



Viridis Building Services

A sustainable path to future growth



Sector	<i>Environmental buildings consultancy</i>
District	<i>Newark & Sherwood</i>
Number of Employees	<i>9</i>
Support received	<i>Mentoring, workshops</i>

The Client

Viridis Building Services is a design and engineering consultancy which specialises in ensuring that buildings and their mechanical and electrical systems are net zero and as environmentally friendly as possible.

Founded in 2012, it works in partnership with architects, builders, project managers and their clients, providing intelligent, innovative and sustainable building services to projects across a wide range of sectors. From designing core sustainable principles at the earliest stages through to delivering low-carbon, low-cost lighting, water and energy systems, Viridis brings a pragmatic approach to every project.

[→ Watch the video](#)



The barriers to high growth

Lee Marshall, Viridis' managing director, engaged with UpScaler because he was struggling to recruit engineers with the right levels of skills and expertise to help take the business forward. He wanted to ensure that the business was doing everything it could to attract, retain and develop the right people and invest in its team to help it achieve its growth objectives.

Lee also wanted to tweak and refine some of the business' internal processes to ensure it had the right foundations in place on which to build.

The UpScaler solution

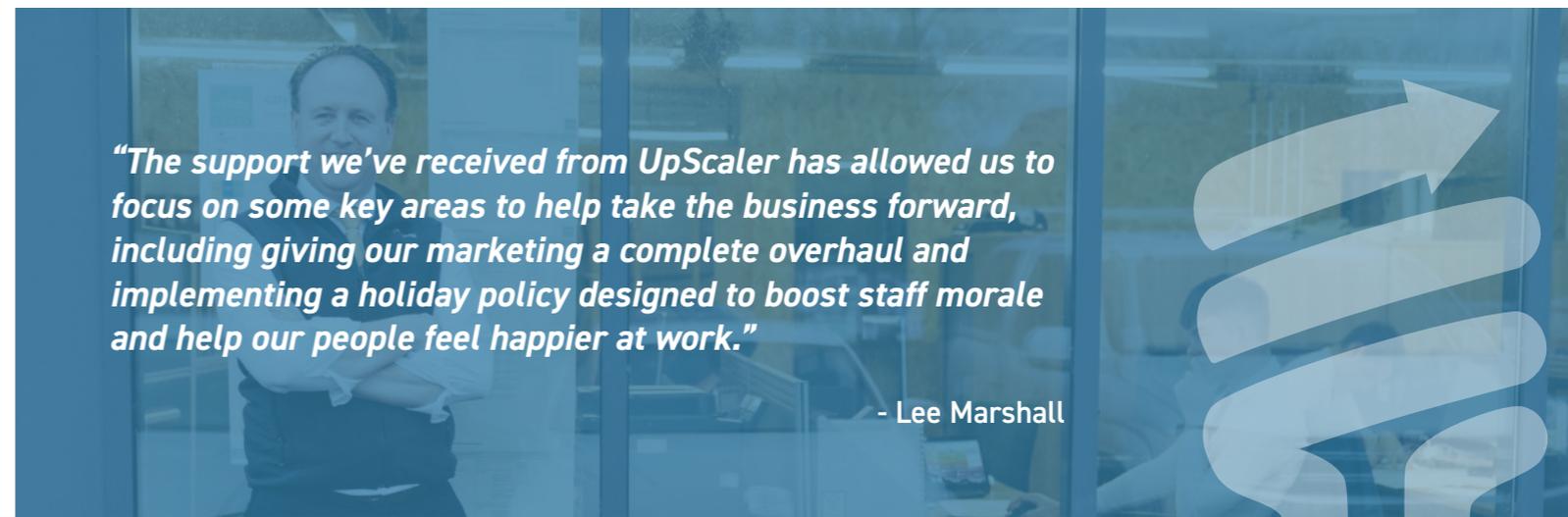
UpScaler and Nottingham Trent University funded a business diagnostic and several hours of one-to-one coaching for Lee, who also attended several workshops on subjects including HR, culture and marketing.

This support enabled the firm to develop closer links with the university, as well as local colleges and apprenticeship providers in Nottinghamshire and also in Falkirk, Scotland, where it has a regional office, with a view to recruiting the next generation of talent.

The impact

Following the workshops and mentoring support, the business has invested in a rebrand and a new website, to better showcase its services, brand and values to potential clients.

It has also refined several internal processes, including its holiday policy, which allows staff to take 42 days of holiday a year, as well as exploring ways of working more closely with local colleges to bring the skills it requires into the business.



"The support we've received from UpScaler has allowed us to focus on some key areas to help take the business forward, including giving our marketing a complete overhaul and implementing a holiday policy designed to boost staff morale and help our people feel happier at work."

- Lee Marshall