

Peer Networks Case Study

Cohort : Women in Leadership

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FireRiskAssessments.com was set up in 2012, carrying out over 300 assessments a month for anyone who holds the responsibility of fire safety for a premise. They cover the whole of the UK, with over 30 assessors located nationally. The business is led by General Manager, Nikki Velinsky

Having originally started at FRA.com as an accounts assistant, Nikki's role had developed over the four years, into a General Manager role. The business had started to grow and she needed to understand how she was going to manage the increased work and what the next steps should be and therefore decided to join the Peer Networks Programme for help.

The solution involved a number of areas which Nikki was able to establish from the advice given from her peers on the network. Firstly, establishing what roles other members of the organisation could fulfil, what accountability she had and clarifying with the directors what their expectations were. Also, to outsource some business processes, which would free up time to focus on other key areas.

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The whole experience was very rewarding. From the initial questioning from the peers involved, to the suggestions/solutions they put forward, it was extremely productive. The questioning, allowed me to think about areas I hadn't considered, but it also highlighted some issues I had already identified, which gave me some confidence in what I was doing. The solutions suggested were again supportive, relevant and easy to implement. There was no sales or expectation that I should follow the advice offered. The feedback given was all based on others knowledge and experience.

Nikki Velinsky, Fireriskassessments.com

Key Points

- Established roles other staff could do to help with the business
- Outsourced business processes to free up time to focus on other key areas
- Built confidence in decision making

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