

AMY POWELL

20+ YEARS IN CONSTRUCTION

- High-End Custom homes
- Specialty mechanical
- *Commercial GC Project Management
 - Director of Training and Outreach

EDUCATION:

- BS Construction Management
- MEd Adult Education and Training
- Neuroscience of Business Certificate
- Psychology of leadership certificate

ADDITIONAL INDUSTRY INVOLVEMENT

- NOCO Construction Sector Partnership Co-Chair
- Colorado State University PADB Executive Board Member

OWNER AND FOUNDER OF

WELL WORKS

- Leadership & Communication Training Programs Built from Construction for Construction
- Specializing in Project Leadership and People Skills





**WHO HERE
CAME UP
THROUGH
THE TRADES?**





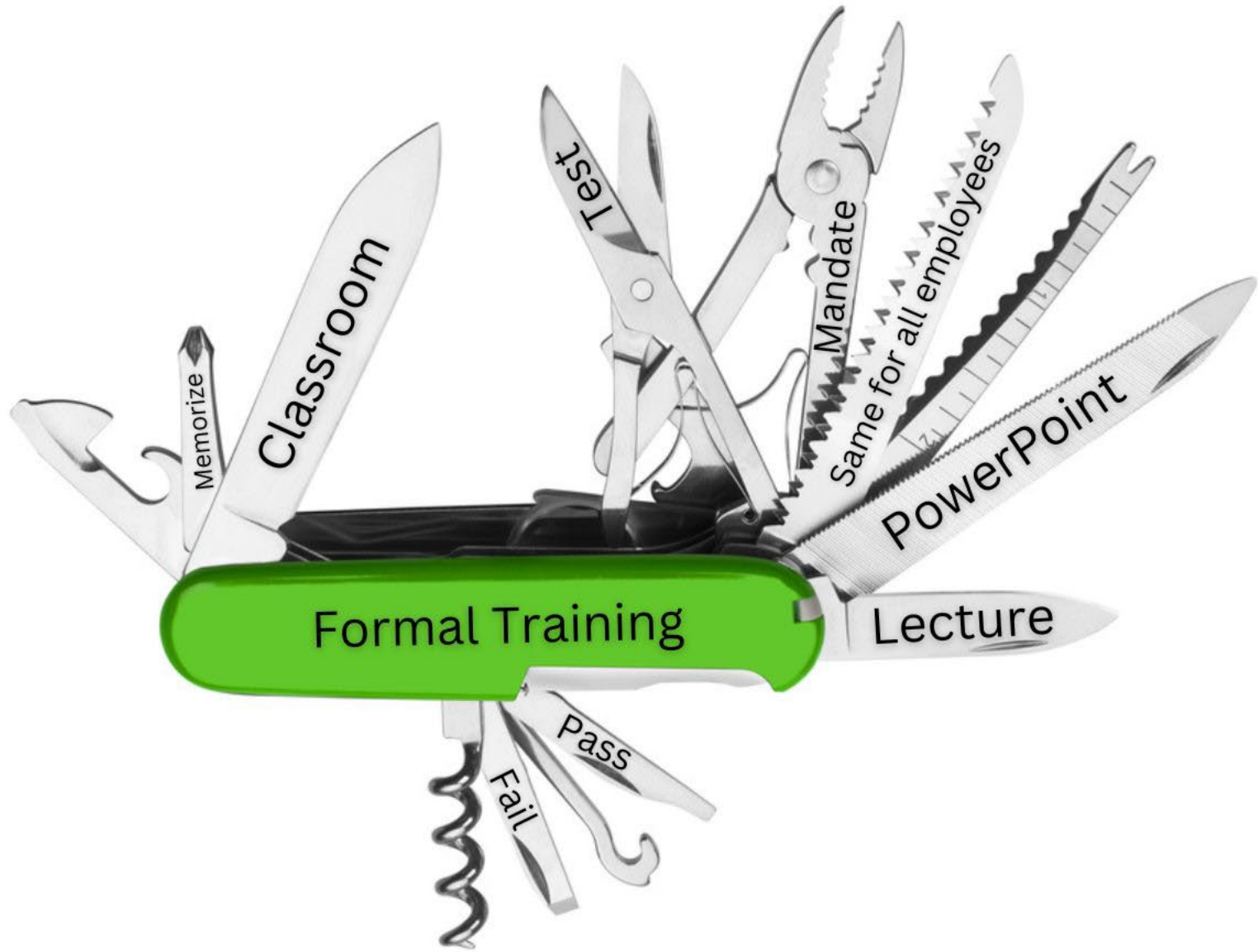
**WHO HERE HAS
OPERATED
A PIECE OF
EQUIPMENT?**



