



A N N U A L
A W A R D S

Shortlist Guide



ANNUAL
AWARDS

Apprentice of the Year Award

The nominee must have taken part in an apprenticeship programme within one year of the award date. They have demonstrated exceptional personal qualities and have made significant achievements throughout their apprenticeship. This person has made a tangible contribution to the success of Telent and shown commitment to the Values.

The referee should consider how the apprentice has demonstrated commitment to their own personal development and progression, the benefits they bring to Telent, and any inspirational qualities and outstanding contributions. Give clear examples of achievement and attainment in learning and work. This could include feedback from colleagues and examples of ambassadorial activities.

Talhah Shaikh

Why should this person be considered?

Talhah, or "T" as he is known to the team, consistently goes above and beyond in his role. His dedication and proactive approach have played a key role in shaping the new "IT" way of working, making him an invaluable member of the team.

Talhah takes full responsibility for any task assigned to him, regardless of his prior knowledge. His willingness to step up without hesitation demonstrates his exceptional problem-solving skills and determination to learn and deliver. He ensures that communication within the team remains clear and inclusive, keeping everyone informed and engaged.

His work is consistently thorough, precise, and of the highest standard. Talhah prioritises efficiency without compromising quality, ensuring that tasks are completed swiftly and effectively. His commitment to excellence and teamwork makes him an indispensable asset to the organisation.

- Be Inclusive:** He encourages strong communication and collaboration, ensuring transparency within the team.
- Take Responsibility:** He embraces challenges head-on, demonstrating accountability and reliability in every task he undertakes.
- Collaborate:** His willingness to support and engage with colleagues strengthens team cohesion and effectiveness.
- Customer Focused:** His meticulous approach ensures high-quality outcomes, benefiting both internal and external stakeholders.

Talhah's exceptional contributions and unwavering dedication make him a truly deserving candidate for recognition. His professionalism and enthusiasm continue to inspire those around him.

Razvan Enache

Why should this person be considered?

Razvan consistently exceeds expectations in his apprenticeship, demonstrating exceptional dedication, initiative, and leadership. His strong work ethic and commitment to excellence ensure that he not only meets but surpasses his targets in every task he undertakes. Beyond his personal achievements, Razvan plays a vital role in supporting his peers. He is always the first to volunteer for additional responsibilities, helping across various departments and providing guidance to fellow apprentices. His collaborative spirit and willingness to help others make him a trusted and valued member of the team.

Razvan's passion for learning is evident in his proactive approach to personal and professional development. He actively seeks out additional training opportunities, not only to enhance his own skills but also to contribute to the growth of those around him. His continuous improvement mindset serves as an inspiration to others.

A true role model, Razvan is highly regarded by colleagues and peers alike. His professionalism and approachability create a positive and supportive environment, and his role in mentoring apprentices has been instrumental in their success. He has also played a key role in supporting the last two assessment centres for new Highways apprentices, ensuring a welcoming and encouraging experience for candidates.

- Be Inclusive:** He promotes a culture of collaboration, ensuring that everyone feels valued and supported.
- Take Responsibility:** As a mentor, he leads by example, demonstrating accountability and a commitment to excellence.
- Collaborate:** His teamwork and willingness to assist beyond his role make him an invaluable asset.
- Customer Focused:** His dedication to skill development ensures the highest quality of work for both internal and external stakeholders.

Frequently highlighted by his learning provider as a shining example of excellence, Razvan's outstanding work ethic and positive influence make him a truly deserving candidate for Apprentice of the Year. His enthusiasm, leadership, and ability to inspire those around him will undoubtedly continue to drive success throughout his career.

Owen Davies

Why should this person be considered?

Owen is an ICT apprentice within ITCS' Workplace Team. Since September 2022, he has played a crucial role in supporting the Windows 11 Rollout Programme while taking on increasingly complex business-as-usual IT support tasks. His dedication, professionalism, and strong work ethic set him apart as a model apprentice.

Owen is widely recognised across the business for his exceptional customer service. He has been instrumental in assisting colleagues with upgrading their laptops or transitioning to new devices, ensuring smooth and efficient transitions. His proactive approach and willingness to go the extra mile have not gone unnoticed, with colleagues frequently praising his helpfulness and commitment.

Beyond customer service, Owen exemplifies punctuality and professionalism. He remains actively engaged in all aspects of his role, constantly seeking ways to enhance efficiency by preparing laptops, assisting colleagues, and ensuring Windows 11 upgrades run seamlessly. Remarkably, he is also ahead of schedule on his college work, demonstrating outstanding time management and dedication.

- Be Inclusive:** Owen is approachable and actively participates in team initiatives, always ready to support his colleagues.
- Take Responsibility:** He efficiently manages the Windows 11 upgrade process, from deployment scheduling to proactive user communication, ensuring smooth transitions.
- Collaborate:** A proven team player, Owen goes above and beyond to assist colleagues, creating a supportive and productive environment.
- Customer Focused:** Owen consistently receives excellent feedback, demonstrating flexibility and commitment to delivering the best possible service.

Owen's outstanding contributions, positive attitude, and dedication make him a highly deserving candidate for Apprentice of the Year. His professionalism and proactive approach ensure that he will continue to excel and inspire others throughout his career.



A N N U A L
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Employee of the Year Award – Business Support

The nominee demonstrates and delivers job performance and services well beyond expectations. They embody the Telent Mission, Vision, and Values and may also have been nominated for another category or demonstrated commitment in other areas that will contribute towards this award.

Ethan Poole

Why should this person be considered?

Over the past year, he has consistently gone above and beyond, taking on multiple projects with dedication and without complaint. He prioritises customer satisfaction and Telent's reputation while maintaining high standards under tight deadlines.

His impact has been especially evident in the Private 5G projects, particularly AMRC. His commitment and technical expertise were crucial to its success. He spent additional time learning the routing and configuration of the Airspan kit with Athonet core products, becoming highly proficient despite having no prior experience with this technology. He worked directly with suppliers and customers, ensuring high-quality solutions that met all requirements. His expertise earned the AMRC customer's respect and trust.

Ethan also developed Python scripts for the MCA project, improving network reporting and reducing time, effort, and costs. His work in this area significantly optimised project efficiency.

His can-do attitude is an inspiration. He has taken responsibility for all Private 5G projects, collaborating with suppliers and customers to resolve issues. He even developed customer switch configurations outside Telent's direct responsibility, ensuring seamless integration and eliminating customer-side difficulties.

By consistently stepping up, problem-solving, and prioritising customer needs, Ethan has played a vital role in Telent's success. His contributions have enhanced the company's reputation internally and externally. He is a valued team member and deserves recognition for his hard work and dedication over the past year.

Sian Dunn

Why should this person be considered?

This year, Sian has truly exemplified what it means to be an outstanding team member and a valuable asset to the organisation. Her journey has been marked by exceptional achievement, including earning a well-deserved promotion and seamlessly stepping into a challenging new role.

Despite the hurdles that come with change and growth, Sian has tackled every challenge head-on with determination and resilience.

What sets Sian apart is not just her ability to excel in her own role, but her unwavering commitment to supporting others. She consistently extends her knowledge, expertise, and encouragement to colleagues across departments, promoting a collaborative environment that drives team success. Her willingness to go above and beyond ensures that everyone she works with feels supported and empowered.

Sian's infectious enthusiasm and bubbly personality shine in all that she does. Her positivity is a source of inspiration, energising those around her and contributing to a workplace culture of motivation and teamwork.

