

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A New SMACNA Chapter Education Program

**Perform Like the Boss -
Developing the Next Generation**

What smart sheet metal contractors are doing to develop the next generation construction worker

Nic will walk you through what he has discovered is the main difference between the existing Sheet Metal Worker and the emerging Sheet Metal Worker. He will share with you what the smart contractors are doing to develop the next generation workforce that will give them an edge over their competition. He will also dig deep into the ROI of the professional development of our crew as well as connect the dots to the cost of not taking action. Also, we will take a close look at the next steps a contractor can take to develop the workforce on a company level as well as identify simple tools and tips to determine how well your current leaders are performing.

Target Audience: Company Owners / Executive Leadership

Presented by

Nic Bittle

Wednesday, March 1, 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 _____

Perform Like the Boss-Developing the Next Generation

Work Shop Outline:

In this program you will learn:

- The 4 Core Competencies lacking in most of the workforce entering the industry today.
- The necessary steps (how and when) one must take to develop these 4 core competencies within the workforce.
- Why traditional teaching styles are not effective on today's emerging workforce.
- The 3 mistakes we are all making with our current training.
- The one critical change a contractor must first make before beginning the process of developing their workforce to perform like the boss.
- What not developing our workforce is costing the contractor in efficiency and how that is shifting not only the bottom line profitability, but also their market share.
- The ROI for the contractor that does not take action.
- How to get your current leaders to own the role of mentor with their crew.
- How to identify if your current foremen are the right fit for this job.
- Simple tools, tips and tricks to determine if you are promoting the right guy.

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.