**ROADS & TRANSPORTATION
SHELTER
CLEAN INDOOR AIR
WATER
POWER
COMFORT
FOR HOMES, SCHOOLS,
CHURCHES, HOSPITALS,
BUSINESSES, ETC.**







Memorize

Classroom

Test

Mandate

Same for all employees

PowerPoint

Lecture

Pass

Fail

Formal Training



How Our Brain's Learn

- Neuroplasticity
- NOT like computers
- Gather, Connect and Process, Create and plan, Test and Try
- Can't force information into people's brains
- They have to want the information



learning transfer

[lur-ning trans-fur]

1.the ability of a learner to successfully apply the behavior, knowledge, and skills acquired in a learning event to the job, with a resulting improvement in job performance.

Source: Carol Leaman, Training Magazine

CONSTRUCTION TRAINING REIMAGINED

- **EXPERIENTIAL LEARNING**
 - OBSERVATIONAL
 - HANDS ON
 - SITUATIONAL (WHEN THINGS DON'T GO AS PLANNED)
- **PROBLEM BASED LEARNING (PBL)**
 - CRITICAL THINKING APPROACH
 - FOCUSES ON THE PROCESS OF HOW A PROBLEM IS SOLVED (NOT THE ANSWER)
- **JUST IN TIME TRAINING**
 - RESOURCES
 - REFRESHERS
 - REMINDERS
- **COLLABORATIVE LEARNING**
 - MENTORSHIP
 - DISCUSSIONS
 - GUIDED QUESTIONS/ FACILITATION



THINK
ABOUT
THINGS
DIFFERENTLY

CONSTRUCTION TRAINING REIMAGINED

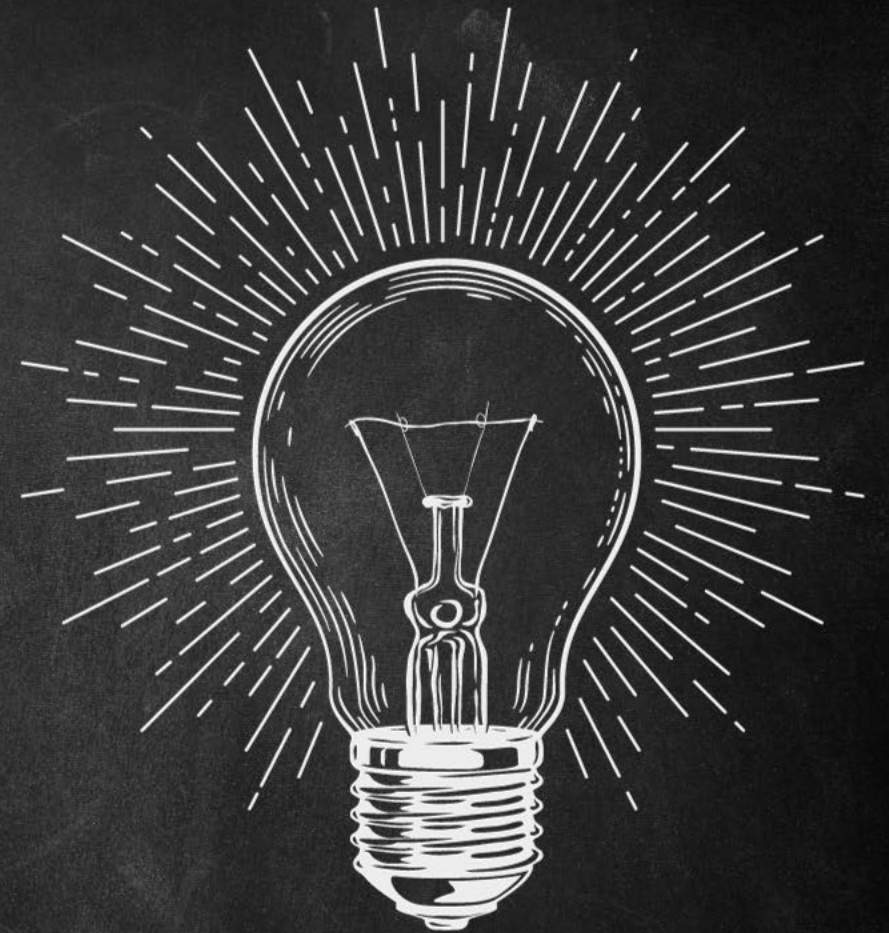
- **IN-HOUSE**
 - SPREAD THE LOAD
 - UNCOVER AND USE YOUR SME'S
 - HAVE EMPLOYEES PROPOSE TRAINING NEEDS
- **SUBCONTRACTED**
 - INDUSTRY SME'S (SUBJECT MATTER EXPERTS)