For these reasons and more, Sian is a deserving recipient of the Employee of the Year award. Her dedication, kindness, and drive serve as an example to us all.

Sian also won an award for Be Inclusive last year. Be Inclusive: Consistently promoting a welcoming and supportive environment for colleagues across all departments. Actively listens to diverse perspectives, ensuring everyone feels heard and valued. Continues to champion inclusivity by mentoring and supporting others, creating opportunities for teamwork and growth. Builds strong relationships by valuing individual contributions and celebrating team diversity.

Vikki Towell

Why should this person be considered?

She is professional, supportive, and incredibly positive, with a meticulous approach to problem-solving. Vikki makes people feel welcome, valued, and respected. She consistently seeks improvements and supports initiatives with enthusiasm.

Vikki has been with Telent for just under two years' and is an invaluable member of the L&D team. I want to highlight two key projects she led last year.

Vikki redesigned the induction process based on business feedback, eliminating the need for travel to Warwick. Her thorough research ensured the solution addressed challenges faced by new starters. Instead of simply adding another location, she developed a hybrid approach: a first-day team introduction, a virtual induction on day two, and an in-person event later. She collaborated with managers, IT, Fleet, and HR to ensure a seamless process. Her attention to detail and alignment with all stakeholders made this initiative highly successful.

Vikki also adapted the induction process for the Transport team's bid win, ensuring it met the needs of new employees. She delivered sessions at all required times, showing dedication beyond expectations.

Be Inclusive: Considered all new starters' needs and listened to managers' feedback.

Take Responsibility: Proactively tracked and resolved onboarding issues.

Collaborate: Engaged with teams to solve challenges and keep leadership informed.

Customer Focused: Prioritised an engaging and seamless experience for new employees.

Vikki's dedication, problem-solving, and leadership have had a lasting impact, making her truly deserving of this recognition.



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Employee of the Year Award – Network Services

The nominee demonstrates and delivers job performance and services well beyond expectations. They embody the Telent Mission, Vision, and Values and may also have been nominated for another category or demonstrated commitment in other areas that will contribute towards this award.

Adele Thorpe

Why should this person be considered?

She is diligent, passionate, and embodies all of Telent's Values.

Adele played a key role in delivering the NEOs circuits for the MCA RNIR project while also managing finance, change management, and asset control. Her infectious "can-do" attitude drives excellence, ensuring first-time-right execution for herself and those around her.

Adele never seeks recognition but continuously empowers others. She creates a safe space for learning and growth, mentoring peers who have gone on to make positive contributions within Telent and beyond.

- Collaborate:** Adele is the glue that binds teams, ensuring seamless coordination across business functions and technologies.
- Customer Focused:** She provides exceptional service, keeping customers and stakeholders informed with clear, proactive communication.
- Take Responsibility:** Adele embraces challenges, takes full responsibility for her work, and holds others accountable to achieve common goals.

Her unwavering commitment and leadership make her truly deserving of this recognition.

Adrian Seaby

Why should this person be considered?

Adrian exemplifies what a great manager should be. He genuinely cares about each engineer, staying up to date with their progress and individual situations. Even under pressure, he remains patient, kind, and supportive, ensuring a positive and productive work environment.

He is deeply invested in the development of newer engineers, proactively setting up training—not just in required areas, but also in skills he knows will be essential in the field. His commitment to growth, fairness, and excellence never wavers, making him an invaluable leader and mentor.

Rachel Bromley

Why should this person be considered?

Rachel has been nominated for the second consecutive year due to her outstanding contributions since joining the TIS Business Unit.

Under her leadership, the Governance and Control of Finance within the Unit has reached new heights, establishing a level of clarity and transparency that has significantly benefited the organisation. Rachel's efforts have not only enhanced the visibility of financial information but have also added tremendous value, directly contributing to an increase in EBITDA for Telent.

Through her exceptional work ethic and consistent quality of output, Rachel has become the go-to person for all things related to Finance. Her ability to provide clear guidance and collaboration has been instrumental in ensuring that the Finance function is represented across all areas of the business. Rachel has an inclusive approach with her team and in her efforts to build strong relationships with key stakeholders—both within and outside the TIS business unit—have been critical to the successful integration of financial reporting and project initiatives.

By bringing new perspectives and promoting a collaborative environment, Rachel has elevated the Finance department's role within the wider organisation. Her continued success and relentless drive for excellence ensure that she remains a key player in Telent's ongoing success, setting a new standard for financial governance and teamwork. Her ability to manage complex projects and deliver high-impact results has made her an indispensable asset to the company.



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Employee of the Year Award – Transport

The nominee demonstrates and delivers job performance and services well beyond expectations. They embody the Telent Mission, Vision, and Values and may also have been nominated for another category or demonstrated commitment in other areas that will contribute towards this award.

Ash Ghandi

Why should this person be considered?

Ash has transformed the Heritage project, which was on the brink of becoming chaotic, into a well-organised and strategically-driven initiative. Through his exceptional leadership, he united the project team, ensuring the successful completion of the first installation phase and encouraging stronger, more positive relationships with the client. Financially and commercially, the project is now in a much stronger position, thanks to Ash's unwavering commitment and decisive actions.

His leadership has extended beyond just managing the project; it has also been instrumental in developing others within the team. My own promotion within Telent would not have been possible without Ash's guidance, confidence in my abilities, and support in helping me grow professionally.

Over the past two years, Ash's growth has been nothing short of extraordinary. He has shown remarkable resilience and determination, particularly through the Wessex and Heritage projects. Despite the challenges, Ash took ownership of these high-risk initiatives and led his teams through adversity, ultimately turning both projects around and achieving success. His leadership under pressure has been exceptional.

Ash stands out for his deep sense of responsibility, not only for his actions but also for his team's performance. This sense of accountability has promoted a culture of high standards and teamwork, ensuring that each team member feels valued and motivated to deliver their best work. His collaborative approach has been key to achieving outstanding results and strengthening team cohesion. Ash's positive attitude, even in the face of challenges, inspires everyone around him. His ability to maintain morale and keep the team focused has been a driving force behind the success of these projects, embodying the Telent Values

Magdalena Rosenberger

Why should this person be considered?

Magdalena exemplifies exceptional customer service, consistently going above and beyond to ensure every customer feels valued and well-cared for. Her unparalleled attention to detail and ability to anticipate customer needs before they are even voiced sets her apart. Whether it's joining P2 calls, reducing ARB costs, solving problems promptly, or following up to ensure customer satisfaction, Magdalena's dedication is unwavering. She approaches each interaction with genuine care and a positive attitude, leaving customers not only happy but genuinely impressed. Her commitment to excellence makes her a standout team member and a trusted point of contact for all who engage with her.

Her consistent dedication to helping customers shines through in her quick, professional responses to inquiries and her ability to resolve issues efficiently. Her expert guidance and deep understanding of customer service have built genuine connections with customers, earning their trust and loyalty. These relationships have not only contributed to the growth of the business but have also strengthened the company's reputation, leading to lasting partnerships.

Her high-quality work and dependability have earned recognition from both colleagues and supervisors. She consistently delivers excellent results, and remains focused, even when faced with challenges. Magdalena's resilience and ability to maintain high performance under pressure have had a lasting, positive impact on the company, increasing overall productivity. Magdalena's inclusive decision-making ensures that everyone's voice is heard, and she promotes an open environment where team members feel comfortable sharing ideas and concerns. She takes full ownership of tasks and projects, ensuring that they are completed to the highest standards and on time. Her proactive problem-solving and cross-functional collaboration with different departments have played a crucial role in driving initiatives forward. By always going above and beyond, actively seeking customer feedback, and using it to drive continuous improvement, Magdalena consistently delivers exceptional service that exceeds expectations.

