LEVEL UP
YOUR LEADERSHIP DEVELOPMENT

Are your foremen ready to lead you into the future?
THE MINDSET OF AN IDEAL FOREMAN

A foremen leader is any team member in the field that helps lead a group to achieve a specific outcome. This type of leader is open to suggestions, helps colleagues along the way, communicates effectively and has an end result in mind. A true foremen leader has these qualities:

■ Manages conflicts
■ Embodies effective communication skills
■ Leads by example
■ Motivates and engages employees
■ Sets goals for measurable results
STATE OF THE INDUSTRY
While the construction market continues to push forward with cadence, it’s important to understand the challenges the industry faces as it progresses. Underlying challenges in profitability, performance, labor and productivity could derail the industry’s growth.
By 2020, millennials are expected to represent half of the global workforce – many with little to no experience or interest in the trade industry. The present workforce diversification lends itself to stark differences in work ethic, attitude, outlook, and behavior between generations enhancing communication issues in the field.

While new business opportunities grow, so does project complexity. As companies continue to operate with razor-thin profit margins, a single production surprise can be a game changer. As complex projects become the norm, project performance becomes more important than ever. The combination of project complexity and decreasing experience is a risk multiplier, increasing the risk of delays, quality control issues and employee safety concerns.

It's time to brace for a dramatic reduction in workforce. With boomers and generation X retiring taking 50 years of expertise with them, companies are looking for the next generation of leaders to step up to help navigate these challenges. The Association General Contractors of America (AGC) found that 74 percent of the total respondents believe there is a crunch in skill trades, and 53 percent said they were unable to hire construction professionals such as supervisors, estimators, and engineers.

According to the Construction Owners Association of America (COAA) study, 63 percent of direct labor time on construction projects is spent waiting for materials and equipment, traveling to the area, taking early breaks, and planning how to do the work. This is reflected in the bottom line, where typical margins for construction companies range between 2 and 8 percent. Between a shrinking profit margin and stagnant productivity, companies must be forward-thinking in ways to inspire employees.
Feeling uneasy about leaders entering the industry? The right leaders in the field can make a difference.

With a new generation making its way into the workforce, there comes the question if these new people are qualified foremen leaders. The failure to engage and inspire a newer generation of leaders has the potential to put a company at a standstill. Companies that address these challenges head on will be positioned for growth.
Understanding who your next foremen leaders are is the first step. With the new generation coming into the workforce there are both challenges and opportunities upon their arrival.
### Challenges

Challenges with introducing a new generation into the workforce include:

- Major modifications needed in teaching methods
- Younger workforce desires to use new technology when older employees are not ready to
- Different terminology between generations leads to a language barriers
- Attitudes may vary thanks to different ways of viewing authority
- Differences in objectives including what people are working for

### Opportunities

Opportunities that may occur when a new generation is introduced to the workforce may include:

- Efficacy for using new technology could lead to efficiencies
- Nontraditional ideas leading to innovation creating a path to enhanced performance
- When engaged, a new generation can be very productive
- As a social generation, employees are more likely to become a company’s brand ambassadors helping recruitment initiatives

### Generational Perspectives

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WHAT’S YOUR GAME PLAN?

It’s time to make sure the next generation of leaders is ready to push your company forward. Leadership Surge offers a 12-month on-the-go leadership development program called 1st & 5.
THE 1ST & 5 PROGRAM

This program is specific to the trade industry and can help get your foremen leaders ready for the future...WITHOUT taking huge chunks of time away from the field. In as little as 2-5 minutes per day, Leadership Surge can help you develop strong leaders while delivering measurable results to management.

HOW 1ST & 5 WORKS
The 1st & 5 curriculum is focused on people skills through on-the-go training. Participants are inspired to implement the strategies they learn on a daily basis and remain engaged through gamification of objectives. Throughout the training, achievement rewards and competition keep them playing, which in turn keeps them learning.
Track your team's success through monthly recap reports on all gameplay from your workforce.

- Games played
- Points earned
- Minutes trained
- Most incorrect or correct questions
- Lowest or highest accuracy per game

**Areas of Focus in 2018**

- Stress Management
- Crucial Conversations
- Performance Coaching
- Work-Life Balance
- Generational Leadership
- Frontline Succession Planning
- Critical Thinking
- Time Management
No matter if your company's internal issues have surfaced or not, as a leader of your company it's important that you plan for them. To do that, you need to prepare your team.
Here are some triggers that might mean this training is right for you:

- Stunted growth due to lack of qualified leaders
- Limiting job scope due to not enough employees to lead others
- Struggling to communicate with employees and employees struggling to communicate with each other
- Executive leadership disconnected from the field-level leadership including issues like lack of trust
- Unplanned when seeking an employee to promote due to depending on only one or two key people
- Finding friction in the workplace due to a mixture of personalities
- Realizing that project performance and productivity could be enhanced
- Experiencing issues recruiting and retaining skilled employees

This program focuses on developing leaders throughout the organization at every level. It focuses on, not only having star players, but also having a strong bench – the key people behind those players who are ready to step up.
It’s your responsibility to build a team that pushes forward in unison, similar to a football team. For instance, a play is called, and everyone knows exactly what to do and what their job is. The teammates, or employees in your case, understand their importance to the team. You want to be building a team that will last for seasons, not just games. Leadership Surge’s development program gives your team the playbook it needs to work together.

From our experience, here are a few outcomes you can expect:

- Lower rate of absenteeism
- Improve profitability
- Alignment through the entire organization from the top to the bottom; speaking a common language
- Employees that are inspired to come to work for a common cause
- Employee satisfaction will thrive at home thanks to work-life modules
- Increase in productivity
- Foremen leaders ready to step up
- Workforce that understands how to coach and its benefits
- Positive work environment
NEXT STEPS TO CREATE LEADERS
Implementing the 1st & 5 Training Program in your business is easy. Start by discussing your leadership challenges, as well as internal issues that should be resolved. Once goals are set, a customized program can be created for your setting. Choose who will be involved, the frequency of the program and decide what type of training is right for your staff. It’s time to Level Up your leadership training. Are your foremen leaders ready?

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