

Foreman Training Fall Program



1. Situational Leadership

At the end of this seminar, you will be able to:

- Identify the leadership styles you are most comfortable using, and then develop additional styles to use in specific situations.
- Diagnose the development level for each of your employees.
- Match the appropriate leadership style to your employees' development level to provide the appropriate support he or she needs.
- Communicate performance direction clearly while building an employee's self-esteem.
- Appropriately use praise and recognition to help improve employee's performance.
- Delegate effectively with peak performers and coach and support those staff who are experiencing performance problems.

Instructor

Gary Polain is the Principle of OZmosis Leadership. A native born Western Australian, he began his professional career as a Mechanical Engineer specializing in power station design, dust pollution control, and mine ventilation systems. Gary has over the last twenty years committed himself to a most accomplished career in 'Human Engineering'.



2. Emotional Intelligence

At the end of this seminar, you will be able to:

- Identify the difference between IQ and EQ and why it matters to your career.
- Explain the components of Personal Competence and Social Competence.
- Interpret your EQ assessment and apply strategies for improving your EQ.
- Explain the science of emotional intelligence and how to deal with the emotional hijack.

Instructor

Leah Gutmann offers management and training solutions for the whole company. As a consultant, Leah brings her hands-on experience in finance, risk management, human resources, operations, and strategic planning to companies seeking a unique approach in preparing their company and employees industry success. Leah assists companies in setting visionary, challenging, and realistic growth goals.



3. Project Scheduling

At the end of this seminar, you will be able to:

- Explain your role in the scheduling process, and the impact scheduling has on project flow, crew productivity, and successful outcomes.
- Use the GC Master Schedule to identify and use key portions of the schedule to better manage your work.
- Demonstrate the ability to create and manage a short interval schedule.
- Effectively use the project walk through process to identify critical scheduling impacts and be able to adjust short interval schedules to positive outcomes.



Instructors

Matt Harris – Business Agent/Organizer Local 8

Jim Price Jr. – MMC Contractors

4. Productivity & Forecasting

At the end of this seminar, you will be able to:

- Explain the importance of having an accurate forecast and the impact it has on the project and company.
- Outline your role in the forecasting process and explain how to manage your project decisions to positively impact financial outcomes.
- Apply concepts and tools (which concepts and tools?) to maximize productivity in the field.
- Discuss the project manager's perspective on forecasting and productivity.
- Leverage the critical relationship with your project manager to benefit both parties.

Instructor

Bryan joined the U.S. Engineering in 1997 shortly after graduating from Colorado State University with a degree in mechanical engineering. He began as a Project Engineer in Colorado before advancing to Project Manager and Senior Project Manager. Bryan relocated to Kansas City in 2009 to assume his current role. A LEED® Accredited Professional, he oversees day-to-day management and direction of the Kansas City Construction division.



5. Commitment to Quality, Job Done Right!

At the end of this seminar, you will be able to:

- Discuss the Commitment to Excellence and explain what it means to you and to the organization.
- Identify the key elements to your execution of Commitment to Excellence.
- Describe how you can be a steward to your craft and your industry.
- Take responsibility for quality, commitment and make a difference to your project and company.
- Make every minute and every dollar count.
- Discuss how you can significantly impact the outcome of the project.

Instructor

Rob began as a temporary employee hired by U.S. Engineering in 1990 to help reorganize the warehouse operation. He later joined the plumbers apprentice program and was promoted to Warehouse Operations Manager. He has also worked as a Safety Director, Project Manager and Manpower Coordinator. Since 2009, he has been responsible for overall management and direction of field operations in the Midwest's Construction Division.





6. Developing Your Workforce: Get more Out of Your Crew Every Day

At the end of this seminar, you will be able to:

- Explain the importance of having an accurate forecast and the impact it has on the project and company.
- Outline your role in the forecasting process and explain how to manage your project decisions to positively impact financial outcomes.
- Apply concepts and tools (which concepts and tools?) to maximize productivity in the field.
- Discuss the project manager's perspective on forecasting and productivity.
- Leverage the critical relationship with your project manager to benefit both parties.

Instructor

Nic Bittle is the founder of Work Force Pro and works with contractors to prepare and develop their workforce to lead with impact, act like a pro, and perform their best every day. Nic developed a curriculum focused on the professional development of emerging construction workers. Nic identified 4 core competencies that act as a first step in what the next generation needs to know and do to answer the call in the construction industry. These 4 competencies include: Communication, Professionalism, Leadership, and Entrepreneurship.



Nic is an author, consultant, and entertaining speaker. He shares his personal business stories and highlights the valuable insights he's learned from the hundreds of companies and the thousands of foremen, journeymen, and apprentices he worked with across North America.