Paul Edwards

Why should this person be considered?

Paul has been a dedicated member of Telent since 2004, joining as a Service Delivery Reactive Field Engineer, where he played a pivotal role in maintaining the communications systems across the London Underground. His technical expertise quickly propelled him through the ranks to Senior Engineer, and eventually to leading the Senior Engineering team. His career then expanded into System Engineering, where he worked on major projects such as the Northern Line Camera Replacement, before transitioning to the Lead System Engineer role within the Maintenance System Engineering team.

Over the past two decades, Paul has become a key figure in Telent, contributing to the company's success with his unwavering technical proficiency, leadership, and dedication.

Paul is widely recognised as the go-to expert across various teams, including Service Delivery, Planned Maintenance, and System Engineering. His extensive knowledge of communications systems has been essential to Telent's longstanding partnership with Transport for London (TfL). His ability to solve complex issues, offer innovative solutions, and maintain smooth operations has been instrumental in delivering excellent service to TfL for over 20 years.

His approachable nature, combined with his willingness to share knowledge, has created a culture of trust and respect within the organisation. As the leader of the System Engineering team, Paul continues to inspire others through his hard work, technical skills, and mentorship, ensuring Telent's high standards are maintained.

His solutions are both reliable and innovative, further solidifying Telent's reputation as a trusted partner. Paul embodies Telent's core Values, and his mentorship and collaborative spirit helps unify teams, while his dedication to delivering exceptional service ensures that Telent's legacy of excellence continues.



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Graduate of the Year Award

This nominee must have taken part in the graduate programme within one year of the award date and demonstrated outstanding achievements throughout. This award recognises the exceptional work of Telent's Graduates and the way they exemplify Telent's Values and Behaviours, including involvement in STEM and other voluntary aspects of the programme.

Gemma Rees

Why should this person be considered?

Gemma joined Telent as part of her graduate rotation and quickly made a significant impact on the London Projects team, particularly within the SSTIP project. Her dedication and hard work resonated throughout the team, positively influencing both operational staff and senior project members.

She seamlessly took on additional responsibilities when senior team members were unavailable, including stepping into Construction Management, a role beyond her initial Project Management duties. She consistently goes the extra mile, often being the first to arrive and the last to leave the office, demonstrating her commitment to the project and the team.

Gemma embodies Telent's core Values through her actions and approach to work. She consistently takes responsibility for her role in projects, collaborating effectively with key stakeholders and maintaining a strong customer focus. Her professionalism and calm demeanour, especially when handling difficult clients, have been evident in the numerous daily calls and interactions she has had. She is known for her ability to remain composed and well-mannered, even under challenging circumstances.

Since joining Telent, Gemma has excelled in managing client relationships, even in the absence of senior personnel, which greatly benefited both Telent and its clients.

Her advocacy for inclusivity and professionalism within the workplace and her commitment to the Telent STEM program have further highlighted her leadership potential. Gemma has proven herself to be a future leader at Telent, consistently raising the bar for excellence and collaboration.

Henry Key

Why should this person be considered?

Henry has consistently demonstrated a proactive, enthusiastic approach to his work, always eager to volunteer, support colleagues, and integrate seamlessly within the business. Since joining Telent, his commitment to the organisation has been exceptional, and he has excelled as a Project Manager during his rotation. Henry's initiative and dedication are evident in everything he does, setting a high standard for his peers. His positive attitude and drive have been key factors in his success, and he is regarded as a reliable, hardworking member of the team.

When managing additional responsibilities, he demonstrated his accountability by ensuring tasks were completed to the highest standards, even when outside his usual scope.

Collaboration is at the heart of Henry's approach; he actively seeks opportunities to work with colleagues across departments. His customer focus is evident through his work with the Green Solutions group, where he strives to improve sustainability practices that benefit both the business and customers.

Beyond his day-to-day work, Henry is deeply involved in several groups, including Telent Futures, the Green Solutions group, and early career events. His active participation in these initiatives shows his passion for driving positive change within Telent. Henry is always willing to offer support to his colleagues, whether through direct assistance or by connecting them with others in his network. His dedication and collaborative spirit make him an invaluable asset to the company.

Henry's hard work, dedication, and embodiment of Telent's Values make him a deserving nominee for Graduate of the Year. His contributions to the company, his proactive approach, and his ability to encourage teamwork and collaboration set him apart as an exceptional graduate.

Michael Alcock

Why should this person be considered?

Michael has demonstrated exceptional dedication since joining Telent's graduate scheme, making impressive personal choices following his military career. He chose to join Telent at the graduate level, investing in his long-term future rather than seeking higher pay immediately, which speaks volumes about his character and forward-thinking approach.

Michael plays a pivotal role in Telent, especially within the STEM community and the Armed Forces (AF) community. He is actively involved in various initiatives, demonstrating collaboration and inclusivity while also supporting recruitment efforts for Early Careers candidates. His commitment to both internal and external relationships showcases his strong customer focus, and he willingly supports colleagues at external events.

Michael's involvement in Telent Futures has been transformative. He has been instrumental in its development and has actively participated in numerous STEM events, inspiring the next generation to pursue careers in STEM. Through his collaboration with organisations like STEM Learning and Loughborough College, he has opened new opportunities for Telent, encouraging growth in the program.

Michael consistently embodies Telent's core Values through his leadership, teamwork, and proactive approach. His dedication to STEM education, collaboration, and customer satisfaction has had a lasting impact, making him a deserving nominee for Graduate of the Year.



A N N U A L
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In the Field Award – Network Services

This nominee has exceeded expectations while carrying out their role in the field. They have demonstrated exceptional technical, professional, and community service standards while being resourceful in their approach and committed to getting the job completed in line with Telent's Values.

Adrian Fenton

Why should this person be considered?

Adrian has been essential to the success of several Fire & Rescue Service contracts, acting as the cornerstone for their continued operations. His contributions have been recognised by Bedfordshire, Lincolnshire, and West Sussex Fire & Rescue Services, with multiple commendations in the past year. In addition, Adrian provides crucial support to Cambridgeshire, Warwickshire, Northamptonshire, and Norfolk Fire & Rescue Services.

Beyond his core responsibilities, Adrian plays a key role in sales support, conducting site surveys, estimating resources, and specifying parts for customer quote requests outside the support contracts. He often handles these activities himself, whether on-site or remotely, especially for tasks such as radio signal surveys, aerial replacements, and firecoder configuration upgrades.

Adrian's expertise also extends to fault management. He is the go-to for troubleshooting reported issues, frequently diagnosing and resolving problems remotely. When an on-site visit is needed, Adrian collaborates with engineers to ensure the work is done correctly.

For customers in areas like Cambridgeshire and Norfolk, where the field engineer team lacks the necessary expertise, Adrian steps in directly to complete the site work himself. His dedication and hands-on support have proven indispensable in maintaining smooth operations and customer satisfaction.

Jai Tiwana

Why should this person be considered?

Jai joined Network Services as a Vehicle Trainee Engineer in November 2023 and quickly demonstrated his potential. Initially seconded to cover the night shift, Jai took on the responsibility of completing installations for National Express Travel West Midlands.

