

25TH ANNUAL



25TH LCI CONGRESS
OCTOBER 24-27, 2023

Changing the Hearts and Minds of Field Leadership

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25 YEARS OF LEARNING: SUPERCHARGE YOUR LEAN JOURNEY IN THE MOTOR CITY

October 26, 2023

Who Am I?

- Preconstruction Executive – 4yrs
- General Superintendent – 12yrs
- Sheet Metal Worker – 35 years
- Board Member – LCI/AGCA
- Author
- DEI Advocate



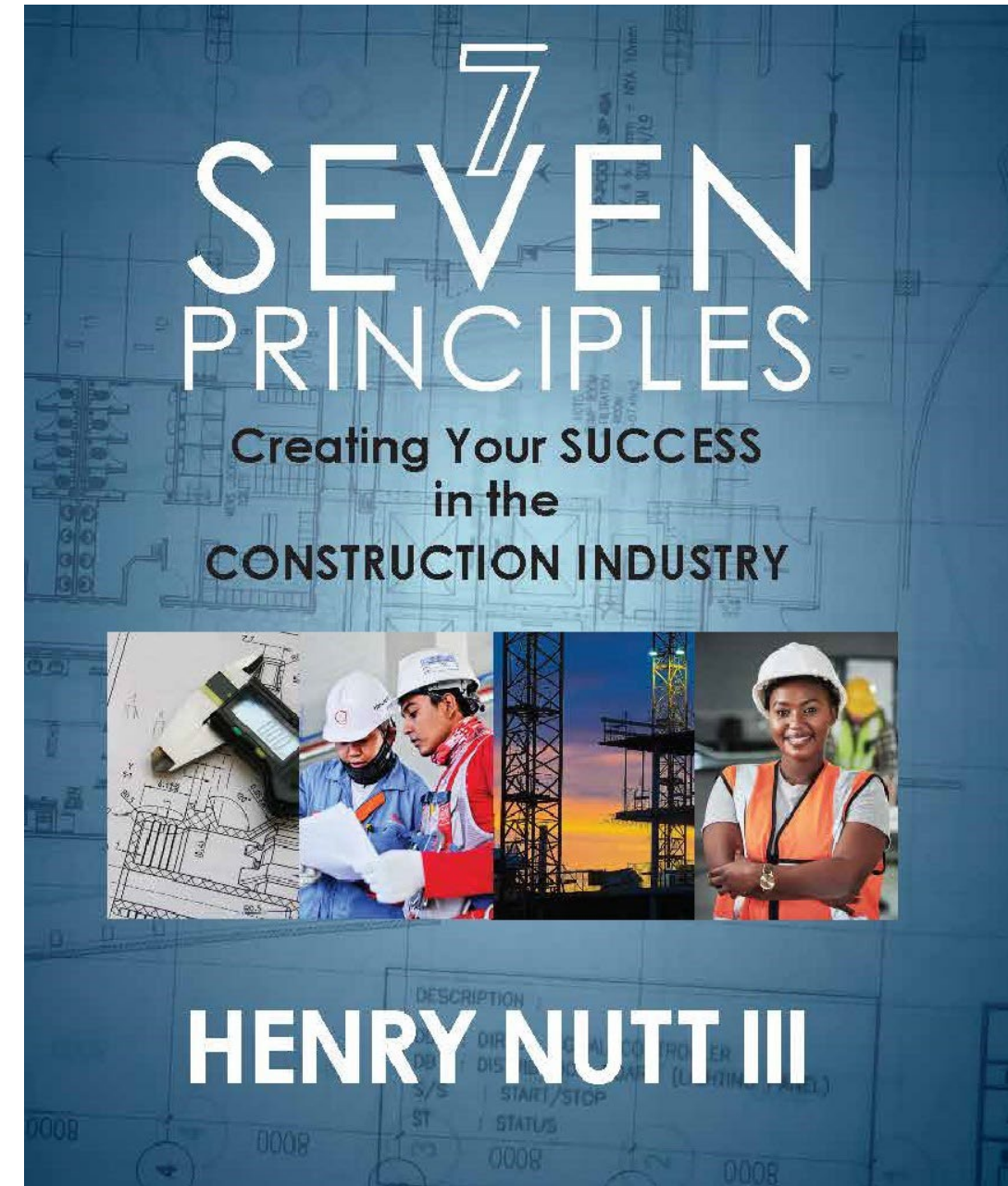
Who Am I?

