



## **Leadership in Construction Workshop Information Sheet**

### **Summary**

Designed by constructors, for constructors – this dynamic three (3) day program uses personal assessments, group exercises, instructor lead discussions and various group activities to provide participants with quality leadership training. The Leadership in Construction Workshop is open to all construction personnel who direct or influence other personnel to meet project goals – in the office or field.

### **Instruction Methods**

Before attending the workshop, all participants are required to complete a 360-degree feedback evaluation. Each participant is rated on the effective use of certain management skills by his or her boss, direct reports, and peers. Participants receive a detailed feedback report at the workshop and use this report to create an action plan for continued personal and professional development. Note: the reports are administered using an online tool and organized in a manner to keep the feedback anonymous.

AGC's Leadership in Construction Workshop is facilitated by a team of two instructors. All of the instructors are constructors themselves, who hold leadership positions in their companies.

Lesson topics are presented using a variety of techniques including classroom PowerPoint presentations, in-class exercises and instructor-led discussions, clips from AGC videos/DVDs and other pre-selected videos/DVDs, hands-on activities such as the Electric Maze and building block activity, and other relevant instructional aids. A variety of personal assessment instruments are also used to reinforce the learning experience.

The Leadership in Construction Workshop is organized into seven modules, with the following objectives for each:

### **Module 1: Leadership Overview**

- Explain goal of workshop and intended outcomes
- Discuss importance of leadership in the construction industry
- Discuss importance of rate of improvement
- Discuss basic assumptions of leadership
- Introduce work partner activities and Action Planning Guide

### **Module 2: Leadership Focus**

- Examine misconceptions of leadership
- Illustrate effective leadership traits
- Compare differences between leaders and managers

### **Module 3: Leadership Dynamics**

- Examine the concept of change
- Illustrate different styles of using influence to achieve a goal
- Analyze an effective model for conflict resolution

- Identify 10 keys to empowering employees
- Analyze intrinsic and extrinsic factors in motivation

#### **Module 4: Leadership Styles**

- Discover personal leadership styles through administration and interpretation of the DiSC Personality Profile System.
- Illustrate a creative team building approach using the DiSC Personality Profile System.

#### **Module 5: Leadership Qualities**

- Explore strategies for improving leadership in the construction industry on an industry-wide basis, in the participant's company, and through the individual's dedication to achieving excellence.
- Demonstrate team building techniques using the Electric Maze Activity.

#### **Module 6: Leadership Assessment**

- Explain the importance of measuring leadership skills
- Interpret CheckPoint 360 reports to measure participants' use of stated management skills
- Create an action plan for continued professional growth

#### **Module 7: Leadership Strategies**

- Discuss strategies for improving leadership skills through communication, coaching, and dealing with change.
- Demonstrate use of communication skills through a group activity with building blocks.

#### **Leadership Challenge Group Activity: Leadership Jeopardy**

- Reinforce learning of leadership concepts through a computerized Jeopardy game