He approached the role with enthusiasm and quickly progressed, mastering the technical aspects of installations and contributing to the smooth execution of tasks.

As Jai's experience grew, so did his responsibilities. He transitioned from performing installations to providing support to the team, showcasing his ability to take on more complex tasks. His leadership potential became evident as he assumed the role of site lead, where he was trusted to lead the team on site. Jai's leadership was not just about delegating tasks; he instilled a sense of confidence and trust in his team members, creating a supportive environment for them to perform at their best.

Throughout his time with Network Services, Jai worked seamlessly with all levels of the organisation, from customers to project managers. His ability to communicate effectively and manage relationships ensured that projects ran smoothly, and customer expectations were met.

Jai's rapid progression, strong leadership, and collaborative approach have made him a key asset to the team, and he continues to contribute positively to the success of every project he is involved in.

Jaye Rigg

Why should this person be considered?

As one of the unsung heroes in the field, Jaye is always available to offer advice and guidance, especially when it comes to the radio contracts he supports. His extensive knowledge of these systems ensures that teams are well-prepared to handle any challenge.

Whether he's on-site or assisting colleagues at other locations, Jaye's presence brings confidence that the Fire Services and MCA systems are in safe hands.

Jaye consistently demonstrates Telent's Values through his collaborative approach. On the MCA contract, he has been instrumental in helping colleagues understand the system, troubleshoot common issues, and provide support for unfamiliar challenges.

During PM work across various sites, he meticulously explains processes and ensures that customers are kept informed throughout the day. His ability to assist colleagues, whether with site access or system maintenance, reflects his dedication to teamwork.

A prime example of Jaye's support was during a recent call-out at a fire station in Northampton between Christmas and New Year. With many colleagues on leave, I reached out to Jaye for guidance. He patiently walked me through the process, reassuring me and ensuring I hadn't missed anything, leveraging his experience to help resolve the issue.

Jaye's dedication to problem-solving and ensuring customer satisfaction, along with his ability to collaborate with colleagues, makes him a deserving candidate for this award. His willingness to help anyone, regardless of the circumstances, is a true testament to Telent's culture.



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In the Field Award – Transport

This nominee has exceeded expectations while carrying out their role in the field. They have demonstrated exceptional technical, professional, and community service standards while being resourceful in their approach and committed to getting the job completed in line with Telent's Values.

Caleb Reid

Why should this person be considered?

Over the past year, Caleb has demonstrated exceptional growth in his engineering development, significantly enhancing his technical expertise. He has proactively embraced new skills, innovative solutions, and best practices, contributing to the success of every project he's been involved in. His ability to adapt and excel in challenging situations is reflected in the successful completion of numerous projects, where he's taken on more responsibilities and worked closely with senior engineers and cross-functional teams to achieve project goals.

Caleb's commitment to inclusivity is evident in his collaborative approach, working with diverse teams to ensure every project benefits from the collective expertise of all involved. He promotes an environment where different perspectives are valued and actively encourages teamwork.

He consistently takes responsibility for his tasks, driving them to successful completion while maintaining high standards of work. His proactive problem-solving approach has earned recognition from both peers and superiors, highlighting his contributions to the growth of engineering works in Scotland.

Caleb also excels in collaboration, building strong relationships with colleagues from various departments to align teams and ensure project success. His ability to incorporate diverse insights ensures well-rounded decision-making.

Additionally, Caleb's focus on delivering high-quality work that aligns with customer needs has made him a trusted partner in project execution. He consistently ensures that project outcomes meet customer expectations, reinforcing his reputation as a reliable and customer-focused team member.

Martin Attard

Why should this person be considered?

Martin is a dedicated and reliable member of the team, always on the go and tackling complex faults for TOCS South. His commitment to helping others extends beyond his shifts, as he willingly adjusts his plans to assist with night shifts or weekends whenever needed.

As the escalation point for all complex faults for TOCS, Martin's expertise and availability make him an essential part of the team. Working tirelessly as the System Technician for the Rail Maintenance side of the business (TCSS), Martin is known for his drive for excellence.

He is always approachable, and his cheerful personality and quick wit help keep the workplace positive and light-hearted. Martin's dedication to his job and his ability to troubleshoot even obsolete assets make him the go-to person within the business, and his strong stakeholder relationships with colleagues and customers further highlight his value.

Martin's focus on customer satisfaction is exemplary. He consistently goes above and beyond, offering support and sharing his knowledge across departments. His ability to explain complex technical concepts to customers has helped build strong, trust-based relationships. Martin's willingness to take responsibility, mentor others, and prioritise customer needs makes him an invaluable asset to the team and a true testament to outstanding service and collaboration.



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People Manager Award – Business Support

Recognising excellence in people management, this award celebrates people managers who have clearly demonstrated their commitment to Telent's People Manager Standards. They are managers who prioritise their team at Telent with regular 121's and monthly team meetings, celebrate success, prioritise health, safety and wellbeing and follow the performance management process on My Journey. They promote a positive work environment and share how everyone contributes towards Telent's objectives and strategy to ensure their team is working towards the same goals. These people managers engage, empower, inspire and drive both personal and organisation success. This award nomination requires you to provide examples whereby the manager has gone above and beyond to exceed expectations linked to the People Manager Standards.

Catriona Hughes

Why should this person be considered?

Cat is a mentor, leader, and advocate, consistently going above and beyond to empower, support, and develop her team. Since joining Telent, her dedication to inclusivity, collaboration, and excellence has had a lasting impact on her team and the wider organisation.

Cat ensures that her team members have access to valuable projects, clear guidance, and the resources needed to excel. Through regular check-ins, constructive feedback, and career development support, she instils confidence and professional growth.

Her inclusive leadership style creates an open environment where everyone feels valued, heard, and empowered to contribute. As a champion of Equality, Diversity, and Inclusion (EDI), she actively leads initiatives that drive meaningful change across Telent.

As a leader in the EDI Steering Group, Cat cultivates a workplace where diversity is celebrated, ensuring everyone has a voice. She leads by example, taking ownership of challenges and providing unwavering support to her team. Cat has the ability to build strong relationships and promotes teamwork ensuring seamless communication across departments. Her expertise in HR and strong stakeholder management translate into business-aligned, people-centric solutions.

Cat's exceptional leadership, unwavering support, and dedication make her truly deserving of the People Manager of the Year Award.

Loren Grant

Why should this person be considered?

Since stepping into her role in March, Loren has exemplified what it means to be a true team leader. She has set clear objectives for the team, ensuring alignment with business goals while promoting an environment of support, growth, and collaboration.

Loren's dedication to her team is unwavering—she is always available, actively listens, and provides continuous support and encouragement for personal and professional development. Despite her demanding workload, she prioritises her team's well-being, ensuring everyone feels heard, valued, and empowered.

Loren has played a key role in streamlining HR Admin processes, making operations more efficient and allowing the team to focus on delivering real value to the business. She encourages open communication, new ideas for improvement, and promotes cross-team experiences to expand knowledge and expertise.

Loren has created an environment where everyone's voice is heard and supports personal development opportunities for her team. She takes ownership of both individual and team success, ensuring that workloads are managed effectively while driving business improvements.

Loren's commitment to her team's success and dedication to continuous improvement make her highly deserving of recognition for her exceptional leadership and impact.

Neil McComiskey

Why should this person be considered?

Over the past 24 months, Neil has transformed the Radio Engineering team, taking them to new heights of performance, collaboration, and technical excellence. Under his leadership, the team has become one of the highest-performing within Telent, providing critical engineering expertise across the organisation.