- General Superintendent – 4 Years
- Sheet Metal General Foreman – 25 Years
- Sheet Metal worker since 1985
- Involved with local City organizations introducing students to the trades since 2014



Major Themes

- Start somewhere
- Get a mentor
- Refuse to be a victim
- Try your best and work hard
- Love what you do
- Learn how to follow
- Liability vs. an Asset



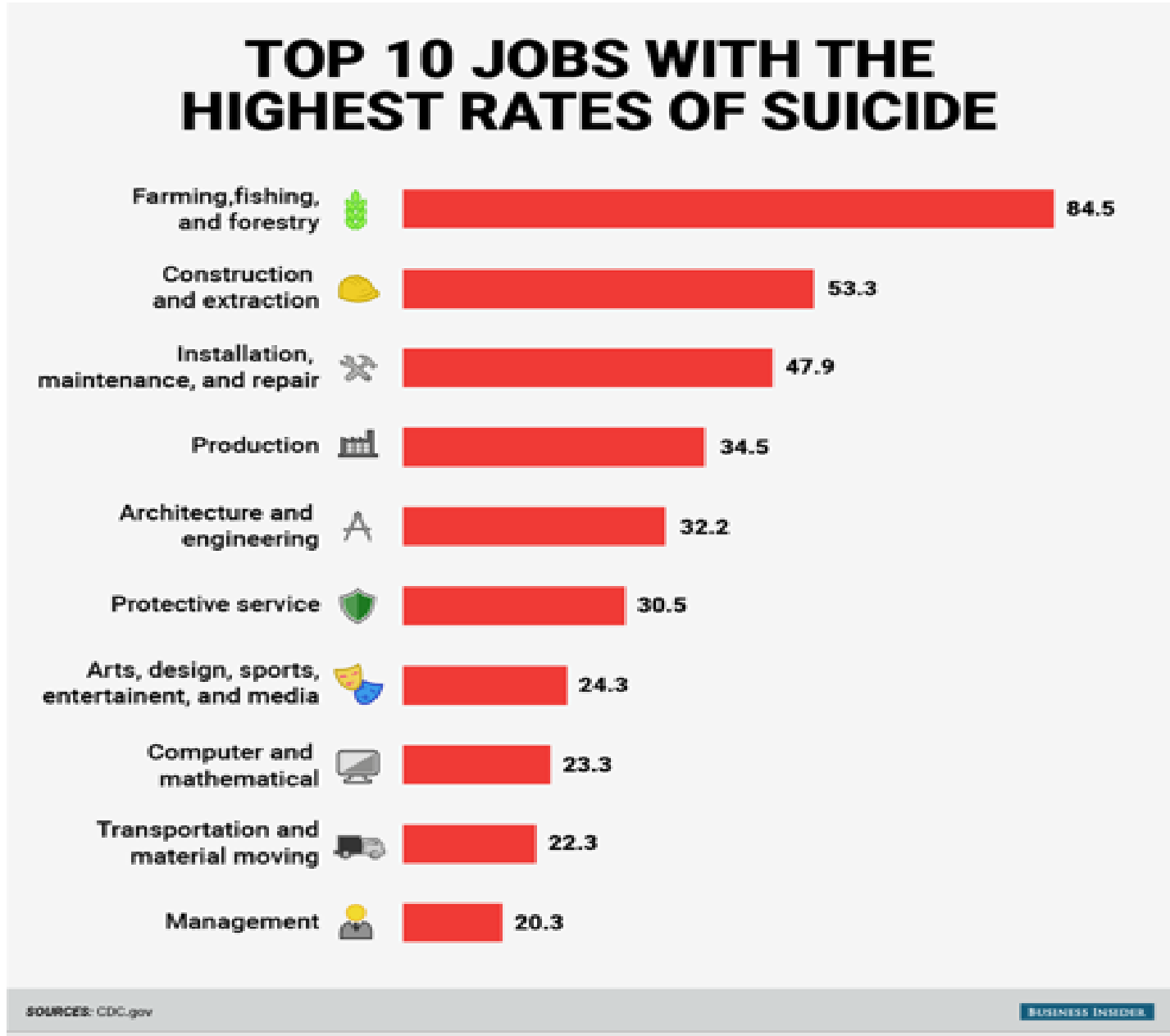
Introduction



Current State

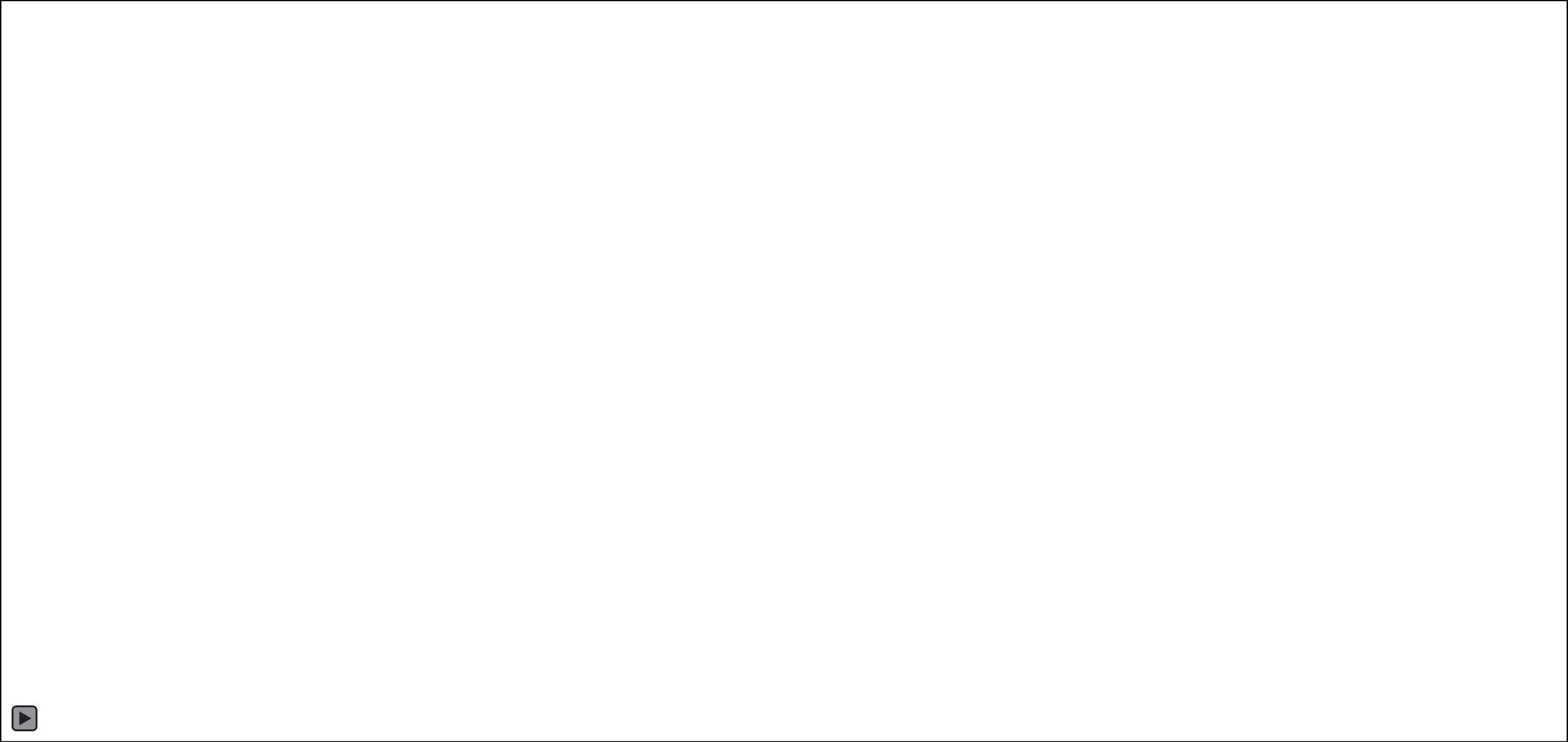


Current State



What are the Results of Not Changing?





Current State

Disrespect – What Does it Look Like?



- Cold and calculating
- Dismissive / The Non-Look
- Cuts like a knife – often quietly
- Specific / (like the) Silent Killer
- Hurtful / Damaging
- Nonresponsive
- Inattentive / Disingenuous
- Mean spirited

Addressing Conflict with Tact and Diplomacy

- Identifying Sources of Conflict and
- Effective Communication Techniques for Conflict Resolution
- Leveraging Conflict as Catalysts for Positive Change



