

## GET CONNECTED: AIA YOUNG ARCHITECTS FORUMS

By Jonathan Penndorf, AIA, YAF Regional Representative

The **Young Architects Forum** (YAF), a program of the American Institute of Architects (AIA) and the College of Fellows (COF), was created over fifteen years ago with the goal of addressing issues of particular importance to licensed architects within their first ten (10) years of licensure. The YAF sponsors several programs for the AIA National Convention each year, and provides information and resources for programs that can be created regionally & locally.

### YAF Scholarships, Grants, and Awards include:

- Young Architects Award
- Emerging Professionals Component Grant
- Intern Development Program Outstanding Firm Awards Program

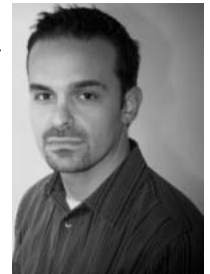
While not an official Knowledge Community or

separate membership category, AIA members can opt to receive communications from YAF National by selecting the YAF from the list of communities in each member's preferences when renewing membership or anytime at [www.aia.org](http://www.aia.org).

The bimonthly newsletter, **YAF Connection**, offers articles and news bites targeted at the recently-licensed and have focused on themes such as leadership, mentorship, fellowship, time management, and community involvement. Resources are also available on the YAF page of the AIA national website, <http://www.aia.org/professionals/groups/yaf/AIAS075198>.

Each geographic region is served by a Regional Liaison, whose job is to facilitate communication between YAF nationally and the local components, as well as serve as

a resource and supporter of local programs and events focused on Young Architects. The Regional Liaison for the Mid-Atlantic region is **Jon Penndorf, AIA**. There is an online networking group on [www.Linkedin.com](http://www.Linkedin.com) for the AIA Young Architects Forum nationally as well as a subgroup for the Mid-Atlantic Region.



Jon Penndorf, AIA

If you are interested in learning more about the Young Architects Forum and ways to get involved in our region, please consider joining the LinkedIn web groups noted above, or contact **Jon Penndorf** for more information at [jonathanp@lessardgroup.com](mailto:jonathanp@lessardgroup.com).

## IDP Guidelines: Updated January 2010!

National Council of Architectural Registration Boards (NCARB)

The **Intern Development Program (IDP)** is a comprehensive training program created to ensure that interns in the architecture profession gain the knowledge and skills required for the independent practice of architecture. The recently updated **IDP Guidelines** is essential reading for interns, supervisors, and mentors participating in the IDP and includes steps to completing the program, reporting procedures, training requirements, and core competencies interns should understand before becoming licensed.

One can typically start their IDP after the 3rd year in a National Architectural Accrediting Board (NAAB) accredited Bachelor of Architecture program or after

the 1st year in a NAAB-accredited Master of Architecture program. All of the requirements for starting the program are outlined in the **IDP Guidelines**. **Download** your copy today at [www.ncarb.org](http://www.ncarb.org), click IDP and then IDP Guidelines.

### Are you a Supervisor?

NCARB has developed the **IDP Supervisor Guidelines** to assist supervisors in the crucial role they play in the careers of interns in the IDP. The **IDP Supervisor Guidelines** explains the objectives and requirements of the IDP and gives a supervisor a better understanding of an intern's expectations. The guidelines offer a starting point to help develop and implement successful relationships that are beneficial to individuals, firms, and the profession.

