

Foreman Training Winter Program



1. Safety Leader

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

- Explain how managing a safe project affects your company.
- Outline how to manage a project from a safety perspective.
- Gain a desire to make changes in your company's safety culture and become a leader in safety.
- Identify the critical components of being a leader of safety in your organization.

Instructor

Don Campbell, Vice President of Safety, P1, Group



2. Project Planning and Closeout

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

- Outline the components of pre-planning and explain its importance to project performance and success.
- Demonstrate how to build a productivity plan from the project estimate.
- Establish project performance goals and milestone measurement criteria.
- Identify strategies to enhance project profitability during the pre-construction phase.
- Discuss the critical components to closing out projects successfully.

Instructor

Chris Champagne has been employed with the P1 Group Inc. for 20 years. During his tenure, he has advanced from estimator to project manager to his current position of operations manager where he oversees project management staff, manages the sheet metal fabrication process and evaluates mechanical and plumbing estimates before submission. Champagne is a licensed professional engineer in the state of Kansas and holds a LEED certification. He is active in the Kansas City chapter of the Sheet Metal and Air Conditioning Contractors National Association and the Design-Build Institute of America.



3. Effective Communication for Foremen

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

- Appreciate and respect other's work-related behavioral attributes.
- Effectively allocate responsibilities in various situations & handle specific challenges.
- Identify four primary styles in how a person approaches relevant work situations. Each style reflecting the person's:
 1. Goal preferences and needs
 2. Supervision and organization preferences
 3. Attitude towards change
- Gain a clearer understanding of what assertiveness looks like behaviorally.
- Demonstrate more effective listening skills by understanding the importance of open-ended questioning as well as non-verbal body language.



Instructors

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'.



4. Financials: What Every Foreman Needs to Know

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

- Analyze job cost and project risk factors from a foreman's perspective.
- Describe how revenue and profits are created from job cost.
- Explain your role in influencing key project cost factors.
- Explain the "real" cost of doing business in the mechanical contracting industry.
- Identify the elements of the real cost of an hour of labor.

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.



5. Project Management: The Foreman's Role

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

1. Identify and apply means and methods to collaborate with the project manager to ensure positive financial outcomes.
2. Describe the foreman's role in project documentation and implications to the project and business.
3. Outline the roles and responsibilities of the foreman and project manager and use this knowledge to drive project performance.
4. Explain how the foreman can provide mentorship to the Project Manager.
5. Explain the Project Manager's vision of success and the critical elements of any successful project.

Instructor

Chris Champagne has been employed with the P1 Group Inc. for 20 years. During his tenure, he has advanced from estimator to project manager to his current position of operations manager where he oversees project management staff, manages the sheet metal fabrication process and evaluates mechanical and plumbing estimates before submission. Champagne is a licensed professional engineer in the state of Kansas and holds a LEED certification. He is active in the Kansas City chapter of the Sheet Metal and Air Conditioning Contractors National Association and the Design-Build Institute of America.





6. Influencing, Negotiating, and Conflict Resolution

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

1. Identify what makes people so different as well as how to navigate through the complexities of human weirdness.
2. Explain simple ways to serve and lead your team effectively.
3. Demonstrate influencing methods to accomplish your goals in a variety of situations with various people.
4. Summarize how changing your leadership style can profoundly impact your most valuable resource – people.

Instructor

Steve Thomas loves people– and he loves seeing them thrive. He has worked in leadership development for more than 30 years. Today, he lives in Springfield, Illinois and travels the U.S. leading powerful discussions that help people and organizations grow and improve. When he's not speaking to a group, you'll find Steve coaching high school athletes. His nonprofit, Real Champion Sports, offers leadership and character development training for both coaches and athletes.