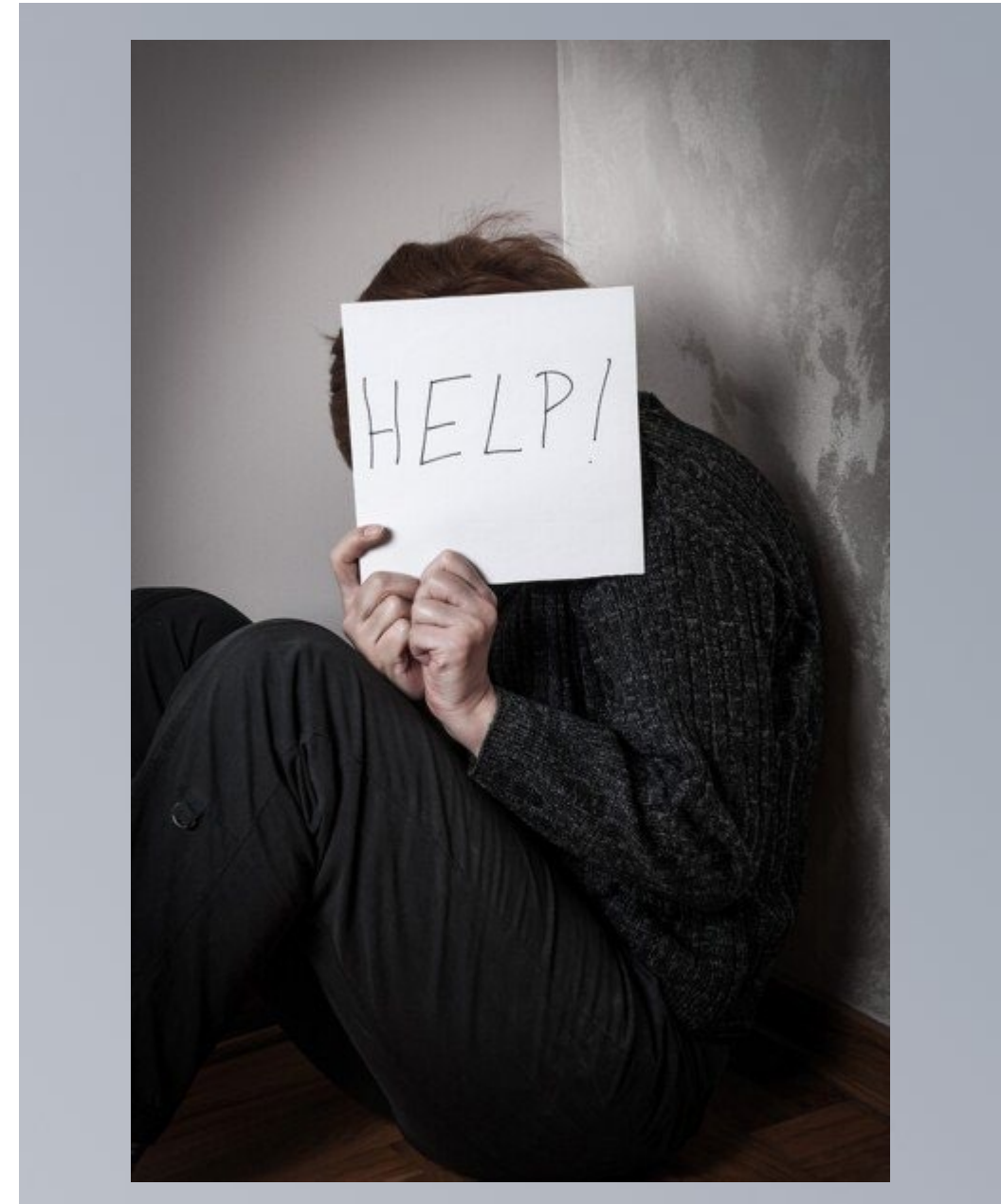
Authentic Change and Identifying Resistance

- Recognizing Genuine Change and Overcoming Superficial Compliance
- Unraveling Skepticism and Handling Resistance to Change



The Power of Empathy and Vulnerability

- Understanding the Transformative Impact of Empathy in Construction Leadership
- Embracing Vulnerability to Foster Trust and Rapport



Building an Impactful and Respectful Culture

- Prioritizing Care and Concern for Team Members' Well-being
- Cultivating a Culture of Respect, Collaboration, and Inclusion