# MEMBER NEWS



## BECKER MORGAN EMPLOYEE ELECTED SECRETARY OF EASTERN SHORE CHAPTER OF ASCE

ARCHITECTURE  
ENGINEERING

### Jeffrey A. Harman, P.E. of Becker Morgan Group

was elected Secretary of the newly established Eastern Shore Chapter of the American Society of Civil Engineers (ASCE). Founded in 1852, the ASCE brings together more than 147,000 members of the civil engineering profession worldwide to help professionals stay on the cutting edge of new programs and policies through educational activities, networking, and professional resources. The Eastern Shore Chapter will hold its first meeting on Thursday evening January 28, 2010 at the University of Maryland Eastern Shore (UMES) Richard E. Henson Center, Bailey Thomas Room in Princess Anne. Networking will begin at 5:30pm followed by dinner at 6:00pm. Guest speaker Mr. Dale Pusey, Supervisory Civil Engineer at the City of Salisbury and Stormwater Management Consultant with Somerset County, will present 2010 Stormwater Management Changes. Please contact Mr. Harman at (410) 546-9100 for details. The Eastern Shore Chapter hopes to bring civil engineers together with a goal of improving the local community and providing continuing education and networking opportunities.



Jeff Harman, P.E.

**Mr. Harman** is a Senior Associate with Becker Morgan Group. His experience includes feasibility studies, site planning, roadway design, sediment and stormwater management design, drainage design, water distribution, wastewater collection and transmission, pumping stations, traffic and transportation analysis and studies among many other aspects of civil engineering. Mr. Harman's recent project experience includes: Peninsula Regional Medical Center Expansion in Salisbury, MD; Hilton Suites in Ocean City, MD; Salisbury University Parking Garage in Salisbury, MD; Gateway Grand Condominium in Ocean City, MD and James M. Bennett High School in Salisbury, MD among many others.

With over 25 Years of "Planning our Clients' Success," Becker Morgan Group provides Architecture, Civil Engineering, Surveying, and Interior Design services. With a staff of 70 people, the firm has offices in Delaware, Maryland, and North Carolina. For more information, please visit [www.beckermorgan.com](http://www.beckermorgan.com).



GEORGE, MILES & BUHR, LLC



## GMB ENGINEER PASSES P.E. EXAM

**George, Miles & Buhr, LLC (GMB)**, a local Architectural and Engineering firm, would like to congratulate employee **Katherine J. McAllister, P.E.** for recently passing the eight-hour Principles and

Practice of Engineering exam. Ms. McAllister is now a registered Professional Engineer (P.E.) in the State of Maryland. She joined the firm's Salisbury office in 2005 as an engineer in the Water/Wastewater Engineering Division. She has served as a Design Engineer on a variety of projects including wastewater treatment processes, on-site subsurface disposal systems, sanitary sewer system design, hydraulic modeling, and industrial wastewater pre-treatment design. She holds a Bachelor of Science degree in Environmental Engineering from Lehigh University, as well as a Masters degree in Business Administration from Salisbury University.



K. McAllister, P.E.

GMB is a well-established Architectural & Engineering firm with offices in Salisbury, Baltimore, and Seaford. The firm specializes in water/wastewater, land development, municipal/civil, structural & electrical engineering, as well as commercial, residential & institutional architecture. GMB is celebrating its 50<sup>th</sup> year of serving the Eastern Shore region in 2010. For more information, visit GMB's website at [www.gmbnet.com](http://www.gmbnet.com).



## HUGH LOFTING TIMBER FRAMING HAS A NEW SHOP LOCATION

**Hugh Lofting Timber Framing, Inc.** is proud to announce that it has relocated its shop and office to 463 N. Mill Road in Kennett Square, PA 19348. "We enjoyed being in Willowdale for these many years but the company outgrew the space," said Hugh Lofting, company President. "Our newly renovated location is larger, brighter and has more exterior storage space. Being closer to the Borough of Kennett Square is a big plus, too, because our banking, postage and other business services are right nearby."

The shop is up and running now, while the office space will be ready later in 2010. Nestled at the corner of Mill and Cedarcroft Roads in Kennett Township, the shop is located in a mushroom house that has undergone a number of renovations since its original construction in the 1920's.

Following LEED NC guidelines the company has incorporated building practices and systems designed to reduce electrical consumption, increase efficiency and maximize occupant comfort. These include:

- Lighting controls to take advantage of daylighting
- Low U value windows and Solatubes

## MEMBER NEWS *continued*

- Super insulation in walls and ceilings
- Low VOC adhesives and finishes
- High recycled-content concrete
- Reuse of materials from the old shop
- Radiant floor heat
- Waste-wood fired boiler
- Low-flow bathroom fixtures
- Future planned shop improvements include the installation of solar panels for on-site electric production.

