



# LEADERSHIP ESSENTIALS FOR SUPERVISORS



***“TOMORROW’S LEADERS WILL NEED TO BE EQUIPPED WITH COMMUNICATION SKILLS THAT CAN EMPOWER, INFLUENCE AND INSPIRE A CULTURE OF ACCOUNTABILITY. THESE SKILLS WILL BE THE CATALYST TO UNLOCKING YOUR TEAM’S POTENTIAL TO DELIVER PROJECTS SAFELY, PRODUCTIVELY AND EFFICIENTLY FOR CLIENTS.”***



**▶ BE BRAVE AND HELP LEAD THE CHANGES FOR TOMORROW TODAY**





## TESTIMONIALS

“IT WAS GREAT. IT HELPED ME UNDERSTAND THE VARIOUS ROLES PLAYED BY THE FOUR LEADERSHIP STYLES. IT ALSO CONFIRMED FOR ME WHAT I HAVE BEEN DOING IN THE PAST IS GOOD AND CAN BE IMPROVED.”

Frank Marabito – Supervisor  
PERKINS BUILDERS

“EXCELLENT! FAR FROM WHAT I EXPECTED. LEARNT A LOT AND THE GROUP FEEDBACK WAS VERY, VERY VALUABLE.”

Nathan Parker  
YARRA HOUSING

## RESULTS

2.4-4.2



2.4 – 4.2 Stars in Product Review Ratings

METRICON HOMES PTY LTD



92% client satisfaction for training programs

MASTER BUILDERS OF VICTORIA



91% of participants reported that the learned skills will improve performance

MONASH UNIVERSITY

# WELCOME TO THE LEADERSHIP ESSENTIALS FOR SUPERVISORS PROGRAM

Supervisors can have a powerful impact on both individual and team success that can flow to all levels of a business, from improved working relationships to greater teamwork. We encourage our participants to become the leaders of tomorrow by developing their communication skills to inspire a culture of accountability and unlock their team's potential.

Leadership Essentials for Supervisors will help future leaders embrace a high performance mindset and have a greater impact on the overall performance and effectiveness of their immediate teams. Internal conflicts will be resolved more efficiently, and these improved internal relations will create a culture of accountability.

Each participant will increase their awareness and understanding of authentic leadership styles and how it will set them apart in the highly competitive commercial sector.

Participants will:

- ▶ Learn their predominant and secondary leadership and communication styles, and when these are best applied in a high-pressure environment;
- ▶ Develop influencing skills to effectively respond to operational issues and challenges commonly faced with onsite;
- ▶ Learn new techniques to engage and empower site based personnel;
- ▶ Develop techniques that will assist with decision making, prioritisation and conflict resolution;

## DELIVERY

This course is delivered utilising our unique combination of classroom style learning, feedback workshops and allows participants to practice in a fully immersive simulated building site. Participants are given the opportunity to practice and apply newly learnt skills and knowledge when confronted with everyday challenges and personalities experienced on site.

Learning is reinforced and enhanced in our simulation sessions with a team of highly trained specialist actors. Participants are given the opportunity to negotiate, problem solve, communicate and provide advice to site personnel, management and subcontractors.

In our safe learning environment, participants will be challenged to demonstrate effective consultation and communication techniques, the ability to motivate others and become influential leaders for your organisation.

## WHO WILL BENEFIT?

Designed for supervisors, forepersons, leading hands, junior managers, and individuals looking to transition to a role leading small teams.

