



HIGH PERFORMANCE

Frontline Supervisor Training

FOR CONSTRUCTION SITE SUPERVISORS

Frontline Supervisors are your best investment

The impact that a great foreman, general foreman, superintendent, construction manager or project manager can have is undeniable.

These are the people delivering value to all stakeholders of a project: the customer, employees, vendors, and your company.

These are also some of the most difficult jobs in the construction industry. Lots of people are counting on them every day.

Giving your frontline supervisors the tools they need to succeed is one of the best investments companies can make.

Our programs give your frontline supervisors the tools they need to run high performance teams.



**This is your
most critical
level of
management**

Frontline Supervisors make or break projects



Program Overview

BUILT ONLY FOR CONSTRUCTION SUPERVISORS



Built by Experts

These programs were built by industrial construction experts from the field operations and executive management ranks. This program is built only for construction professionals.



No Fluff

Too many "training" programs are a recitation of characteristics. Not ours. We get into real world scenarios, discuss "how-to" actions and obsess on actionable content.



Create a Plan

Most training is forgotten within two weeks. Participants in our programs leave with an action plan. Our programs aren't about knowledge, they're about action.



Important



Impactful



Immediate

Nothing is more important than the quality of your supervisors. They set the tone. They create an environment where people thrive or die. The result is either a project that everybody is proud of or one that fails.

But great supervisors can't perform if they don't have the tools.

That's where we come in.

Built by construction project leaders and executives, this program is different.

It takes on the hardest, most impactful part of running a great jobsite: the people part of a project.

Getting this right can lead to massive outcomes for all stakeholders.

Getting this wrong can be fatal. Literally.

The good news is these programs are built for impact. Actionable insights and models to impact the performance of your projects.

Let us help you run jobsites so good, your employees will call it "jamup."

Training Plans

THREE PLANS FOR THREE SITUATIONS



Leadership for New Supervisors

\$850 PER PERSON

The most difficult move in any career is from individual contributor to manager. Help your first time supervisors start off on the right foot.

✓ Pre-training questionnaire

✓ 2 day duration

✓ In person



Project Launch Workshop

\$7,500 PER WORKSHOP

The start of a project is a critical time in building a high performing team. We teach an actionable model for leadership and team performance.

✓ Pre-training questionnaire

✓ 2 day duration

✓ In person



High Performance Leaders

\$5,000 PER MONTH / UP TO 10 PEOPLE

This is a monthly program that helps participants build their own leadership model through training and activity based workshops.

✓ Pre-training questionnaire

✓ 12 month duration

✓ In person and virtual

✓ Multiple participants included

HIGH PERFORMANCE

Leadership for New Supervisors

HELP YOUR NEW SUPERVISORS MAKE THE JUMP

WHO SHOULD ATTEND?

Employees new to supervision or who you anticipate will be moving to supervision. This course is designed to give supervisors an idea on what it takes to lead high performance construction teams.

PROGRAM BENEFITS

Site level leadership is a driver for results on your projects. This program deals with the people-centered topics that are so often missed in construction. By the end of this program your new supervisors will:

- Understand the different set of expectations for supervision
- Understand their own tendencies and leadership characteristics
- Build a personalized step by step plan to lead high performance teams

PROGRAM OUTLINE

NEW SUPERVISOR EXPECTATIONS

- What does it mean to be a supervisor on a construction site?
- What are the new expectations?

ELEMENTS OF HIGH PERFORMANCE

- Leaders that perform
- Teams that perform
- Individuals that perform

HOW TO MANAGE PEOPLE

- Building the right relationships
- Getting to know your people
- Giving feedback
- Delegating
- Following up

YOUR HIGH PERFORMANCE PLAN

Project Launch Workshop

GET YOUR PROJECT STARTED RIGHT

WHO SHOULD ATTEND?

Your entire project supervision team. This class will benefit supervision teams that have worked together for a long time or for teams that are coming together for the first time. We recommend all foremen and above as well as the administrative staff.

PROGRAM BENEFITS

Site teams that work together effectively are will run safe, productive jobsites and happy stakeholders. This program tackles how the best project teams work together and set up their project for high performance. By the end of this workshop your supervision team will:

- Come together as a team with aligned goals and expectations
- Understand how leaders and individuals impact overall team performance
- Have an action plan to run a high performance jobsite

PROGRAM OUTLINE

THE MAKEUP OF THIS TEAM

- Understand the strengths, weaknesses and tendencies of each team member

ELEMENTS OF HIGH PERFORMANCE

- Leaders that perform
- Teams that perform
- Individuals that perform

RUNNING A WORLD CLASS JOBSITE

- Safety leadership
- Building a site culture that works
- Delivering results for the customer
- Delivering results for the company
- Employee attraction and retention

THE TEAM'S HIGH PERFORMANCE PLAN

- Step by step actions to run a high performance jobsite

HIGH PERFORMANCE Leadership Accelerator

LEADERSHIP IS ABOUT RESULTS

WHO SHOULD ATTEND?

This class is focused on maximizing the leadership of your high potential site based or office based supervisors. This year-long program is a deep dive into the individual and how they can take their leadership skills to the next level.

PROGRAM BENEFITS

Great leaders are developed. Those great leaders outperform others by orders of magnitude. To quickest path to getting there is a focused, personal approach to high performance leadership. By the end of this program participants will:

- Understand what their own leadership tendencies are
- Learn strategies to maximize the performance of themselves and their teams
- Build a personal high performance leadership strategy and action plan

PROGRAM OUTLINE

MY LEADERSHIP PROFILE

- What do I do well?
- What don't I do well?
- what are my tendencies?

ELEMENTS OF HIGH PERFORMANCE

- Leaders that perform
- Teams that perform
- Individuals that perform

BECOMING A WORLD CLASS LEADER

- Maximizing my leadership style
- Building a culture for performance
- Developing leaders below me
- Delivering results for stakeholders
- One on One Coaching

MY HIGH PERFORMANCE STRATEGY

- A strategy and step by step actions to become a high performance leader

Ready to talk?

TWO WAYS TO TAKE THE NEXT STEP



Schedule Training

Contact us with dates and times that you're looking to get training done



Set up a Call

Learn more about the programs and whether they're right for you

Contact

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