

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A New SMACNA Supervisory Training Program

A Foreman's Field Guide to Developing Your Workforce—Step II

What Smart Leaders are Doing to Development Their Workforce

A Foreman's Field Guide Step II is a next step look at how to get more out of your crew on a daily basis. In Step I we laid the foundation for developing and mentoring your crew. Now it is time to take it a step deeper. How do you push your crew without alienating them? How do you deliver criticism that will change a crew members behavior without changing their attitude for the worse? How do you develop a work ethic and initiative in a generation that may not possess these behaviors and skills?

Target Audience: Foremen and Supervisors

Presented by

Nic Bittle

www.NicBittle.com

Tuesday, February 28, 2017

8:30 a.m. — 12:30 p.m.

No charge for Member Firm Attendees

Bay Area SMACNA Training Room

7677 Oakport Street, Suite 805, Oakland, CA 94621

Tel: 510-635-8212

**Please register via email to npirrone@bayareasmacna.org
or via fax to 510-635-0320**

Name _____ Company _____

Phone _____ E-Mail _____

Attendees _____

_____ Total # Attendees _____

A Foreman's Field Guide to Developing Your Workforce—Step II

Work Shop Outline:

In this program your Supervisor/Foreman will learn:

- How to breakdown the communication barriers between a foreman and his or her crew.
- The best way to set expectations that will stick with your crew.
- How to develop each team member so that everyone performs at his or her best on a daily basis.
- How to develop a work ethic in the next generation.
- How to deal with conflict on the job.
- How to deliver constructive criticism that won't end in a fight.
- The tips, tricks, tactics, and techniques a foreman and/or supervisor must master to effectively lead in today's market.

About the Instructor:



Nic Bittle, commonly referred to by his clients as The Bossman, works with labor and management that want their people to think, act, and perform like a boss. Nic has been his own boss for the last 15 years and works hard to bridge the gap between the mindset of an employee and the mindset of a boss with his clients.

It is no secret that with the baby boomer generation (born 1946 – 1964) leaving the workforce the construction industry faces changes like they have never before seen. Questions like, “What will we do?” “Who will fill the void?” and “What will happen to our industry?” are all very common questions within the construction trades. I have been asked, “Is it even possible to train and educate today’s apprentice to think like a boss and to perform at their best on a daily basis?” I believe it is. I don’t believe it is easy, and it’s definitely not a quick fix, but it is possible.

Nic’s has developed a curriculum that is laser focused on the professional development of the apprentice within the construction industry. This curriculum is specifically designed to give the apprentice what they want and need to perform at their best on a daily basis. Nic has identified 4 core competencies that act as a good first step in what the apprentice needs to know and what they need to do to answer the call in the construction industry. These 4 competencies include: Communication, Professionalism, Leadership, and Entrepreneurship.

Nic is an author, consultant, and a very entertaining speaker. He shares his personal business stories, and highlights the valuable insights that he learned on his roller-coaster business career of success and failure.