show strong leadership and it is not something to fear.

### 20%

Through my career I have met a variety of people and even today continually seek opportunities to receive feedback. Mentors, coaches and people who will give good feedback are a gift and have been important to me throughout my career. We all carry a personal Johari's Window and exploring the panes of the four windows have made me a stronger leader as I have moved up the organisation.

My personal breakthrough began when I began to really understand personal reflection – 360 feedback and using models such as Insights has taken my personal development to another level.

### 10%

Professional education sandwiched with my role has been part of my development. I completed an HNC / ONC in Civil Engineering and more recently an NVQ Level 5 in Occupational Health & Safety.

Small sacrifices of time in the evening and at the weekend have helped with learning alongside busy roles.

### My advice for others:

“Always be true to good core values, see the good in those around you but be prepared to deal with good people and those who need a change with equal enthusiasm.”