



SUCCESSFUL FIELD LEADERSHIP FOR CONSTRUCTION

Program Overview

Program Description

Develop best-in-class leadership skills with *Successful Field Leadership for Construction*; an interactive, team-based learning experience designed to guide field leaders to the next level of their leadership and management abilities. Through this learning experience, participants will:

- Increase effectiveness as team leaders,
- Learn to champion team members and advance careers,
- Ensure air-tight, job-site safety,
- Effectively manage project schedule and costs,
- Measurably increase performance quality and client satisfaction.

Become more effective, lead your team with excellence, and advance your career through this engaging, hands-on learning experience.

Program Resources & Tools

- *Good Foreman; Bad Foreman (Bittle, 2016)*
- Gallup Q12© Employee Engagement & Retention Tool
- DiSC© Communication and Productivity Tool
- The LeaderBuild Leadership Development Tool Kit

Program Details

Price:

\$1,195 per learner

Cohort Sizes

8-14 student leaders

Length:

11 weeks

Times:

Tuesday 7:30am - 9:30am

Tuesdays 10:30am - 12:30pm

Location:

ROBEX Headquarters

180 Linden Oaks # 100, Rochester, NY 14625

Instructor Roster:**Chris Phillips**

Former President/Owner, Lecesse Construction Services

Experienced leadership insights from field to office

Janet Halasinski

Vice President, Pike Construction

Developing effective field leadership skills

Melissa Geska

President, US Ceiling Corp./Chair, Rochester Builders Exchange

Understanding and developing effective team culture

Dr. John Hodgson

Interventional Cardiologist & Leadership Specialist

Keeping focused in high-stress environments

Kirk Walker

Division Manager, Power & Construction Group

The power of mentoring

Laura West

Academy Director, US Ceiling Corp.

Communication and conflict management skills

Gary Black

Vice President, US Ceiling Corp.

Keeping field teams focused and on schedule

Peter Sonnevile

Superintendent, Frontier Glass

Creating operational efficiency

Aaron Gross

Superintendent, Upstate Roofing & Painting

Building high-performing team cultures

Session Facilitators:

Don Riling

President, LeaderBuild Institute

Over 40 years of experience in strategic leadership development for companies and associations, including executive coaching with senior leaders, enabling them to strengthen their skills, vision, and long-term strategic development for their organizations.

Josh Grant

Executive Vice President, LeaderBuild Institute

Practitioner and consultant in marketing, strategy, and leadership development. Josh has created leadership development models and curriculum for leaders in multiple industries.

Sessions Overview

★ **Session 1 - Program Orientation & Overview**

Trust and clear expectations are established during the orientation. Student leaders are introduced to all of the participants in the program, including training facilitators, subject matter experts, fellow student leaders, and guests. The format and style of cohort learning are explored as well as an overview of the program topics and content.

★ **Session 2 - Character-Based Leadership**

Character is the foundation on which all leadership development builds upon. During this interactive session, student leaders identify and assess the character they operate and manage their lives and work.

★ **Session 3 - Self-Leadership & Organization: (DiSC® Workshop)**

Self-leadership is fundamental for great leadership. You cannot lead others well if you do not lead yourself well. This workshop session is a hands-on learning experience where student leaders learn their individual work and stress/style preferences and gain the necessary tools to lead themselves and others with organization and excellence.

★ **Session 4 - Effective Team Leadership**

Effective teams are an element of exponential effectivity. During this interactive session, participants learn exactly what effective teams look and act, and how to create and lead an effective team of their own.

★ **Session 5 - Effective Team Leadership 2.0**

An extension of this important interactive session, participants continue to learn exactly what effective teams look and act, and how to create and lead an effective team of their own.

★ **Session 6 - Leading Safe & Productive Work Environments (P5© Workshop)**

In construction, safety is a top priority - and so is productivity. Many leaders find themselves having to choose between them as project managers. In this workshop session, student leaders learn what the five top priorities are in any project, and how to effectively manage them for maximum results.

★ **Session 7 - Essential Leadership Skills**

Great leaders are proficient in specific leadership skills. In this interactive session, participants focus on sharpening their communication skills, problem-solving skills, and self-organization skills. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

★ **Session 8 - Essential Leadership Skills 2.0**

In this extended session, participants continue to focus on sharpening their essential leadership skills, including change management, culture building, and strategic thinking. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

★ **Session 9 - Essential Technical Skills**

A leader both competent and confident will inevitably have followers. There are technical skills for every trade a leader works within. In this interactive session, student leaders are introduced to the eight essential skills for construction executives. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

★ **Session 10 - Essential Technical Skills 2.0**

In this extended session, participants continue to sharpen their technical skills, including skills in finance, project management, safety, quality control, technology, trade tools, customer service, and more. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

★ **Session 11 - Review and Graduation Ceremony**

This session is dedicated to reviewing and applying the training, resources, and tools explored in the program, as well as honoring the accomplishments of each individual student leader. The session will also feature the presentation of certificates.