While the Hugh Lofting Timber Framing office is under design and construction, the design and marketing staff is being housed in a construction trailer directly next to the shop; visitors are welcome to stop by the office. The shop and office complex is being designed to meet LEED NC standards with the goal of achieving Gold level certification. "This is very exciting for us," said Lofting. "We have worked on a number of LEED projects for both residential and commercial clients, including the first LEED-certified house in Chester County, and we've made a company commitment to sustainable best practices. This is giving us the chance to put our knowledge and skills to work for the benefit of our own employees."

For more information about Hugh Lofting Timber Framing please visit [www.hughloftingt看rframe.com](http://www.hughloftingt看rframe.com).

For over 30 years, Hugh Lofting Timber Framing, Inc has been committed to the highest level of professionalism. Incorporating advanced technology with old-world craftsmanship, Hugh Lofting Timber Framing, Inc. is dedicated to hand-crafting energy-efficient homes and structures that are elegant and distinctive. One at a time.



### J. SOLOMON MCCLOSKEY EARNS PROFESSIONAL ENGINEERING REGISTRATION

**New Castle, Delaware, January 6, 2010:** Landmark Engineering/JCM Environmental (Landmark/JCM) is proud to announce the recent professional achievements by their staff.

**J. Solomon McCloskey**, a civil engineer at Landmark/JCM's Dover office, has earned Delaware **Registration** as a **Professional Engineer**. He earned a B.S. in Electrical Engineering at Widener University in Chester, PA and has over five years of civil and site engineering experience associated with the surveying, planning and agency processing of commercial, residential and institutional land development projects. McCloskey specializes in regional drainage area studies, stormwater treatment and management, and erosion and sediment control design.



J.S. McCloskey, P.E.

**Recent projects** that McCloskey managed include **Fenwick Medical Complex** in Roxana, which is an integral part of the Johnson Corner Sewer District and is designed to minimize the potential impact on the inland waterways by utilizing green technology "BMP's" for stormwater management and mitigation. Another recent project includes **The Commons at Georgetown**, which involved master planning, subdividing and designing a 13-acre business park on Rt. 113 which included interconnecting with the Easter Seals facility and protecting the existing tax ditch from detrimental impact.

**Landmark Engineering, Inc.**, one of the largest civil engineering firms in the region, and **JCM Environmental Consultants, Inc.**, one of the most diverse environmental consulting firms in the area, recently announced a merger. The merger of the two Delaware-based firms will create a stronger corporation that will provide professional services across the disciplines of civil, site and environmental engineering, environmental remediation, environmental sciences, and green building and development. The firm of 57 serves clients in Delaware, Pennsylvania, Maryland and New Jersey from its five offices located in New Castle, Dover and Georgetown, DE, Wayne, PA and Havre de Grace, MD.



### NASON CONSTRUCTION AWARDED GEORGE SCHOOL PROJECT

**Nason Construction** was hired for the renovation of the **McFeely Building by George School**, an independent college preparatory school located on a 240 acre campus in historic Newtown, PA, scheduled for the 2010-2011 school year.

Interior renovations were design by Mark B. Thompson Architects and will convert the school's former library to a new home for the History Department, housing offices and classrooms. Academic spaces will incorporate high-end technology for students including interactive whiteboards and projection units. Additional features include installation of a light well to provide natural daylight to basement rooms, custom landscaping, and extensive utility upgrades.

"Nason Construction has a long history of working with education institutions to provide first class facilities for their students, and we are thankful for the opportunity to assist George School," said Nason's Chief Executive Officer **Thomas W. Nason, II**. "The McFeely Building renovation will enable the George School to continue its tradition of developing citizen-scholars."

