



“Building Supervisors for Tomorrow” has been designed to prepare first time supervisors on their journey into management. Understanding how busy people are with work and family time, this program has been developed in module size chunks, each module running anywhere from 4 hours to 12 hours depending on the topic. This delivery system is more flexible than any other program currently being offered. It’s affordable and upon completion of 80 module hours a certificate will be earned and awarded.

Module topics include:

***Measure Performance & Take Action in the Construction Industry*** will ensure employee performance expectations are communicated in a measureable and observable fashion and provide objective feedback. (Documented to company standards).

***HR Management Practices for the Construction Industry*** will ensure supervisors have the ability to interpret and apply human resource management policies and practices as defined by the industry and the company.

***Effective Meetings*** will prepare supervisors for meetings and provide productive input to achieve specific meeting outcomes.

***Effective Delegation*** supervisors will delegate appropriate work to team members and ensure work is completed to expectations.

***Ethics & Integrity***—supervisors will be able to define, distinguish and promote acceptable workplace behaviors.

***Communication for the Construction Site*** – will build communication skills (both verbal and written) for new construction supervisors.

***Build High Performance Construction Teams*** – will improve teamwork and ensure motivation and the achievement of high performance on the work site.

***Construction***

***Profitability/Productivity/Contracts***– will promote the relationship between quality of work, safe work practices, and productivity on the work site ensuring a profitable project. Will ensure construction supervisors recognize the contractual obligations associated with construction contracts.

***Construction Environmental Awareness/LEED*** – will aid construction supervisors in their understanding of construction environmental impacts and their regulatory obligations.

***Training the Construction Workforce*** – supervisors will recognize the competency of their workforce and assign work accordingly. They will act as mentors and search for effective ways to increase crew skills through training.

***Planning Work for Construction*** – will ensure the crew is productive and will assist supervisors in their planning of activities, assigning of tasks and assessing the work.

***Resolving Construction Workplace Conflicts*** – supervisors have the tools to resolve conflicts in a prompt and proper manner and recognize matters that are beyond their capabilities.