



14 MODULES (in no specific order)

1. **Measure Performance & Take Action in the Construction Industry** - will ensure employee performance expectations are communicated in a measureable and observable fashion and provide objective feedback. (documented to company standards).
2. **HR Management Practices for the Construction Industry** - will ensure supervisors have the ability to interpret and apply human resource management policies and practices as defined by the industry and the company.
3. **Effective Meetings in the Construction Industry** - will prepare supervisors for meetings and provide productive input to achieve specific meeting outcomes.
4. **Effective Delegation in the Construction Industry**- supervisors will delegate appropriate work to team members and ensure work is completed to expectations.
5. **Ethics & Integrity in the Construction Industry**—supervisors will be able to define, distinguish and promote acceptable workplace behaviors.
6. **Training the Construction Workforce** – supervisors will recognize the competency of their workforce and assign work accordingly. They will act as mentors and search for effective ways to increase crew skills through training.
7. **Planning Work for Construction** – will ensure the crew is productive and will assist supervisors in their planning of activities, assigning of tasks and assessing the work.
8. **Communication for the Construction Site** – will build communication skills (both verbal and written) for new construction supervisors.
9. **Build High Performance Construction Teams** – will improve teamwork and ensure motivation and the achievement of high performance on the work site.
10. **Construction Profitability** – will promote the relationship between quality of work, safe work practices, and productivity on the work site ensuring a profitable project.
11. **Construction Contracts** – will ensure construction supervisors recognize the contractual obligations associated with construction contracts.
12. **Construction Environmental Awareness** – will aid construction supervisors in their understanding of construction environmental impacts and their regulatory obligations.
13. **Resolving Construction Workplace Conflicts** – supervisors have the tools to resolve conflicts in a prompt and proper manner and recognize matters that are beyond their capabilities.
14. **Leadership for Safety Excellence (CSAM)** - will ensure supervisor's role, responsibilities and provide knowledge required to satisfy the legal duties and responsibilities under the Workplace Safety and Health Act.