Established in 1922, Nason Construction provides construction management, design-build and general contracting services for commercial, institutional, and government clients in Delaware,



It's not funny when it happens to you.

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## MEMBER NEWS *continued*

Maryland, Pennsylvania, Virginia, and New Jersey. Headquartered in Wilmington, Delaware, Nason maintains regional offices in The Navy Yard in Philadelphia, PA, and Salisbury, MD. For more information regarding Nason Construction, please visit [www.nasonconstruction.com](http://www.nasonconstruction.com).



**O'DONNELL & NACCARATO**  
Nick Cinalli, PE, SECB / President & CEO

Structural Engineers | Parking Consultants | Façade Restoration Consultants

### **O'DONNELL & NACCARATO'S SEAN KENNEDY DEPLOYS TO ASSIST WITH HAITI RESCUE EFFORT**

Sean Kennedy, PE, Regional Director of **O'Donnell & Naccarato's** Washington, DC office and long time member of the Fairfax County Urban Search and Rescue team was deployed to assist in the ongoing rescue effort in the wake of the most powerful earthquake to hit Haiti in 200 years.

The Fairfax County Urban Search and Rescue team was activated to immediately respond to this crisis by the U.S. Agency for International Development (USAID). 70 members of the team and six dogs specially trained to sniff out survivors left Dulles International Airport on Wednesday morning to join in the rescue efforts. The team has with it 48 tons of rescue equipment, including listening devices, search cameras, jackhammers and medical supplies.

As a long time member of the team and a structural specialist, Mr. Kennedy has been deployed to past disasters including Hurricane Katrina where he provided structural evaluations of many buildings ravaged by the flooding. For this deployment, Mr. Kennedy will assist in the search and rescue operations and assist with the movement of heavy rubble to reach people who may still be alive in crevices that are in voids from buildings that have collapsed.

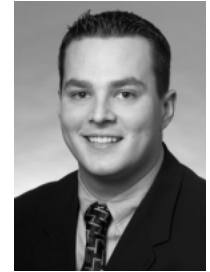
**Nick Cinalli**, President & CEO of O'Donnell & Naccarato is "proud to have one of O'Donnell & Naccarato's own among the ranks of those helping in the rescue efforts," and says further that "our thoughts and prayers go out to the many people affected by this catastrophe as well as to the many brave volunteers helping in the rescue effort."

**About O'Donnell & Naccarato** For more than 50 years, O'Donnell & Naccarato has been recognized for its expertise in designing and managing projects of all sizes, types and levels of complexity. Based in Philadelphia, the consulting structural engineering, parking consulting and façade restoration consulting firm maintains offices in the Lehigh Valley (PA) and Washington, DC, areas. For more information, visit [www.o-n.com](http://www.o-n.com).

## **WOHLSEN** SUTTON ELECTED TO GREEN BUILDING CONSTRUCTION ASSOCIATION BOARD

**William J. Sutton, II, LEED® AP**, has been appointed to the Board of Directors of the Green Building Association of Central Pennsylvania. Sutton is a Project Manager at **Wohlsen Construction Company**, and chairs Wohlsen's Sustainability Initiatives.

Sutton is a graduate of Catholic University of America and serves as regional chair of Future City Central PA, Keystone Chapter of ABC Green Building Committee, and is an active member of the Harrisburg Young Professionals.



William J. Sutton, II

The mission of the Green Building Association of Central Pennsylvania is to promote environmentally responsible design, planning, construction, and operation of the built environment through education, outreach and networking.

Wohlsen Construction Company was founded in 1890 and is one of the leading merit shop construction firms in the Mid-Atlantic States, serving Pennsylvania, Delaware, Maryland, and New Jersey.



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## sponsorships available

AIA Delaware invites business partners and community organizations to consider a sponsorship opportunity in the 2010 AIA Delaware Design Awards Program. The AIA Dsign Awards will recognize significant achievements by members in planning, design, and execution of architectural projects. The AIA Dsign Ball is a celebration of these awards as we acknowledge architectural progress in Delaware and the importance of design in our marketplace.

