



**AGCCT**  
AGC OF CONNECTICUT



AGC's Supervisory Training Program

# UNIT 1: LEADERSHIP & MOTIVATION

## FIVE WEDNESDAY EVENINGS

**FEBRUARY 19, 26, & MARCH 4, 11, 18, 2020 | 5:00 PM – 9:00 PM**

**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 6 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.

**Location:** CCIA, 912 Silas Deane Highway, Suite 112, Wethersfield, CT 06109

**Cost:** \$450 – (includes 6.35% CT sales tax)

**Instructor:** Peter Etzel, Etzel Consulting LLC

**Register by Wednesday, February 5<sup>th</sup> | Registration Form on Reverse Side**



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**REGISTRATION | SUPERVISORY TRAINING PROGRAM, UNIT 1: LEADERSHIP & MOTIVATION**

**Cost: \$450 – (includes 6.35% CT sales tax)**

Contact Name: \_\_\_\_\_ Company Name: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Names of Attendees: \_\_\_\_\_

Amount Due: \$ \_\_\_\_\_ |  Check Enclosed  Credit Card Payment

Register by e-mail to: John Wilhelm: [jwilhelm@ctconstruction.org](mailto:jwilhelm@ctconstruction.org)

Send Payment to: AGC of Connecticut, 912 Silas Deane Highway, Suite 112, Wethersfield, CT 06109

## CREDIT CARD AUTHORIZATION

Total Amount Due: \$ \_\_\_\_\_ | Credit Card Type:  Visa  AMEX  MasterCard

Cardholder Name \_\_\_\_\_

Card Number \_\_\_\_\_ | Expiration Date \_\_\_\_\_

Zip Code \_\_\_\_\_ | CVV2 \_\_\_\_\_ (3 digit number on back of Visa, AMEX, MC)

Card Billing Address \_\_\_\_\_

*Please do not e-mail credit card authorization.*

**Cancellation policy:** Full refunds will be made for cancellations received **14 calendar days** before the **first day of class**. After that date, no refunds will be granted. Replacements accepted.

For more information about the program, contact John Butts, 860-529-6855 | [jbutts@ctconstruction.org](mailto:jbutts@ctconstruction.org)

For more information about registration, contact John Wilhelm, 860-529-6855 | [jwilhelm@ctconstruction.org](mailto:jwilhelm@ctconstruction.org)