Neil is a true role model, promoting a culture where every team member is empowered to make decisions, from apprentices starting their careers to highly experienced engineers. His leadership has created one of the happiest and most respected teams in Telent, built on trust, support, and shared success.

Neil ensures that every team member feels valued and empowered, creating an environment where ideas and contributions are encouraged at all levels. He led his team through a major national network incident, demonstrating unwavering commitment, technical leadership, and crisis management skills. His ability to coordinate across internal teams, third-party suppliers, and customer representatives was essential in resolving the incident efficiently. His dedication to service excellence ensured that the customer's network was restored as quickly as possible, exceeding expectations.

Neil's leadership has redefined engineering excellence at Telent. His ability to inspire, support, and drive performance makes him a truly outstanding Engineering Manager, deserving of recognition for his transformative impact and dedication to his team and customers.



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People Manager Award – Network Services

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Dom Major

Why should this person be considered?

Dom's commitment to regular 121 meetings and timely monthly check-ins has been instrumental in my personal and professional growth.

His approach is always individualised, acknowledging both the effort and progress of each team member. Dom promotes a culture of health, safety, and well-being, not only within our team but across all departments and contractors. He continuously reinforces Telent's Values during our safety meetings, ensuring everyone is aligned with the same goals.

Dom's leadership extends beyond typical working hours. He has reached out to offer support during difficult times, showing genuine care for his team members. He has empowered me to be better at my work, offering guidance that encourages growth and listening.

His ability to turn challenges into opportunities for improvement is a testament to his strength as a manager.

He encourages an inclusive environment where everyone's voice is heard, offering constructive feedback and holding regular team meetings to promote communication. Dom takes full responsibility for high-risk investigations and emphasises collaboration across all levels of Telent, promoting a strong safety culture. His customer-focused approach, including ensuring risk assessments are completed for all contract sites, has further enhanced team cohesion and safety practices.

Dom's commitment to Telent's Values has made him an exceptional manager. His approach to leadership, along with his genuine care for his team's well-being, makes him a role model at Telent.

Neil Brennan

Why should this person be considered?

Over the past 12 months, Neil has demonstrated exceptional management skills, leading the System X team through a challenging and busy period. Despite the product's lifecycle nearing its end, Neil guided the team to successfully develop, test, deliver, and deploy a new System X software build, alongside an Integrated Services Platform (ISP) build, on time to our main customer, BT.

Due to internal resource issues at BT and a lack of skills and manpower, Telent's involvement was more intensive than in previous builds. Neil excelled in this role, promoting strong collaboration between Telent and BT to ensure smooth delivery. Under his leadership, the System X build was successfully rolled out into BT's network without issue, a testament to the thorough testing and validation processes led by Neil and his team.

Throughout this period, Neil motivated the team, even as System X approached the end of its significant development lifecycle. His ability to maintain focus and motivation ensured that this software build became one of the most successful releases to date.

Neil also oversaw the complex transfer of the System X test and validation capability from Wellingborough to Chorley. This was no simple task, requiring the creation of a new environment from scratch while retaining the existing capability for continuity. Neil's resourcefulness and close relationships with customers and other Telent teams helped make this project a success, even when faced with limited resources.

In addition to his technical achievements, Neil has shown outstanding people management skills, with 100% participation in performance reviews and Peakon surveys. His ability to motivate his team and encourage open communication, even during personal challenges, is a true reflection of his leadership.

Sally Roland

Why should this person be considered?

Over the past couple of years, working with Sally has been an incredibly rewarding experience. Our working relationship has evolved into one built on trust, honesty, and mutual support—something I've never had before. Sally is dedicated to her role, always striving to achieve the best results.

As a leader and manager, she consistently coaches and develops her team with care, ensuring they grow into their roles with confidence and competence. Her ability to draw out the enthusiasm in team members allows them to reach their full potential. Even during stressful times, Sally takes the time to listen, offering solutions and guidance despite her own heavy workload.

Sally's approach to leadership extends to her ability to create strong, collaborative relationships with suppliers, resulting in calm, productive, and relaxed planning sessions. This has significantly impacted delivery, ensuring that when challenges arise, everyone is motivated to work together to meet client needs and expectations. Sally's calm and professional demeanour makes working with her a joy, and she promotes a culture of excellence within the team. Her mentorship has been instrumental in my own development, and under her guidance.

Having worked in this industry for nearly 20 years, I can honestly say that Sally is the most supportive and dedicated manager I've had the privilege to work with. She goes above and beyond to help her team thrive, even when facing her own challenges. Sally's contributions to Telent are immeasurable, and this award would be a well-deserved recognition of her outstanding leadership, dedication, and positive impact on the business.



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People Manager Award – Transport

Recognising excellence in people management, this award celebrates people managers who have clearly demonstrated their commitment to Telent's People Manager Standards. They are managers who prioritise their team at Telent with regular 121's and monthly team meetings, celebrate success, prioritise health, safety and wellbeing and follow the performance management process on My Journey. They promote a positive work environment and share how everyone contributes towards Telent's objectives and strategy to ensure their team is working towards the same goals. These people managers engage, empower, inspire and drive both personal and organisation success. This award nomination requires you to provide examples whereby the manager has gone above and beyond to exceed expectations linked to the People Manager Standards.

Dorrell Furness

Why should this person be considered?

Dorrell is the backbone of Service Delivery within TCSS (formerly Asset Management), providing unwavering support to the entire team. With his calm yet firm approach, he has played a key role in the steady growth and success of this part of the business. His leadership has been essential, and it's no surprise that no one has a negative word to say about him.

Dorrell excels in inclusivity, always making time for his team, both professionally and personally. He ensures everyone feels heard and valued, creating a strong sense of unity within the department.

As the head of Service Delivery, Dorrell takes full responsibility for the team's performance while also guiding his team to develop the skills needed to thrive. His collaborative approach is evident in his creation of a matrix for knowledge sharing, encouraging team members to spend time in each other's areas to gain a comprehensive understanding of daily operations, which has significantly improved how the team works together.

His customer-focused approach has earned him the respect and admiration of clients, with Dorrell consistently going above and beyond to ensure high standards are maintained. His dedication to delivering results is matched by his care for his team, always available to offer advice, listen to concerns, or simply lend a helping hand when needed.

On a personal level, Dorrell has been a mentor, offering guidance and support in my own career progression. His regular team meetings help keep everyone connected and communicate effectively.

Jim South

Why should this person be considered?

Jim is a caring, professional, and proactive leader who uplifts his team through trust and support. By holding regular 121 meetings, Jim ensures we have the space to work independently while also offering help, celebrating successes, and providing guidance when needed. He is dedicated to our growth, encouraging us to pursue additional training and develop our skills.

Jim also champions inclusivity by embracing the diverse personalities and lives within the team. He encourages us to share personal experiences and always ensures everyone's needs are heard. His support extends beyond work; he's involved in the neurodiversity community and ensures that our team members feel valued.

He excels at taking responsibility and promotes a culture of accountability within the team. Jim's openness to discussing challenges and looking for solutions creates a comfortable environment where we can all learn and grow together.

His collaborative mindset has encouraged me to connect with people across the business, enhancing both my personal development and the team's success.

Jim's customer-focused approach ensures that we always consider the purpose of our projects and deliver solutions that meet our clients' needs. Whether creating project documents or keeping clients updated, Jim's expertise ensures we provide the best service possible.