**We still have a handful of Level and Individual Sponsorships available!**  
We're looking for contributions of all kinds, please visit <http://www.aiadelaware.org/> or contact AIA Delaware Executive Director Nancy Payne at [director@aiadelaware.org](mailto:director@aiadelaware.org) or (302) 654-9817 for additional information.

## the event

Thursday, February 25, 2010  
6:00pm till 11:00pm  
306 N. Market Street  
Wilmington, Delaware  
Busines Casual Attire



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# you're invited!

AIA Delaware is now offering tickets to the DDesign Ball on Thursday, February 25, 2010. AIA Delaware invites all members, friends, clients, owners, designers, consultants, developers and contractors to attend the upcoming AIA DDesign Ball, part of the 2010 AIA Delaware Design Awards Program.

By recognizing AIA DDesign Awards winning projects and showcasing Delaware's architectural community, the AIA DDesign Ball will honor our industry and our design professionals. The DDesign Ball is a celebration, a chance to kick back and acknowledge architectural progress in Delaware. **Celebrate every project, celebrate each client, celebrate each designer, celebrate new opportunities, celebrate a love of architectural design and celebrate the impact of architecture on our streets, towns, cities and communities.**

Tickets for the DDesign Ball will available on a first come first serve basis, so we urge you to register for tickets as soon as possible. AIA Delaware has reserved a block of tickets for submitting firms until Thursday, February 11. Act now, order your tickets today!

Submit your DDesign Ball ticket order form with payment to the AIA Delaware headquarters at 220 W. Ninth Street in Wilmington. The names provided will be registered to attend the AIA DDesign Ball, if any person is unable to attend it is the responsibility of that attendee to contact AIA Delaware prior to the event to register a substitute to celebrate with us!



yes, I/we would like to attend the 2010 AIA DDesign Ball

Firm \_\_\_\_\_ Contact Person \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Names of attendee(s) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Total amount due \_\_\_\_\_ \$50 for the first ticket / \$25 for each additional ticket

Enclosed please find a check made payable to AIA Delaware

Please charge to:  Visa  MasterCard

Corporate card:  Yes  No

Account Number \_\_\_\_\_ Exp. Date \_\_\_\_\_ Billing Zip \_\_\_\_\_

Name On Card \_\_\_\_\_ Signature \_\_\_\_\_

# SCHEDULE OF EVENTS

- **Feb. 16 - 11:30am- AIA Delaware Board of Directors Meeting** at a location to be determined. RSVP to Nancy Payne at [director@aidelaware.org](mailto:director@aidelaware.org).
- **Feb. 16 - 11:30am- AIA Delaware Board of Directors hosts "Pizza with Peter"** at a location to be determined. RSVP to Nancy Payne at [director@aidelaware.org](mailto:director@aidelaware.org).
- **Feb. 20 - Deadline for ARCHI-type Newsletter content**
- **Feb. 23 – Free HUD Accessibility Training.**  
The US Department of Housing and Urban Development's Fair Housing Accessibility FIRST Program will be presenting **free** accessibility training on February 23<sup>rd</sup> in New Castle, Delaware. The event will begin at 8:30 am at the Buena Vista Conference Center. The Fair Housing FIRST Program invites you to attend the event and to pass on this invitation to others in your community. This program is registered with the AIA, and architects in attendance will receive 6 continuing education credits upon completion of the training. Additional information and registration is available at <http://www.fairhousingfirst.org/calendar.asp>. If you have questions, please do not hesitate to contact Sam Young at [samyoung@deloitte.com](mailto:samyoung@deloitte.com) or by phone at (202) 904-6391.



- **Feb. 25 – 6:00-11:00pm 2010 AIA Design Ball**  
Come, celebrate every project, each client, each designer, celebrate new opportunities and a love of architectural design



AIA Delaware

at the **2010 AIA Design Ball** being held at the newly renovated LINCOLNSQUARE at 306 N. Market Street, Wilmington!