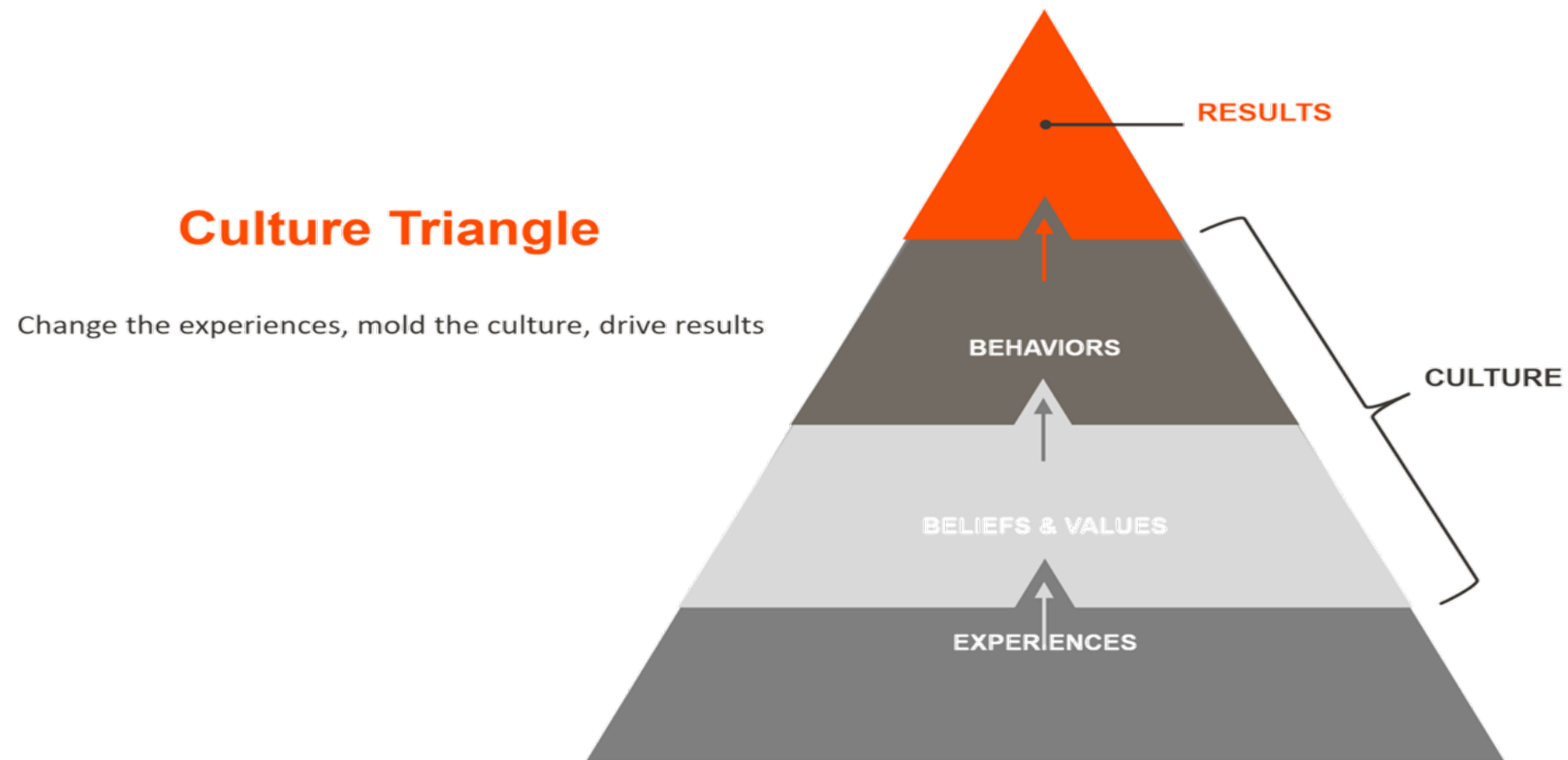
Real-Life Examples



- Inspiring Success Stories of Changing Hearts and Minds Among Field Leaders






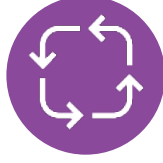




Change their Experiences



*Used with permission from the Center for Creative Leadership

Eight Types of Waste

-  Over/Under Production
-  Waiting
-  Unnecessary Transportation
-  Over Processing
-  Excess Inventory
-  Unnecessary Motion
-  Defects
-  Unused Creativity of Team Members
(Not listening/Not speaking up)



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In the spirit of continuous improvement, we would like to remind you to complete this session's survey! We look forward to receiving your feedback.

Contact Us

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Thank you for attending this presentation. Enjoy the rest of the 25th Annual LCI Congress!