



# A FOREMAN'S FIELD GUIDE TO DEVELOPING YOUR WORKFORCE STEP II

*How effective leaders get more out of their crew on a daily basis for safety and operational excellence*

Workshop Facilitator – Nic Bittle

## PROGRAM OVERVIEW

*A Foreman's Field Guide Step II* is a next step look at how to get more out of your crew on a daily basis. In Step I we laid the foundation for developing and mentoring your crew. Now it is time to take it a step deeper. How do you push your crew without alienating them? How do you deliver criticism that will change a crewmembers behavior without changing their attitude for the worse? How do you develop a work ethic and initiative in a generation that many not possess these behaviors and skills?

## OBJECTIVES

In this program your Supervisor/Foreman will learn:

- > **How to break down the communication barriers between a foreman and his or her crew.**
- > **The best way to set expectations that will stick with your crew.**
- > **How to develop each team member so that everyone performs at his or her best on a daily basis.**
- > **How to identify the next leader and begin to groom them for that position.**
- > **How to develop a work ethic in the next generation.**
- > **How to deal with conflict on the job.**
- > **How to deliver constructive criticism that won't end in a fight.**
- > **The tips, tricks, tactics, and techniques a foreman and/or supervisor must master to effectively lead in today's market for safety and operational excellence.**

**Target Audience** – Supervisors & Foremen that have gone through Step I

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## ABOUT NIC BITTLE



Nic Bittle works with organizations that want to prepare and develop their workforce to lead with impact, act like a pro, and perform at their best on a daily basis. He does this in a variety of ways. Through presentations and workshops, through tools that he has developed

which are designed to support the learning process, and through a unique information delivery system called D.R.I.P. Information™. He is the architect of two performance improvement process curriculums that use the D.R.I.P. Information™ process which are specifically designed to prepare and develop our current and next generation work force for the roles and responsibilities that lie ahead.

Nic is author of four books, *Small Business, BIG Mistakes*, *Perform Like the Boss!*, *Good Foreman; Bad Foreman*, and *Know This, Do That*.

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