DISCIPLINE
Construction Management

COURSE TITLE
Construction Management Leadership

CATALOG NO.
CSMG 150

CR.HR  2     LECT HR.  2     LAB HR.  ________     CLIN/INTERN HR.  ________     CLOCK HR.  ________

CATALOG DESCRIPTION
Students will develop an understanding of leadership and motivation as it relates to the construction trades. Core areas of concentration will be resources, supervisory role, teams and leadership skill development.

PREREQUISITES
N/A

EXPECTED STUDENT OUTCOMES IN THE COURSE
Upon completion of this course, the student will be able to:
1. Describe leadership and motivation as it relates to construction trades.
2. Demonstrate an understanding of individual needs and behaviors in the workplace.
3. Identify positive work attitudes and abilities.
4. Evaluate the importance of the leader as goal setter, communicator and coach.
5. Demonstrate an understanding of the importance of teams in the workplace.
6. Demonstrate an understanding of resource allocation from a supervisory perspective.
CLASS-LEVEL ASSESSMENT MEASURES

Student accomplishment of expected student outcomes will be assessed using the following measures. (Identify which measures are used to assess which outcomes.)

Classroom participation (1 - 6)
Homework by students/Daily projects (1-6)
Tests (1 - 6)

PROGRAM-LEVEL OUTCOMES ADDRESSED

General Education Outcomes
Specify which general education outcomes, if any, are substantially addressed by the course by completing the “Course/Program Assessment Matrix” to show the relationship between course and program outcomes and assessment measures.

Occupational Program Outcomes
Specify which occupational program outcomes, if any, are substantially addressed by the course by completing the “Course/Program Assessment Matrix” to show the relationship between course and program outcomes to assessment measures.
Individual instructors may order this outline as fits the needs of their individual courses. In addition, they may place more emphasis on some areas than on others. What is assured is that this particular list is covered in the course. Other topics may be added to a course as the instructor sees fit, and as time and interest allow. An *asterisk can be used to mark an item as optional.

I. Construction and Human Resource Management
   A. Improve Bottom Line By Effectively Supervising People
   B. Costs of Poor Supervision
   C. Costs of Personnel Turnover
   D. Causes of Turnover
   E. Communication Breakdowns and Low Trust
   F. Lack of Respect, Poor Teamwork and Poor Cooperation

II. The Construction Supervisor
   A. Supervisory Leadership
   B. Supervisory Leadership and Motivation
   C. Positive Discipline

III. Performance
   A. Assumptions about People
   B. The Performance Equation
   C. Deliver Timely Training and Information
   D. Encourage Self-Responsibility and Self-Control
   E. Set Positive Expectations

IV. Motivation
   A. General Motivational Strategies
   B. Recognizing Personality Types
   C. Internal Motivational Techniques
   D. Job Enlargement and Job Enrichment
   E. Summary of the Construction Supervisor’s Motivation Tool Kit

V. Leadership
   A. Leading Others
   B. Consistent But Flexible
   C. Providing Consistency
   D. Providing Flexibility
   E. Leadership Styles
   F. Set Positive Expectations Through Your Leadership
   G. How Workers Respond to Your Behavior
   H. Setting Expectations
   I. Putting the Theories to Work
   J. Positive Feedback
   K. The Benefits of Giving Positive Feedback

VI. Training and Orientation
   A. Orientation and Training for New Workers
   B. Training

VII. Teams and Team Building
   A. Why Teamwork is Important
   B. Team Types
   C. The Construction Supervisor’s Role
   D. Phases of Team Development