

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A New SMACNA Chapter Supervisory Program

Growing and Developing Supervisors

- A Productivity Enhancement Program for your Supervisor -

A “must” program for any foreman in today’s tough market. This training program is designed specifically for the construction foreman and supervisor. Learn how to take control of the job from the start, establish effective productivity habits and communication, understand the difference between leadership and management, learn how to coach and mentor for improved team performance and how to properly delegate. Kevin will teach you how to deal with difficult people and workers in a professional manner, motivate employees and get the most out of today’s workforce.

Target Audience: Supervisors, Office Managers, Foremen, Journeymen, Project Managers, and any person who manages and/or has an impact on the bottom line.

Presented by

Kevin Dougherty

Monday, September 11, 2017

8:30 a.m. — 4:00 p.m.

No charge for Member Firm Attendees

Lunch will be provided

Bay Area SMACNA Training Room

7677 Oakport Street, Suite 805, Oakland, CA

510-635-8212

Please register via e-mail npirrone@bayareasmacna.org or fax to 510-635-0320

Name _____ Company _____

Phone _____ E-Mail _____

Total # Attendees _____ Names _____

Growing and Developing Supervisors

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Topics Covered:

- ◆ How to take control of the job from the start
The attributes of a successful foreman and job
- ◆ Establishing effective productivity habits
Understanding personal and environmental time wasters
How to improve productivity
- ◆ Communication
The Importance of improving inter-company communication
How to not let emotions control the conversation
The importance of documentation, and follow-up
Types of communication
- ◆ Understanding the difference **between** leadership and management
Eight core values of a successful supervisor and how to apply them
How to focus on quality, safety, customer service and profitability
- ◆ How to coach and mentor for improved team performance
Develop a mentoring and coaching plan to improve worker commitment and quality
- ◆ How to properly delegate
The importance of holding all job stakeholders accountable
- ◆ How to deal with difficult people and workers in a professional manor
- ◆ Using creative problem solving to improve production and performance
How to Institute a problem-solving system to solve almost any problem
- ◆ Dealing with conflict and site negotiations
- ◆ How to get the most out of today's workforce
- ◆ Dealing with the four demographic in the workforce today
- ◆ Planning, goal setting and productivity improvement
Learn how to establish a planning process to stay ahead of job details
- ◆ Motivating employees
How to use proper motivation methods to control behaviors.

About the Instructor:

For almost 30 years Kevin L. Dougherty has been speaking "exclusively" to the construction industry. Kevin represents a changing industry - aggressive, realistic, and open-minded. Kevin's work and education experience enables him to relate to today's problems and provides tangible solutions in an easy-to-listen style. He has taught thousands of people in various seminars. His client base ranges from family-owned businesses to corporate conglomerates.



Kevin Dougherty

In addition to speaking and writing articles, Kevin has served as sales manager, project manager, operations manager, and corporate trainer for a multimillion-dollar mechanical contractor and specialty services contractor.

Kevin has also been a frequent speaker for various SMACNA, MCAA, MSCA, NECA, SMART, U.A. PHCC, ISA SBA, and other trade associations. Kevin's humorous and energetic speaking style has made him a convention favorite. He has spoken to such groups as Benjamin Moore & Co., 3M, Johnson Controls, W.R. Grace, Ferguson Enterprises, Morton International, Manville/Schuler, and Hagemeyer Electrical Australia, just to name a few.

Kevin's ability to entertain audiences and hold their interest while getting his message across consistently makes him one of the industries top speaking and training talents.