

FIELD LEADER ACADEMY



The Field Leader Academy is a 7-week training program designed for the Construction Contractors Institute of MN. Participants will earn the Field Leadership Academy Certificate after completing 28 hours of coursework. This program is ideal for new, experienced, and future field leaders.

FRONTLINE PROJECT PROFITABILITY

Wednesday, January 13, 2027 | 11:00 AM - 3:30 PM | Kevin Dougherty

This session explores the critical role frontline supervisors play in driving project profitability. Participants will gain practical tools to effectively manage field operations, navigate today's complex project demands, and understand how their decisions impact productivity, schedules, costs, and overall project success.

KEYS TO COMMUNICATION AS A FIELD LEADER

Wednesday, January 20, 2027 | 11:00 AM - 3:30 PM | Leah Guttman

This session focuses on developing the skills to speak in ways that engage a team, listen in ways that make others feel heard, and inspire the motivation that drives productivity. Using DISC Assessment results, it explores how different communication styles affect workplace interactions and how to adapt communication approaches to connect effectively with team members.

FROM INSIGHT TO ACTION: PROVIDING EFFECTIVE FEEDBACK & ADVICE

Wednesday, January 27, 2027 | 11:00 AM - 3:30 PM | Eric Herdman

This session provides practical strategies for delivering feedback and advice that build trust, improve performance, and support employee growth. Participants will learn when to offer feedback versus advice, navigating defensive reactions, and adapting their approach to different communication and generational preferences.

FROM CONTRACT TO CLOSEOUT

Wednesday, February 3, 2027 | 11:00 AM - 3:30 PM | Aaron Dean

This session will walk field leaders through how to use the project contract as a roadmap for running a successful job from start to finish. Attendees will learn how to interpret key contract terms, apply them in day-to-day decisions, and use documentation to protect the schedule, budget, and scope.

DRIVING PROJECT SUCCESS FOR THE FIELD

Wednesday, February 10, 2027 | 11:00 AM - 3:30 PM | Stephane McShane

This session places participants in realistic daily scenarios where they must build a project without all the necessary tools or information. Using a full-scale BIM model this workshop covers key topics like productivity, motivation, coaching, leadership, planning, and technology to boost project performance.

TACKLING ISSUES HEAD ON: EXPECTATIONS, FEEDBACK & ACCOUNTABILITY

Wednesday, February 17, 2027 | 11:00 AM - 3:30 PM | Todd Mathwig & Phil Marquis

This session equips field leaders with practical tools to support their crews, recognize when someone may be struggling, and create a culture of clear expectations and accountability. Participants will explore the principles of VitalCog, learn a practical approach to coaching and feedback from an experienced trades professional, and leave with strategies for handling the everyday challenges faced by foremen and field leaders.

CUSTOMER CHAOS: HANDLING DIFFICULT SITUATIONS

Wednesday, February 24, 2027 | 11:00 AM - 3:30 PM | Lisa Austin

This session explores practical techniques for handling difficult conversations and resolving conflict with customers, colleagues, and project partners. Participants will learn how to de-escalate emotional situations, strengthen relationships, and create positive, win-win outcomes in every interaction.

Tuition: \$500.00

\$250 Member Reimbursement upon successful completion.*

*Successful completion of the program requires participants to attend a minimum of six out of the seven seminars offered. Space is limited.

To register email Sophie Thaden at sthaden@minnesotamca.org.