Rich Hall

Why should this person be considered?

Rich Hall has demonstrated exceptional leadership, mentorship, and commitment to his team and the success of the Wessex project.

Rather than replacing team members, Rich took the time to understand their strengths and weaknesses, offering support and guidance. His leadership helped colleagues grow in confidence and capability and both were promoted and now lead the complex Heritage project.

Rich's impact extends to other team members whom he has mentored and supported. His guidance has shaped their careers and left a lasting influence on their professional growth.

He credits his team for their successes and ensures everyone feels valued, takes ownership of challenges, focusing on solutions rather than placing blame, encourages strong collaboration among clients, contractors, and his team, ensuring effective teamwork and involves the client in the process, aligning efforts to ensure success for both the client and Telent.

Through his leadership, Rich has driven innovation, collaboration, and delivered impactful change, earning him recognition as a true asset to the Rail team.



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Social Value Award

This award recognises colleagues who have demonstrated alignment with the Telent Social Value Pillars: Planet, Community and Workforce and have excelled in creating positive impact with Telent and in local communities. These nominees go beyond their core job responsibilities to champion social value, making a measurable difference in areas such as sustainability, diversity, and community development.

Rich Hughes

Why should this person be considered?

Rich has been a driving force in social value initiatives across Yorkshire, participating in over 20 events this year.

His dedication to engaging with young people and underrepresented communities has made a lasting impact. From nursery road safety events to career fairs, Rich has consistently received outstanding feedback from participants and organisers.

His ability to lead, support, and innovate—such as designing equipment to improve event delivery—has set him apart as a true champion of social value at Telent.

Beyond his participation, Rich embodies Telent's Values. He actively encourages inclusivity by involving colleagues at different levels, ensuring diverse perspectives in events. As a Senior Engineer, he has taken responsibility for organising and planning, demonstrating leadership and accountability. His collaboration extends beyond the business, working with social value organisations and customers to enhance community engagement. His customer-focused mindset has also earned him multiple commendations, highlighting his commitment to delivering excellence.

Rich's impact is evident in the difference he has made to children and communities with limited opportunities. His selflessness, enthusiasm, and dedication to social value make him an invaluable asset to Telent. By consistently going above and beyond—whether mentoring others, improving engagement methods, or strengthening partnerships - Rich has not only reinforced Telent's reputation but has also created meaningful change. His commitment, leadership, and passion make him a deserving candidate for this recognition.

Steve White

Why should this person be considered?

Steve has demonstrated outstanding dedication and leadership through his tireless efforts in the Mission Christmas campaign, ensuring that no child goes without a present during the holiday season. His commitment to social value is evident in his initiative to secure £7.5k in donations from Telent leaders and business unit heads, as well as his hands-on approach in purchasing, collecting, and transporting over 1,000 gifts to the drop-off point. His selflessness and determination have been instrumental in making this initiative a success, showcasing his kindness, practicality, and unwavering dedication to helping others.

Beyond Mission Christmas, Steve has been a driving force in Telent's social value efforts, particularly through his involvement with Cash for Kids. His passion for giving back has led to increased engagement from colleagues and business areas, expanding the impact of these initiatives year after year. Steve's enthusiasm never wavers—he consistently dedicates his own time to shopping for, collecting, and delivering gifts, ensuring that those in need are supported. His dedication has likely helped hundreds of children across the UK, making him a true champion of social value and an invaluable asset to Telent.

Through his hard work, leadership, and commitment to making a difference, Steve White continues to inspire others, strengthen Telent's reputation in the community, and bring joy to those who need it most.

Social Value Challenge Leads (Sam Bratt-Wyton and Hamzah Mahmood)

Why should this team be considered?

Sam Bratt-Wyton and Hamzah Mahmood have shown exceptional leadership in organising the Social Value Challenge, aligning with Telent's Social Value Pillars: Planet, Community, and Workforce. Their efforts have strengthened Corporate Social Responsibility, promoted teamwork, and enhanced Telent's reputation.

As managers of the initiative, they successfully led multiple teams, ensuring projects were executed efficiently. Their work generated £87,584 in social value, delivering security enhancements, STEM workshops, and community support to organisations such as:

- Helping Hands Foundation – Security system, office equipment, and STEM workshops for homeless and vulnerable individuals.
- Positive Youth Foundation – Wi-Fi improvements, cybersecurity, and STEM training to support youth education.
- Kenilworth Centre – Security upgrades, sensory room, and workshops for local educational programs.
- Ladybarn Community Centre – CCTV security, STEM education, and fundraising for youth and elderly services.

Sam and Hamzah's dedication has benefited both Telent and local communities, making them highly deserving of recognition.



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Telent Innovation Award

This award celebrates the pioneers, the disruptors, and the game-changers who redefine what's possible. It recognises the spirit of innovation, demonstrating the ability to think beyond the conventional and introduce novel solutions to age-old problems. Judges will be looking for entries that not only showcase originality but also demonstrate the tangible impact of the innovation at Telent. From enhancing efficiency to promoting sustainability, the winning innovation will have had a positive impact on Telent.

EHS App – Team Enable

Why should this team be considered?

The Rail EHS Hub App, developed by the Rail EHS Team and Enable Team, represents a major achievement in improving safety and efficiency within Transport Rail. Led by Holly Roberts under the direction of Adam Parker, with support from Mark Hillier-Kidson, Daron Flegg, Chantelle Hands, Kate Robson, and Sally Davidson, this initiative showcases innovation, teamwork, and continuous improvement.

Developed in response to employee feedback, the app replaces fragmented safety processes with a centralised, user-friendly platform.

While an initial Microsoft Forms solution improved usability, a more sophisticated system was required. Holly Roberts led the design and development, working closely with the team to ensure it streamlined workflows, reduced administrative burdens, and improved compliance and task efficiency.

The app integrates with SharePoint and Telent systems, enabling seamless data capture and eliminating duplicate tasks. Continuous feedback loops ensured the app evolved to meet user needs effectively.

Garry Leister

Why should this person be considered?

In just eight months at Telent, Garry took on the challenge of delivering 250km of fibre designs in 10 weeks - a task that typically takes six months.

Leading his newly formed team, he introduced QGIS software, an open-source mapping tool, to streamline fibre design and asset tracking. His innovative approach enabled the team to meet the ambitious deadline while improving efficiency across Telent.

Garry has been instrumental in promoting QGIS within the business, demonstrating its potential to clients and suppliers. His leadership has not only ensured project success but also paved the way for long-term improvements in fibre design.

SCADA Test Team

Why should this team be considered?

The team created and developed test tools (emulators and simulators) for the testing of legacy equipment (over 30 yrs old) and new devices of today.

They performed complex wide-area, system-wide performance tests on a virtualised system with multiple simulated loads and inputs and worked well across multiple teams collaborating with suppliers, maintenance and cross-functional teams within the business.

They demonstrated fantastic stakeholder management via close client engagement with strong delivery performance under pressure - despite shifting priorities



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Team Telent Award

This award recognises the achievements of a team within Telent. The team could be a department, project team, volunteering group, or collaborative group.

1FM Fire Mobilisation Team

Why should this person be considered?

The cross-business team played an integral role in the successful mobilisation of the 1FM Fire transition, working relentlessly under tight and challenging timescales. Despite shifting goalposts, they ensured the transition was completed on time and with quality, fulfilling Telent's contractual obligations. The team consistently demonstrated all Telent's Values, maintaining dedication and professionalism throughout.