THINK
ABOUT
THINGS
DIFFERENTLY

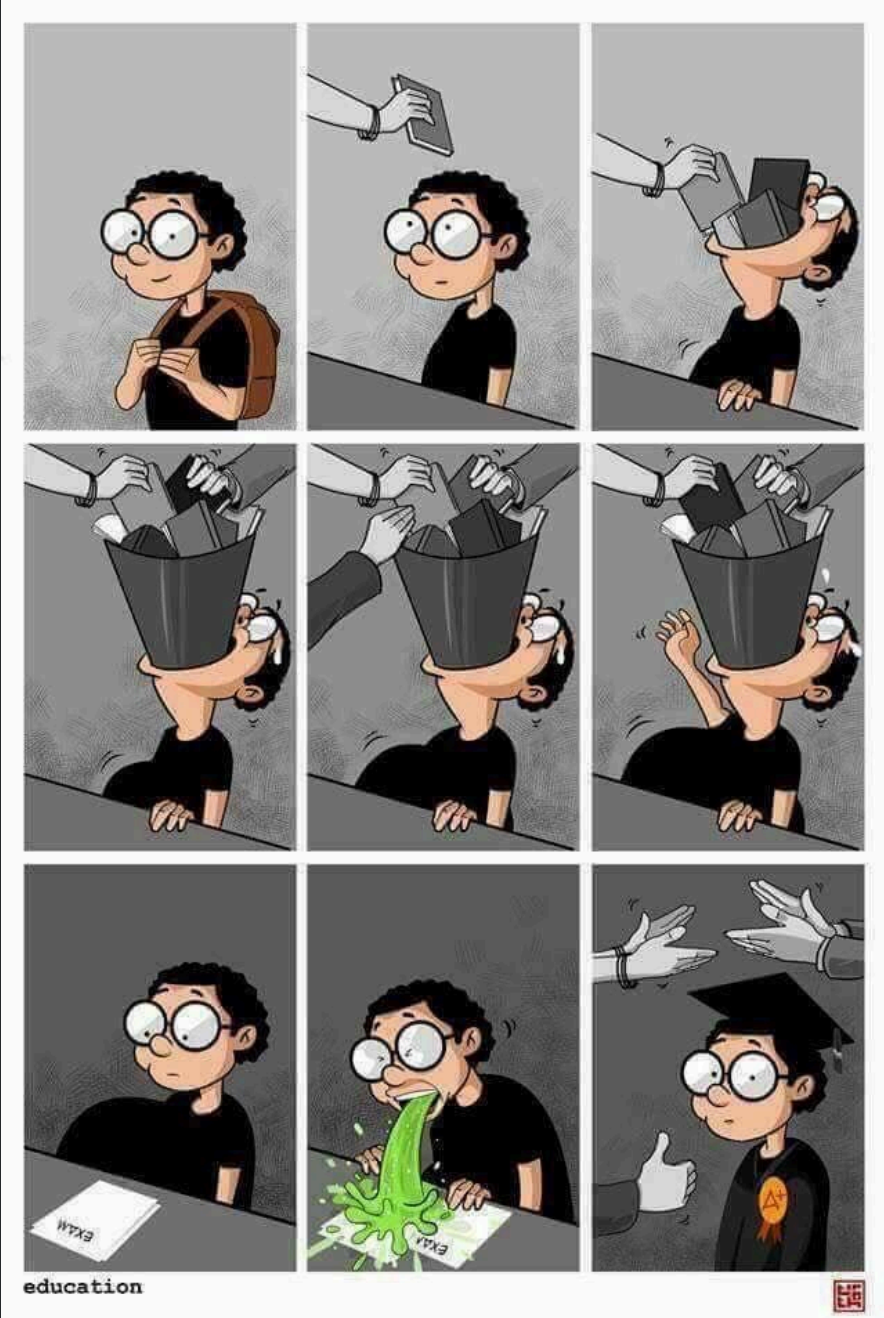
What information, behaviors, or skills (content) are you trying to transfer?

- Technical?
- Management?
- Essential / Leadership?



CAUTION

- COGNITIVE OVERLOAD
- TIMING
- USE AS A REWARD, NOT A PUNISHMENT
- COPYRIGHT, TRADEMARKS AND INTELLECTUAL PROPERTY
- TRAINER / FACILITATOR / SPEAKER / COACH / EDUCATOR CREDENTIALS & RELATABILITY
- VERIFY THE CONTENT RELATES TO THE PROBLEM YOU ARE TRYING TO SOLVE



YOU GOT THIS!

**WELL
WORKS**
TRAINING BUILT FOR CONSTRUCTION



WELL WORKS

Leadership & Communication
Training Programs Built from
Construction for Construction



AMY POWELL

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