




About Zachry Corporation

In our eighth decade and third generation of family leadership, Zachry Corporation is a privately-owned construction and materials company with a legacy of success, earned by seeking opportunity not security.




Training Initiative

An initiative to provide interactive training for Zachry's Engineers, Superintendents, Project Managers and Foreman on standard policies, procedures, processes, and best practices through the creation of targeted training schools



Training Initiative cont.



What are the benefits?


- Greater sense of commitment and ownership among employees
- Enhanced value of each employee as an individual due to increased or improved skill sets
- Improvements to the company's bottom line

Roles & Responsibilities



Role	Responsibilities
Steering Committee	• Provide executive / financial oversight
Project Executive	• Provide support and guidance for the initiative throughout the organization
Program Manager	• Provide project oversight • Define and maintain the project schedule
School Directors	• Provide guidance and make decisions on course content for the programs within his / her school

Roles & Responsibilities



Role	Responsibilities
Employee Development and Training Team	• Provide oversight of the initiative to ensure that programs reflect the company's overall training vision
SME Team Leads	• Serve as the program's point of contact for the program manager and coordinate with the school director
SME	• Verify learning objectives • Provide training content to Change Management team

Project Superintendents





Group Effort




Real Inspections

Project Superintendents




Real Lift Plan





Real Inspections

Why Training?



Zachry Construction wants its employees to continually learn and grow as professionals - a benefit to the individual and the organization. We want to keep progressing as a company, it is vital to provide our employees with educational opportunities that help them grow individually and as a team. We see knowledge as a journey, not a destination.

Questions



It's **QUESTION TIME!!**