## COURSE DETAILS:

**DURATION:**

16 hours over 2 days

**DATE:**

12 Aug – 13 Aug 2021    8 Nov – 9 Nov 2021

**COST (INC. GST):**

\$ 1415 Master Builders Member & Incolink Contributor  
\$ 2110 Master Builders member  
\$ 1845 Incolink Contributor  
\$ 2510 Non-Member



## OUR CLIENTS

### CONSTRUCTION

- John Holland
- Grocon
- Hickory Group
- Australand
- Lendlease
- Probuild
- Becon Construction
- Leighton Holdings
- Thiess
- Brookfield Multiplex
- AMCA
- Acciona
- VOS
- Cockram
- WATPAC
- Boulderstone
- Schiavello
- Qanstruct

### GOVERNMENT

- Metro Trains
- WorkSafe Victoria
- Australian Government
- Whittlesea Council
- Level Crossing Removal Authority

### EDUCATION

- RMIT University
- Monash University
- Swinburne TAFE
- Chisholm
- Deakin University

### SALES & RETAIL

- Higgins Coatings
- Metricon Homes
- Bunnings Group
- Winslow Group
- Boutique Homes
- Bowens Timber and Hardware

# THE UNIQUE BUILDING LEADERSHIP SIMULATION CENTRE PROCESS

## Session 1 – Engagement of Trades

Focusing on the challenges associated with establishing and/or setting expectations when undertaking change. This simulation session presents participants the opportunity to establish relationships and begin to understand what challenges their workforce are dealing with and how successfully they're dealing with these challenges.

## Session 2 – Prioritising Safety

Focusing on difficult conversations and the significant impact this plays in 'unlocking' productivity gains and efficiencies. This simulation session presents participants with a number of opportunities to inspire and influence key personnel responsible for others on site.

## Session 3 – Quality .vs. Productivity

Focusing on maintaining standards and expectations when challenges arise. This simulation session presents participants with the opportunity to continue holding others to account for their responsibilities through clear communication.

## Session 4 – Dealing with Conflict

Focusing on the conflict resolution process with both internal and external stakeholders. This simulation session requires participants to work with subcontractors to quickly and efficiently resolve a major disruption that impacts neighbouring businesses. Working through the phases of effective conflict resolution, participants have the opportunity to directly deal with and address emotional personalities in a high-pressure situation.



The BLSC's unique learning process combines elite training material, the latest in learning techniques and processes, state of the art technology and fully immersive simulation exercises with professionally trained actors and observers.

The Training Intervention Process:

1. Awareness
2. Desire
3. Skill
4. Practice
5. Feedback
6. Measurement
7. Maintenance



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## DAY 1

Time	Session Title
8:00 – 8:30	Course Introduction
8:30 – 8:50	Activity 1: Your Workplace and You
8:50 – 9:10	Simulator Familiarisation
9:10– 9:25	Morning Tea
9:25 – 11:00	Group Briefing Simulation Session 1 <b>Scenario Themes include setting standards, motivating a team member, dealing with a frustrated team member and dealing with avoidance.</b> Facilitator Led Reflection and Feedback
11:00 – 11:45	Communication Habits – Group Activity
11:45 – 12:45	Leadership Styles
12:45 – 1:15	Lunch
1:15 – 2:15	Communication Styles Self-Assessment
2:15 – 3:45	Group Briefing Simulation Session 2 <b>Scenario themes include delivering influential safety messages, motivating a team member and identifying communication habits.</b> Facilitator Led Reflection and Feedback
3:45 – 4:00	Activity 2 A: Reflection

## DAY 2

Time	Session Title
8:00 – 8:30	Self-Reflection + Activity 2 B: Thinking Ahead
8:30 – 9:30	Open Session & Participant Led Reflection and Feedback
9:30 – 9:45	Morning Tea
9:45 – 11:30	Group Briefing Simulation Session 3 <b>Scenario themes include prioritisation and decisive decision making, dealing with conflict between internal team members and setting standards.</b> Facilitator Led Reflection and Feedback
11:30 – 12:15	Lunch
12:15 – 12:45	View Yourself – Control Room
12:45 – 1:15	Activity 3: Workplace Activity/Goals
1:15 – 2:45	Group Briefing Simulation Session 4 <b>Scenario themes include dealing with a conflicted external stakeholder, setting standards and problem solving.</b> Facilitator Led Reflection and Feedback
2:45 – 3:00	Break
3:00 – 3:15	Finalise Workplace Activity
3:15 – 3:30	Open Session
3:30 – 3:45	Course Evaluation

- Simulation session
- Classroom session
- Break