



Offered by:



STP Unit 1: Leadership and Motivation

Five 4.5 hr. sessions will be held:

**September 24, October 1, 8
22 and 29, 2010**

12:00 P.M. - 4:30 P.M.

**Barton Malow Company
26500 American Drive
Southfield, MI 48034**

**Cost of the course is \$275/member
and includes a participant's manual.**

Course Facilitator

The facilitator for this **22.5 - hour course** will be Jamie Scigliano.

Since the late 80's, Jamie has been involved in many facets of the construction industry, with experience in commercial, industrial, and residential projects including over 10 years with the Barton Malow Company. Since 1999, Jamie has been associated with Eastern Michigan University, first as a graduate student, and currently as a full time lecturer in the Construction Management Program.

Jamie continues to teach while pursuing consulting and contracting projects outside of the University.

Course Attendees

Individuals attending STP courses include anyone on a construction jobsite in a supervisory role - from the new supervisor and foreman to the experienced superintendent. STP promotes an interactive training atmosphere among course participants and employs some of the most dynamic instructors in the construction industry.

Supervisory skill - or the lack of it - directly affects every company's bottom line. Each day decisions made by every foreman and superintendent are crucial to the success or failure of every construction project. You make your money in the field. Or you lose it.

The Supervisory Training Program (STP) developed by AGC, is designed specifically to meet the needs of the construction industry. Developed, updated, and field-tested by and for contractors, the Program consists of 12 courses that focus on the knowledge and skills that every supervisor must have to be an effective manager of people, time, equipment and materials.

This course includes the following sessions, case studies and topics:

Dollars and Sense of People and Construction: Case Study: *The Contractor Who Lost the Bid*; improving the bottom line by effective supervision; cost of poor supervision; cost and causes of personnel turnover; learning new jobs, tasks and skills; communication, trust, respect, teamwork, and cooperation.

The Role of the Construction Supervisor: Case Study: *The Confused Supervisor*; supervisory leadership and motivation; crew supervisor in the linking pin role; positive discipline.

Helping People Perform Better: Case Study: *The Poorly Motivated Crew*; assumptions about people; the performance equation; encouraging external competition and self-improvement; delivering timely training and information; encouraging responsibility and self-control; setting positive expectations.

Motivation: Case Study: *The Worker Who Lost Motivation*; general motivational strategies; recognizing personality types; internal motivational techniques; job enlargement and job enrichment; construction supervisor's motivation tool kit.

Leading Others: Case Study: *The Inconsistent Supervisor*; leading others; being consistent but flexible; providing consistency; providing flexibility; leadership styles.

You Get What You Expect: Case Study: *The New Crew Supervisor*; setting positive expectations; how workers respond to supervisor's behavior; putting the theories to work.

Positive Feedback: Case Study: *The Tough Supervisor*; giving positive feedback; benefits of giving positive feedback.

Training and Orienting Crew Members: Case Study: *The Lead Trainer*; orientation and training for new workers; training.

Teams and Team Building: Case Study: *The Team That Didn't Work*; why teamwork is important; team types; the construction supervisor's role; phases of team development.

Leadership Skills in Action: Case Study: *The Fleckster Company buyout*; review of the course.

STP UNIT 1: Leadership and Motivation

12:00 p.m.—4:30 p.m.

Fridays, September 24, October 1, 8, 22 and 29, 2010

Barton Malow Company—26500 American Dr.—Southfield, MI

Registration Fee: \$275/member \$315/CIAP \$375/non-member

Registration Deadline: Wednesday, September 15, 2010

Please note: All cancellations must be made in writing and faxed to 517-371-1131 or e-mailed to vgotts@agemichigan.org at least 48 hours in advance of the start of the class to obtain a refund. Substitutions are welcomed - please let us know who will be attending in your place.



Please mail or fax this registration form to:

AGC of Michigan, 2323 N. Larch, Lansing, MI 48906 - fax (517) 371-1131

For more information contact Viki Gotts (vgotts@agemichigan.org or 313-533-3509 Ext. 3102).

Company: _____

Address (non-members only): _____

Phone: _____ Fax _____ Email: _____

- Please invoice me (members only).
- Fax registration—check to follow.
- Check # _____ enclosed (payable to AGC Michigan)
- Credit card—Account # _____ Exp. Date _____

Signature _____

Participant Name	E-Mail Address	Amount

Total