Ben Armstrong, Farouk Adam, and Paula Sedgwick worked tirelessly, including nights and weekends, leading activities and customer relationships. Brendan O'Hara brought valuable fire expertise and supported operational activities, with Mo Ranza and Stephen Carr assisting with key operational and asset management tasks, often working beyond regular hours. Victoria Donnington and Jamie Dee Barham offered immense support, with Jamie leading critical mobilisation activities.

Many others, including Danny Murray, Bob Clayton, and James Cooper, contributed significant personal time during both the bid and mobilisation stages, often working nights and weekends. Additionally, Daniel Meikle and Ben Pearce ensured important mobilisation aspects like written questions and Service Centre setup were managed meticulously. James Brown, Iain Kay, and Marino Antonipillai supported the contract across various departments, all working tirelessly to ensure everything was set up correctly.

The collective efforts of this team were vital in delivering this project, demonstrating exceptional commitment and teamwork.

Logistics - Network Services

Why should this person be considered?

The Network Services Logistics team plays a vital role in supporting all Telent business units, providing end-to-end logistics services across the National Distribution Centre (NDC) in Chorley and the Camberley site. These services include Forward Logistics, Reverse Logistics (LRC), Asset Management (3PL), engineer tools, test equipment, and the Technical Service Centre (TSC).

The team's efforts are crucial in delivering a variety of projects such as RNLI, Maritime and Coastguard Agency, National Highways, Greater Manchester Combined Authority, Fire and Rescue Stations, Giganet, and Virgin Media. The logistics team ensures smooth operations by managing Goods-In, Goods-Out, RMA processes, and various services that support successful project delivery. Their ability to operate complex, multi-location logistics processes is essential to delivering the right stock at the right time.

Key achievements include completing around 100,000 transactions annually in warehousing (WMS) and 50,000 in LRC (Remedy), which includes over 4,000 repairs per year.

The TSC received commendation from National Highways for their role in a large-scale device rollout. The team assembled and configured over 12,000 devices for deployment to roadside cabinets, transmission stations, regional control centres, and data centres, maintaining high quality and safety standards.

With a relatively small workforce across two sites, the logistics service is a critical enabler of Telent's growth, consistently delivering key services year after year.

Merseyfire Support Team

Why should this person be considered?

Merseyfire support team consistently go above and beyond expectations to support Telent's long-standing relationship with Merseyside Fire & Rescue Service (MFRS), which has lasted 25 years.

This year, the culmination of years of planning saw the opening of MFRS's new Training and Development Academy (TDA) and Operational Fire Station (OFS) in Aintree, Liverpool. Telent was involved from the design phase, delivering complex technology solutions, including campus-based fibre optics, resilient data centres, Cisco networks, and more, ensuring the facility met MFRS's specific needs.

The team's dedication was crucial in delivering this complex project on time and within budget, all while maintaining critical infrastructure and supporting 1,200 fire personnel across 28 sites. The team's hard work was recognised by MFRS stakeholders, including the Chief Fire Officer, who sent a letter of thanks highlighting the team's resolve through numerous challenges.

The Merseyfire team consistently demonstrated Telent's Values throughout the year. They often worked late, on weekends, and at short notice to meet project milestones, including physically stepping in to help subcontractors. Their collaboration and commitment were evident during the TDA's opening, with engineers staying late to ensure the systems were operational for the event.

Their dedication has earned them multiple commendations and thanks, with nearly 50% of the team named in the 2024 Customer Satisfaction Survey. Many team members have been part of the contract for 25 years and truly deserve the title of Telent Team of the Year.



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Values Awards

We are celebrating and recognising those who have put the Telent Values into practice day to day.

Values Awards – Be Inclusive

Amie Pryal

Recognising the significance of Telent's presence at its first Pride event, Amie took the lead in ensuring the company visibly supported the LGBTQ+ community. She meticulously planned every aspect of the event, from logistics to engagement activities, ensuring a seamless and meaningful experience. Her organisational skills and attention to detail made Telent's presence both impactful and memorable. Amie's passion for inclusivity was evident in how she inspired and mobilised a diverse group of employees to participate. She actively encouraged colleagues from various backgrounds to get involved and through informative sessions and resources, she deepened understanding of LGBTQ+ issues, enhancing engagement and reinforcing Telent's commitment to inclusion.

Gary Sweeney

Gary is nominated his unwavering commitment to promoting an inclusive and supportive work environment. He has ensured that all voices are valued, particularly supporting colleagues transitioning from different industries. Gary uplifted and advocated for a female colleague who joined a male-dominated team, ensuring she felt as valid and respected as her counterparts. Recognising her desire to build confidence in the sector, he provided tailored development opportunities, including specialist training. Thanks to his encouragement, she now feels like a skilled and knowledgeable contributor to the team. Gary has empowered colleagues to advocate for accessible meetings including those with hearing impairments, such as requesting cameras on during MS Teams calls. He has created greater awareness among the wider team, making the workplace more inclusive.

Values Awards – Be Inclusive

Gill Schofield

As a driving force behind the Wellbeing team in TIS, Gill ensured that staff welfare remained a priority amidst uncertainty. She successfully elevated wellbeing initiatives to an organisational level, making them a core part of TIS's culture. Her ability to advocate for mental health and support services ensured these efforts were embraced by employees and leadership alike. During the reduction and redundancy process, Gill's volunteer work was truly exceptional. She provided sensitive and professional support to colleagues, offering guidance and reassurance beyond her direct responsibilities.

Josie McCormick

As a Co-Chair of the Neurodiversity Community, Josie has led countless initiatives that have enhanced engagement and accessibility. From organising spotlight sessions in monthly drop-ins to developing the Neurodiversity Hub, her innovative ideas have strengthened how resources are shared. Her introduction of a dedicated section for monthly slide decks has made the community more structured and accessible for all members. A standout achievement is Josie's work on the Communication Passport, which helps raise awareness of individual's needs and adjustments across Telent. She has been instrumental in creating guides for managers and employees, as well as supporting pilot sessions, ensuring meaningful impact and real change.

Nicole Ireland

Nicole is nominated for her exceptional role in driving the Wales & Western Framework Bid to success. A key aspect was her inclusive and collaborative approach. She brought together a diverse team of experts, encouraging an environment where every voice was valued. This not only enhanced the quality of the bid but also strengthened teamwork, ensuring a comprehensive and well-rounded proposal. Taking full ownership of the bid's success, Nicole meticulously managed deadlines, coordinated activities, and solved challenges proactively—all while maintaining the highest standards. Her ability to balance efficiency with excellence was critical in delivering a seamless submission.

Values Awards – Collaborate

Adele Thorpe

Adele is nominated for her outstanding dedication, problem-solving skills, and collaboration in driving project success beyond her core responsibilities. Her primary role involved working closely with external partners to ensure a seamless handover. She efficiently managed the process to bring circuits live, ensuring RFS (Ready for Service) milestones were met by coordinating equipment testing and documentation. Adele's ability to navigate last-minute challenges and secure engineering support—often requiring urgent site visits—was critical. Her strong working relationships with site engineers and managers ensured smooth site handovers, even with shifting deadlines.

