

Sites are managed by people, not systems. And it could be argued that the modern construction site is becoming almost overpowered by an overlay of procedures and practices that – although very necessary – place significant and increasing pressures on managers.

The daily challenge for site personnel is to make the best of many choices – and a site where people can act proactively, with responsibility and as a team, will produce optimum use of resources. But what if decisions or actions contravene Health and Safety? Or if conflicting interests obscure clear decision-making? Or if, paralysed by a fear of incurring discrimination, negligence or other claims, site personnel simply duck the decision altogether?

This workshop is designed to help managers working in the construction and engineering industries identify how to **maximise the resources they currently have ‘on site’**, namely people, to help address the multiple challenges they face.

**Your Workshop Leader: Roy Breustedt**

## LEARNING OUTCOMES

By the end of this course, participants will:

- have explored and clarified current realities
- know how to work with and motivate the individual
- understand the concept of team and how to create and maintain team
- have a better sense of how to make maximum use of on-site personnel

## KEY TOPICS

- the current (and developing!) challenges facing the site manager
- your ‘eyes and ears’ on site
- keeping the subcontractors on-side
- the value and skills of effective meetings
- motivating the de-motivated

## WHO SHOULD ATTEND

This highly informative and interactive session is designed to support Site Managers, Assistant Site Managers and personnel who may already have responsibility for specific areas, and/or who wish to be better informed on good management practices in the site environment.

### **Outline Programme**

**Welcome, Introductions and Workshop Outline**

**Identifying and exploring pressures/ challenges**

- internal systems and procedures
- external demands
- customer care

**Headless chicken vs manager/leader**

- managing self, managing others, managing task

**Health & Safety – roles and responsibilities**

- maximum awareness and response with minimum resources

**Morale, motivation and communication**

- what motivates?
- what de-motivates?
- constructive feedback

**Running effective meetings**

- creating ‘team’
- meeting roles
- chairing with confidence

**Planning and ways forward**

**Evaluation**

The course runs for half a day (am or pm) and can be delivered in-house for any number of participants up to 12 at a time. If site cover can be arranged, the workshop **can be expanded to a full day** adding giving & receiving feedback, coaching skills and time management.



COMMUNICATE

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