



WANTED: Project Managers



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EXPERTISE
PERFORMANCE - INTEGRITY - STABILITY



NEMI



Introduction:

- The Project Leader
- “Soft” Skills Required
- “Technical” Skills Required – Get Work, Do Work, Keep Score
- Pathways to Project Management
- What can I Do?

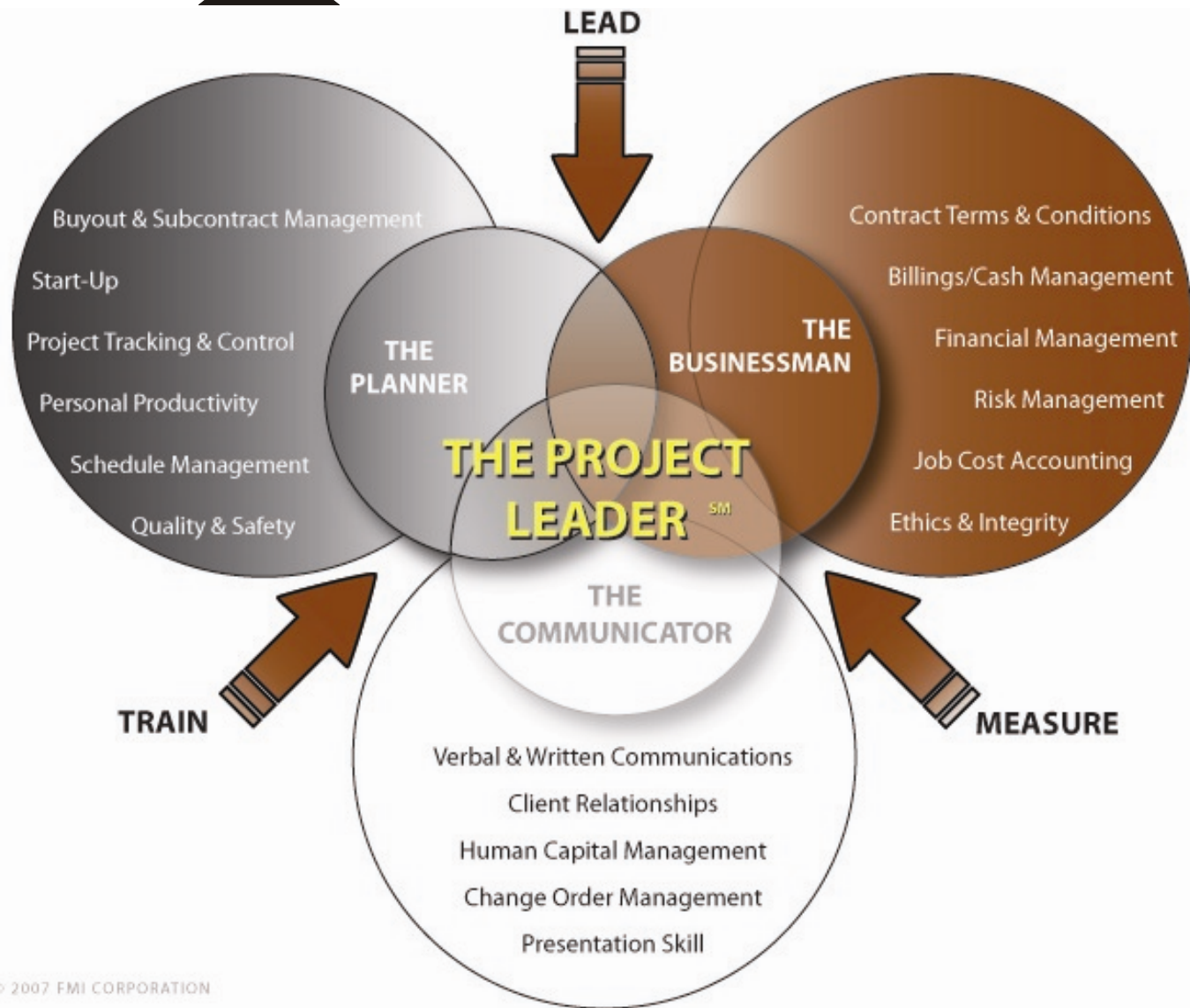


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FMI's Project Leader Model



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“Technical Skills”

Get Work, Do Work, Keep Score

- Customer Requirements:
 - Safety
 - Quality
 - Schedule
 - Cost Competitiveness



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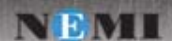
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“Technical Skills”

Get Work, Do Work, Keep Score

- Get Work
 - Customer Focus & Relations
- Do Work
 - Understand “The Work”
 - Safety
 - Labor
 - Subs, Material, Fabrication
- Keep Score
 - Forecasting, Schedule





Get Work

Customer Focus & Relations

- Biggest source of our work – current customers...
- Manage the business relationship:
 - Meetings...
 - Billings...
- You are the #1 interface between the company and the customer...



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Customer Focus... The Rest of the Story

- Create *Raving Fans*
- Understanding Customer *Needs and Wants*
- Strengthen Relationships
- Be More Than *Just a Builder*



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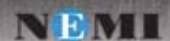


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Do Work

Understanding of “The Work”

- Master in your trade...
- Understanding of all the work your employer does
- Just sheet metal??
 - Piping
 - Basic trades
 - CAD/Modeling/BIM



Leadership

- Management vs. Leadership
- Project Teams
- Setting direction
- Aligning People & Resources
- Motivating & Inspiring



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Do Work Safety Management

- It's Good Business!!
- Protect our #1 resource...
- Customers are demanding it!
- OSHA 30, 500...
- "Safe Contractor is a Productive Contractor..."
- Lower Worker's Comp and Insurance rates



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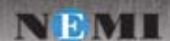
Communication

- Proactive vs. Reactive
- Internal vs. External
- Foundation of the *Three Cs*
 - *Communication*
 - *Cooperation*
 - *Collaboration*



Do Work Labor Management

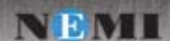
- Far and away the biggest risk !!
- Biggest cost,
- Biggest variable...
- Impacts:
 - Trade stacking...
 - Customer delays...
 - Material delays...



Keep Score

Forecasting, Schedule Management

- Where we've been, Where we are ...
 - What scope is complete?
 - How much has been spent?
 - \$\$s, Manhours...
- Where we're going...
 - Where will the project end up...
 - \$\$s, Manhours...
 - Schedule...



Performance Management

- Setting Performance Objectives, Goals, and Expectations
- Monitoring Key Performance Indicators
- Giving Performance Feedback



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PERFORMANCE - TRUST - INTEGRITY



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Do Work Subcontractor, Material & Fabrication Management

- Pull it all together...
- Labor impact can be huge...
- Coordinate schedule, sequence...
- Invoicing...



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Developing, Mentoring, and Coaching

- Build Project Team Skills
- Delegate and Challenge
- Develop the Next Generation



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PERFORMANCE - TRAINING - EDUCATION



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Pathways to Project Management

- Looking For Leaders
- College Pathway(s)
- Craft Pathway(s)
- Helmets to Hardhats
- Best of all worlds...
- New Hire



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What can YOU do?

- Show leadership...
- Show initiative:
 - Obtain training beyond that required...
 - Safety – OSHA 30, 500...
 - Journeyman upgrade...
 - Association, iTi courses, seminars...
 - College courses...



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WANTED:

Project Leaders



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Thank You!

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