

Coaching for Excellence

Target Audience: Project Managers, Site Superintendents, Construction Supervisors, Foremen, Office Administration, anyone with supervisory responsibilities

All business depends on people to get the job done; the construction world is no different. Getting people to do what you need them to do, when it needs to be done helps to keep costs within the project scope and profits to remain intact. Coaching people effectively creates a jobsite or construction office where employees are motivated and productive. Coaching also helps to get trades people at the sites, ready to work. Come to this two-part coaching workshop and learn what to say to get people to do what you need them to do.

Program Content:

What is a Coach?

- What is a Coach?
- Your Level of Coaching Ability
- Your Coaching Strengths and Weaknesses
- How to Motivate People
- The Ability to Develop Others

The Importance of Giving Ongoing Feedback

- Symptoms of Lack of Feedback
- Barriers to Effective Communication
- Silent Communication
- Personal Space, Voice and Tone

Giving Positive Feedback

- Identify Employees Who Need Positive Feedback
- Identify When, Where, and How to Give Positive Feedback

Giving Negative/Constructive Feedback

- The Importance of Negative/Constructive Feedback
- How Negative/Constructive Feedback Can Motivate People
- What to Say When Giving Constructive Feedback
- Develop a Plan for Improvement With Challenged Performers

Scheduling Regular/Ongoing Feedback Sessions

- The Importance of One-on-One
- Planning Time to Enhance Your Coaching Relationships

Practice and Planning

- Day-to-Day Coaching
- The Road to Goal Setting

Coaching Case Studies and Practice Time

- Planning Future Coaching Opportunities

Facilitation: 1 day (1 Gold Seal Special Industry Course (SIC) Point)