Andrew Beck

Andy's ability to collaborate seamlessly across teams and vendors has been instrumental in delivering meaningful business benefits. Andy's enthusiasm, expertise, and problem-solving mindset set him apart, even in the face of complex challenges. A standout achievement was his leadership at the IBM® ELM Future Forward event in Warwick (April 2024), where he showcased Telent's innovation in ELM. This event not only strengthened Telent's industry presence but also facilitated collaboration with key stakeholders and vendors. Andy's work alongside Jo Teraud and Shaheen Iqbal has been crucial in advancing ELM initiatives. Additionally, his contributions to the Telent Hitachi Joint Venture for HS2 played a critical role in securing a major contract. By evaluating Project Lifecycle Management systems and demonstrating their impact, Andy helped position the Joint Venture as a powerhouse in UK Rail integration.

Values Awards – Collaborate

Billy Robinson

Billy embodies the One Telent mindset, promoting a culture where shared goals, open communication, and inclusivity are at the heart of every project. His positive, can-do attitude not only inspires colleagues but also creates an environment where everyone feels valued and empowered to contribute their ideas. He proactively identifies opportunities for success, whether through brainstorming sessions, cross-departmental projects, or informal discussions that lead to innovative solutions. His ability to engage in constructive challenges ensures that team members work towards the best possible outcomes while strengthening relationships across the business.

James Cooper

James is nominated for his unparalleled commercial knowledge, dedication, and support to his team. An irreplaceable asset, James is always available to advise, guide, and provide top-quality responses, ensuring colleagues feel confident in their roles. His expertise allows the team to navigate customer interactions with clarity and assurance, making a tangible difference in daily operations. His commitment to excellence and collaboration has strengthened team performance and created a culture of trust and efficiency.

Xam Sanchez

Xam Sanchez is nominated for her exceptional leadership and dedication to promoting teamwork, most notably in leading Telent's first pan-Telent bid team for the global street hub tender. Xam played a pivotal role in bringing together professionals from across businesses and departments, ensuring a seamless integration of knowledge, expertise, and resources. Her ability to unite diverse perspectives not only strengthened the bid but also demonstrated the true power of collaboration.

Values Awards – Customer Focused

Adrian Fenton

Adrian has consistently proven to be the cornerstone of many Fire & Rescue Service Contracts, playing a crucial role in their ongoing success. His contributions have been acknowledged with multiple commendations and thanks from Bedfordshire FRS, Lincolnshire FRS, and West Sussex FRS (twice) over the past year. He also provides essential support to other counties and the Service Desk, often escalate faults to him first. When possible, Adrian remotely accesses the customer's equipment to diagnose and resolve issues and for more complex problems requiring an engineering visit, for customers located near him, such as those in Cambridgeshire and Norfolk, he often handles the on-site work himself, compensating for a shortage of field engineers with the necessary skills in these areas.

Conor Maton

Conor has consistently demonstrated an exceptional level of customer focus, earning multiple commendations for his completed projects. Over the past three years, he has been consistently recognised in customer feedback, highlighting his dedication to exceeding expectations. Conor regularly goes above and beyond in every project, often taking proactive steps without any prompting. His commitment to providing outstanding service and his unwavering focus on customer satisfaction make him an invaluable asset to the team. His proactive attitude, attention to detail, and ability to deliver results consistently align with the highest standards, reflecting his embodiment of Telent's commitment to quality and service. Conor's approach ensures that he not only meets but often surpasses customer expectations, making him a standout member of the team.

Values Awards – Customer Focused

Laura Powell

Laura is an exceptional employee, particularly for the time and relentless effort she dedicates to serving our customers. In her role she goes above and beyond to ensure that all customers receive the best possible service from Telent and within our industry. The level of energy and drive Laura applies to customer focus is unparalleled. Her passion for customer satisfaction is contagious and her approach is incredibly tenacious. She is always challenging the services we provide and the way we deliver them, ensuring that our customers get the most out of their relationship with Telent. She consistently looks for ways to enhance service. Additionally, she encourages collaboration among customers, like getting them to share best practices, further exemplifying her commitment to customer success.

Matt Burch

Matt has demonstrated exceptional dedication by managing a resiliency testing program across all 7 National Highways Regional Operations Centres. This initiative followed a major network outage in the Northwest caused by a fibre cut, ensuring the network could handle such incidents in the future. Matt overcame multiple challenges, including understanding the risks of testing, minimising operational impact, coordinating dates with various teams, and scheduling technical resources from suppliers. He facilitated bridge calls for each migration and worked closely with National Highways to ensure smooth execution. Matt's proactive approach and ability to adapt to changing schedules were key to the program's success.

Will Horne

Will has taken full ownership of the QGIS software development, continuously improving it as design requirements evolved. He self-taught through research and trial and error, eventually automating design production from map layers. Even after initial designs were accepted by the client, Will continued to refine and enhance the software. During the Reach design sprint, Will proactively integrated changing client needs into design templates before the next review. His calm, clear explanations during weekly meetings highlighted his excellent customer focus, ensuring evolving requirements were met ahead of the client's expectations. Will's commitment to continuous improvement and customer satisfaction has been invaluable.

Values Awards – Take Responsibility

Chloe Perks

Chloe has an exceptional ability to manage increasing responsibility within her role. A few years ago, Chloe was part of a larger team with strong management support. However, as her team was reduced from seven members to just Chloe, she consistently stepped up to manage a growing workload, often taking on new tasks outside her original scope. Chloe regularly supports the wider team by troubleshooting system queries and resolving issues, going above and beyond to ensure smooth processes. Her resilience, adaptability, and proactive approach have been crucial to the ongoing success of the department.

Hardeep Singh

Hardeep is nominated for his exceptional ability to take responsibility and restore order in challenging situations. With an unwavering dedication to helping others, a wealth of finance and Oracle knowledge, and a knack for solving problems, Hardeep has become a true hero in NS Finance. Hardeep is a diligent professional, mastering the complexities of NS Finance and tirelessly uncovers and solves problems that others couldn't resolve. His impact extends beyond numbers—it's about people. Colleagues frequently share stories of Hardeep stepping in at the last moment, finding solutions when others were at a loss.

Mark Slatter

Mark's ability to fully embrace new requirements in his role has been impressive. He has seamlessly integrated additional responsibilities, working closely with his team to effectively manage the expanded scope. As a result, Mark now leads his peers in project volume and delivery across the country. Additionally, Mark has played a crucial role in mentoring new team members, ensuring they are quickly brought up to speed with ongoing projects. Rather than resisting the changes, Mark embraced the challenge, taking full responsibility for both the transition and its outcomes.

Values Awards – Take Responsibility

Neil Martin

Neil is nominated for his exceptional ability to step up and take ownership during challenging times. Over the past year, he has consistently supported the team through tough situations, whether managing ongoing projects, resolving incidents causing equipment outages, or stepping in during periods of ill health within the group. Neil has taken on additional responsibilities, notably stepping forward at the end of the NRTS Transformation Project after a team member left. He drove the final milestones forward and completed them ahead of schedule. Neil is often the person we rely on late at night to resolve critical issues that could impact the following day's work or cause safety concerns for road users.

Obedience Aruna

Obedience (Obe) is nominated for her exceptional collaboration and commitment to the Rail Requirements team. After returning from maternity leave, she quickly became an integral part of high-profile projects such as TfGM, Mersey Sub System, SCADA, Avanti, and the South West Rail bid. Obe approaches every project with dedication, contributing significantly to the team's success. A standout achievement is her work on the NEOS Project Reach, where she collaborated with Mark Warrender and Garry Leister to establish a requirements-driven programme, helping secure repeat business. Her expertise in requirements, reporting, and project assurance has been invaluable. Her approach to embedding a solid review process has created consistency and successful outcomes.

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