



LEADING THE BUILD

Leadership Programming for
the **Construction Industry**

2026
TRAINING

The Problem

Engagement

→ **67%**

Of employees are feeling engaged or actively disengaged

Gallup 2024

Turn Over

→ **30%**

of Construction companies report they are struggling to keep staff. Engagement isn't a buzzword; it's a retention strategy.

Safety

→ **64%**

Top-quartile engaged businesses see 64% fewer safety incidents compared to bottom-quartile businesses.

Leadership Skill Gap

→ **70%**

of the variance in team engagement is often determined by the manager. Therefore, equipping your leaders is the single most effective lever for influencing site performance and retention.



The Solution - Training for your leaders that provides...



Leadership Skills for a Changing Workforce

We teach leaders how to understand and navigate leadership differently to respond to the changes in our workforce and reduce staff turn over. The way you lead your team 15 years ago is not as effective today.



Emotional Intelligence and Self-awareness

We dive into the important internal work a leader must do to show up as a confident, capable, and self-aware presence on site who is able to understand their team better.



Communication Skills

We teach practical communication skills making communication clear, considered and effective. We provide several communication skills that help build trust, teamwork and accountability on teams.

The future of construction demands more than just task management; it requires inspired leadership.

This 6 part program helps leaders do just that.

01

Leadership
Essentials

02

Emotional
Intelligence and
Self-awareness

03

Communication
Skills

04

Leading
Engagement

05

Critical
Thinking on
the Job Site

06

Teamwork
and Trust

PLUS

Optional Action
Learning Capstone
Project



The Program Outcomes



MODULE 1: Leadership Essentials

- Develop an understanding around Leadership as a Mindset, not a status. Participants will learn the steps to develop this mindset and approach tasks with increased initiative.
- Gain clarity around the four essential leadership tools: leadership, management, strategy, and performance, and explore when and how to utilize each tool effectively.
- Understand the Leadership Framework (Vision, Values, Strengths, Barriers, and Mission) and begin using this framework in their leadership.

MODULE 2: Emotional Intelligence and Self-Awareness

- Enhanced Self-Awareness: Gain insights into their own personality type, understanding the underlying motivations and beliefs that drive their behaviours using their unique Integrative Enneagram™ Report. Participants each receive a 36 page personalized report from a certified practitioner.
- Identify Personal Strengths and Areas for Growth: Use the self-awareness gained to recognize their unique strengths and areas for growth.
- Analyze Stress Reactions: Learn to recognize their typical reactions during stressful or challenging situations, fostering a greater understanding of how these reactions influence their interactions and decision-making on the team.
- Apply Learning for Team Improvement: Reflect on what it is like to work with someone with their core type and determine what they will do differently because of what they learned, and what this means for their team.

MODULE 3: Communication

- Communication that Builds Trust: Master active listening and recognize how assumptions (Ladder of Inference) and unconscious bias impact perception, fostering a more open and equitable environment.
- Communication for Accountability: Apply structured feedback models, including the POISE Model and Feedforward, to deliver clear messages that drive performance and professional growth.
- Managing Difficult Conversations: Acquire the emotional intelligence and tactical language to defuse tension, manage defensiveness, and transform conflict into resolution during high-stakes interactions.

The Program Outcomes



MODULE 4: Engagement

- Recognize key indicators of engagement and disengagement within a team, and gain clarity on specific performance indicators that reflect team engagement.
- Identify strategies for how to re-engage a team and address disruptions affecting team morale.
- Understand the key differences between transactional leadership (focused on structure, rewards, and penalties, efficient for routine tasks) and transformational leadership (focused on inspiration, personal growth, long-term vision, and empowering individuals).
- Develop a deeper understanding of various generational leadership styles and the impact these differences have on overall team dynamics and engagement.

MODULE 5: Critical Thinking and Decision Making

- **Clearly Define Challenges:** Participants will be able to effectively identify simple vs complex challenges and be able to understand their core nature.
- **Gather & Evaluate Information:** Learn to collect relevant data and critically assess it to inform their understanding.
- **Make Informed Decisions:** Participants will gain tools to weigh options and make well-reasoned decisions based on thorough analysis.
- **Refine Through Reflection:** Leaders will understand the importance of reflecting on outcomes to continuously improve their critical thinking and decision-making skills.
- Participants will practice this framework using a variety of examples that are relevant to your industry.

MODULE 6: Teamwork and Trust

- **Understand the basic foundations that need to be in place for teams:** Targets, Roles, Structures and Communication.
- **Drive Team Alignment:** Apply the principles of Buy-in, Alignment, Moving Together, and Re-commitment to what it means to be a team.
- **Establish Foundation of Trust:** Understand how trust underpins open communication, collaboration, and accountability, and identify actionable ways to build it through integrity and relationship-fostering.
- **Relate Enneagram to Team Dynamics:** Revisit the Enneagram™ results as they relate to personal communication patterns, strengths, and areas for growth.



IN.FORM Series develops and delivers leadership training that is relevant, engaging and customized to meet the needs of your organization.

Programs can be delivered

- in-person or on-line
- ½ day programming once per week or full program delivery over several days.

All learning materials and assessments are included

Contact us about building a program with your team.



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