*Tickets are Limited.*

*Act Now! Order your tickets today!*

## PIZZA WITH PETER



Peter Piven, FAIA, principal consultant of Peter Piven Management Consultants continues a career that began with The Coxe Group, Inc. He has provided expert, appropriate and responsive counsel to design professionals for more than 30 years. In every instance the benefit to clients has been in both process and product.

**AIA Delaware architect and associate members, and Allied Members,** join your Delaware AIA Board for pizza and salad with nationally recognized architectural practice consultant **Peter Piven, FAIA**.

We have asked Peter to discuss what other architects have experienced in the economic downturn, what strategies they have adopted, and what you can do to improve your situation and position yourself for the future.

Peter advises hundreds of architectural firms and is a great source for understanding how architects are managing in the current financial climate. This will be an upbeat, interactive session where you can go back to the drawing boards charged with new information and optimism. Peter will get us rolling with an overall discussion of the profession which will be followed by spirited interaction and opportunities for Q & A.

**COST:** \$5 per person only to cover pizza and beverages

**WHEN:** **TUESDAY FEBRUARY 16, 2010** 12:00 (noon) until 1:30pm

**WHERE:** We will chose a Delaware venue depending upon the response and size of our audience. You will receive an e-mail and/or phone call advising of the selected meeting location.

**CONT. ED.:** 1.0 AIA CES LU approval pending

**RSVP:** Email Nancy Payne at [director@aidelaware.org](mailto:director@aidelaware.org)  
No later than Friday, February 12<sup>th</sup>, 2010



**UNDERFLOOR SERVICE DISTRIBUTION “BTP” (Building Technology Platform)**  
Sponsored by TATE ACCESS FLOORS

**AGENDA:**

This FREE lunch presentation examines design changes and new uses for “Access Flooring” in the general office, government, and educational environments. The system design is to use access flooring, modular wiring and under floor air-conditioning to provide maximum flexibility in the changing open office and institutional applications, while reducing construction time and cost.

**Topics:**

**Raised Floor Systems** - building a flexible office environment

**Underfloor Air** - a cleaner working environment

**Modular Wiring** - “plug & play”

**Indexed Carpet Tiles** - eliminate adhesives and carpet scrap

1. Learn how this Integrated Building design approach can improve your building with:
  - a) Improved indoor air quality
  - b) Reduced energy costs
  - c) Flexibility (chum & technology)
  - d) Reduced life-cycle costs
  - e) LEED Certification
2. Perceived Higher building cost vs. Reality

**WHEN:** Wednesday, February 24th at 12:00 (noon)

**WHERE:** AIA Delaware  
220 W. 9th Street  
Wilmington, DE 19801

**RSVP:** To Nancy Payne at [director@aidelaware.org](mailto:director@aidelaware.org)  
Lunch will be provided. Seating is limited.

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## HUD presents **FREE** **Fair Housing Accessibility Training**

**DETAILS:**

February 23, 2010: 8:30am – 4:15pm

**Buena Vista Conference Center**  
 661 So. DuPont Hwy.,  
 New Castle, DE 19720

To register, visit  
[www.fairhousingfirst.org](http://www.fairhousingfirst.org)  
 and click on the  
 “CALENDAR” link



**Have Technical Guidance Questions?**

HUD supports a dedicated call center, the FIRST Design and Construction Resource Center (888) 341-7781 (VTTY)

**AGENDA – February 23<sup>rd</sup>**

8:30 – 9:00	Registration and Continental Breakfast
9:00 – 9:15	Welcome and Opening Remarks
9:15 – 12:15	The Design and Construction Requirements of the Fair Housing Act: Technical Overview
12:15 – 1:00	Lunch (Provided)
1:00 – 2:30	Common Design and Construction Violations and Solutions
2:30 – 2:45	Break
2:45 – 4:15	Making Housing Accessible Through Accommodations and Modifications



**HUD’s Fair Housing Accessibility FIRST** program promotes compliance with the Fair Housing Act design and construction requirements. The program offers comprehensive and detailed instruction, useful online web resources, and a toll-free information line for technical guidance.

