

# Mechanical Contractors Association of Kansas

MECHANICAL CONTRACTORS  
ASSOCIATION

# MCAK

OF KANSAS



## TRAINING SERIES

### **A Foreman's Field Guide to Developing Your Workforce: Step II** **How effective leaders get more out of their crew on a daily basis.**

A Foreman's Field Guide Step II is the next step in getting 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 members without alienating them? How do you deliver criticism that will change a crew member's behavior without changing their attitude for the worse? How do you develop a work ethic and initiative in a generation that may not possess these behaviors and skills? This program will cover:

- How to break communication barriers between a foreman and the crew.
- The best way to set expectations that will stick with your crew.
- How to develop each team member so that everyone performs their best on a daily basis.
- The tips, tricks, tactics and techniques that help a foreman effectively lead in today's market.
- How to develop a work ethic in the next generation and identify leaders.

#### **WHEN:**

Friday  
April 3, 2020  
Register: 7:30 a.m.  
Class: 8 a.m. - 1 p.m.

#### **WHERE:**

Washburn Tech  
5724 SW Huntoon St.  
Topeka, Kansas  
66604

#### **WHO:**

Journeymen, Foremen &  
Project Mgrs.  
No prerequisites are re-  
quired for this opportunity.

#### **COST:**

\*Contributing member: FREE  
Non-contributing: \$345  
\*LU441 Zone 2 A&B  
2019/2020 Industry Fund  
Contributing Contractors

To register, contact Teresa at 785.670.3353 or Tim at 785.670.2240 / [Tim.Clothier@washburn.edu](mailto:Tim.Clothier@washburn.edu)  
Find a registration form at [washburntech.edu/business-industry/training](http://washburntech.edu/business-industry/training).

# Mechanical Contractors Association of Kansas

Friday, April 3, 2020



Nic Bittle is the founder of Work Force Pro and works with contractors who 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 different ways.

Through presentations and workshops, through books he has written, through tools 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 2 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.

Most recently Nic has developed a book and video curriculum specifically designed for apprenticeship programs. This solution titled Know This, Do That is what apprentices and new hires need to Know to make it in this business and what they need to Do in order to build a successful career. The response to this solution has been overwhelmingly positive and is currently being implemented in apprenticeship programs and organizations across the US and Canada.

Nic is author of four books, Know This, Do That, Good Foreman; Bad Foreman, Perform Like the Boss! & Small Business, BIG Mistakes. Nic lives with his wife Tarina, daughter Elle and son Cruze in Corn, Oklahoma.

## REGISTRATION

COURSE FEE: Contributing Member: FREE/person | Non-Contributing Member: \$345/person

Please circle one: Invoice | Check Enclosed | Visa | AMEX | Master Card | Discover

Card # \_\_\_\_\_ Exp. \_\_\_\_\_ Ccv Code \_\_\_\_\_

Billing Address \_\_\_\_\_

Billing Zip Code \_\_\_\_\_

Cardholder Name \_\_\_\_\_

Signature \_\_\_\_\_

Name(s) of Attendees (limit 6 per contractor):

1. \_\_\_\_\_ email \_\_\_\_\_

2. \_\_\_\_\_ email \_\_\_\_\_

3. \_\_\_\_\_ email \_\_\_\_\_

4. \_\_\_\_\_ email \_\_\_\_\_

5. \_\_\_\_\_ email \_\_\_\_\_

6. \_\_\_\_\_ email \_\_\_\_\_

COMPANY: \_\_\_\_\_ PHONE: \_\_\_\_\_

Mail this form to: Washburn Tech, c/o Teresa Vasquez, 5724 SW Huntoon St., Topeka, Kan., 66604