**For more information contact Sam Young at**  
[samyoun@deloitte.com](mailto:samyoun@deloitte.com)  
 202.904.6391



*\*This program is registered with the American Institute of Architects. Architects will receive up to 6 continuing education credits per day.*



*With special thanks to:*

**The Delaware Division of Human Relations and the Members of the The Fair Housing Task Force**



## GOODWIN COLLEGE

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**Drexel University's Goodwin College of Professional Studies Leading-Edge Building and Construction Network Currently Offering**

### ***Three New Workshops Tailored for Construction Industry Professionals***

**The construction industry is a service industry.** While many people see only the physical aspects of construction work—the equipment, tools, and the final product—the reality is that it takes a tremendous amount of effort by highly skilled managers and craft people to get the job done.

On any given project, many people come together for the very first time from different companies with different goals. The solution is effective project leadership. If you and others in your company are viewed as leaders, then members of your team will strive for excellence to meet company and project goals. Goodwin College is pleased to offer three outstanding workshops to help constructors improve their profitability, build and motivate effective teams, and learn time management skills specifically focused on construction industry issues.

The following workshops, conducted by industry leader, **Charles Cook**, R.S. Cook and Associates, Inc., will help constructors manage their projects more effectively. Take one workshop if you have a specific need or take all three for a comprehensive approach to improving your organization. For more information please contact Rosalie Guzofsky, tel. 215-895-3922 or email: [guzofsky@drexel.edu](mailto:guzofsky@drexel.edu).

<b><i>Effective Time Management for the Construction Industry</i></b>	<b><i>Performance for Profit</i></b>	<b><i>Effective Motivation and Teambuilding for the 21st Century Constructor</i></b>
<p>What is the one thing every employee needs more of? Time! If time is money, how much is lost to the bottom line simply because hard-working employees “do not have the time”?</p>	<p>Labor represents our most volatile element affecting our bottom lines. With narrow profit margins and challenging schedules in an extremely difficult industry, every constructor needs the best performances from everyone to just survive in good economic times as well as bad.</p>	<p>Success in the competitive construction industry depends on effective teams of diverse individuals working toward common goals. This workshop will begin with a team profile assessment. Participants learn important aspects of their own behavior in relation to the needs of others, including:</p>
<p>This time mastery workshop for the construction industry teaches skills in 12 different categories crucial to successful and profitable project conclusions. Participants will learn how to help employees reduce wasted efforts and unproductive time without working harder, meet project deadlines more easily, achieve more customer satisfaction without longer hours, and pursue opportunities in the time employees previously struggled with non-productive activities.</p>	<p>Techniques from this program provide proven methods, allowing your organization to thrive and prosper. Topics include measuring the team, creating the team for a better bottom line, peak performance, and motivation in the 21st century.</p>	<ul style="list-style-type: none"> <li>-Behavior tendencies</li> <li>-Strengths and areas for improvement</li> <li>-What is needed to insure team growth</li> <li>-How best to work with others to accomplish more</li> </ul>
<p><b>Who should attend:</b> Any and every employee can benefit. Improved time management skills increase productivity, eliminate missing deadlines, and positively impact all aspects of construction.</p>	<p><b>Who should attend:</b> From CEO to crew leaders, this workshop delivers techniques and insights that will help everyone improve their productivity and profit.</p>	<p>The workshop focus on working with the team you are given, establishing goals, motivating team members, and communicating the productive spirit.</p>
<p><b>Price:</b> \$200.00</p>	<p><b>Price:</b> \$200.00</p>	<p><b>Price:</b> \$200.00</p>
<p><b>Date:</b> Friday, February 12, 2010 8:30am-4:30pm</p>	<p><b>Date:</b> Friday, March 5, 2010 8:30am-4:30pm</p>	<p><b>Date:</b> Friday, March 26, 2010</p>
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