

> | In Professional
Development

Leaders in Construction Programme

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



Leaders in Construction Programme

- CMI Level 7



Duration

Four teaching days

Validating Body

CMI

Overview

The Leaders in Construction Programme - CMI Level 7 reflects current practice in leadership and allows participants to develop and expand their understanding and their application of leadership skills required in the construction workplace. Through key leadership models, theories and case studies, participants will be encouraged to develop their own leadership approach and consider how this fits with the vision, mission and values within their organisation.

Participants will develop the key behaviours, attributes and skills of successful leaders and build their own levels of confidence in these areas. They will reflect on their levels of impact, and develop strategies to work with people including influencing, dealing with difficult people and fostering a culture of positive performance in their areas of responsibility. Through this engaging course participants will learn a range of theories to expand and challenge pre-conceptions of current leadership practices.

Who is this course for

This programme has been designed for Managers, Directors and Senior Stakeholders with a minimum of 3 years of senior management experience in Construction.

Please note that some of the materials and objectives may be subject to change depending on discussions, activities and needs of the cohort upon reflection of delegate responses to the pre-programme questionnaires.

Learning Outcomes

On completion of this Programme, delegates will:

Have increased communication skills, strategic vision, understanding of their organisation, integrity and decisiveness. In addition, delegates will:

- Have a clear understanding of the senior leaders' role in overall leadership and effective management of the organisation
- Understand how to inspire, influence and build high performing and effective teams
- Be equipped with strategic leadership and management skills to enhance team performance
- Confidently be able to deploy a range of effective management techniques and tools

Qualification

The CMI Level 7 Certificate in Strategic Management and Leadership is designed for Directors and Senior Managers who have the authority and personal inspiration to translate organisational strategy into effective performance. This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy.

Delegates will be required to complete 2 assignments that require taught theory to be applied to the strategic organisational context. The first is focussed on professional development as a senior leader, the second requires the analysis and application of organisational strategy:

- Personal development as a strategic manager
- Reviewing organisational strategy plans and performance

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

Agenda

Session One: Self as a Leader in Construction

Key themes include:

- Leadership vs Management
- Reflections on personal style – 'who am I as a leader/manager?'
- Self-awareness: The Foundation of Leadership Effectiveness
- The leader as coach – the centrality of coaching skills in contemporary leadership

Session Two: Culture and Strategy: The Essentials of Leadership Part 1

Key themes include:

- Understanding Organisational Culture
- The leader's role in shaping culture
- Team Role and Dynamics
- The role of leaders in maximising team effectiveness
- *Case Study 1 – Senior Project Manager Recruitment for a Major Regional Construction Development*

Agenda

Session Three: Culture & Strategy: The Essentials of Leadership Part 2

Key themes include:

- Strategic Management: The Fundamentals
- Identifying key forces & drivers of strategic change
- Change Management
- Key change leadership principles
- *Case Study 2 - A Construction Company in Crisis; Action Planning for Growth*

Session Four: Sustaining Learning, Improvement and Change

Key themes include:

- Sustaining Improvement
- Analysing real-time strengths and weaknesses
- Planning Your Leadership Trajectory
- Creating a leadership development plan
- Enabling Continuous Learning
- Creating an implementation project to embed learning

Tutors

Fitzroy Andrew

With a passion for learning; high standards; committed to social causes; grounded humility; an unerring instinct for developing potential. These qualities are amongst the hallmarks of Fitzroy's 40-year career, and they continue to drive him as he develops his portfolio of work with individuals and enterprises.

He knows what it is to climb the career ladder. An HR Director at 29, a charity CEO by his mid-thirties, author of an award-winning research report, and a leader at executive and non-executive levels of SMEs and social enterprises over the last twenty years. Fitzroy has accumulated a wealth of knowledge in strategy, leadership development, coaching and mentoring.

A gifted communicator, Fitzroy is turning his talents to focus in two key areas. The first is to work with individuals to make career and life success meaningful through strengthening and expressing what he calls their 'Achievement Mindset'. This will be delivered through a tailored support package of coaching and self-presentation, and is equally relevant to employed and self-employed professionals.

The second arises out of his experience as a child of the Windrush generation, and is about helping corporate enterprises get the best from inclusive leadership. Teams in today's workplace need to know how to maximise the contribution and effort from everyone; this places a premium on relationships. The most successful teams are the most inclusive teams, and Fitzroy is highly skilled at working with groups to help them unlock high performance through inclusion.

Mike Hurst

Mike Hurst is a chartered construction manager and member of the Chartered Institute of Builders (MCIOB) and Fellow of the Higher Education Academy (FHEA). With over 30 years experience as an Industrialist and academic manager & practitioner in both the public and private sectors. Currently at the University of East London as a senior lecturer within the School of Architecture, Computing & Engineering, he has held many roles which have developed the construction curriculum including programme leaderships in Civil Engineering, Construction Management and Building Surveying. Currently developing the Universities graduate skills and resilience programme which forms a major component of all our undergraduate and postgraduate courses. He is also a technical author for Pearson publications and has written a number of construction-related text books and study guides, including the National Core text book for the BTEC Level 3 Construction & Built Environment Diploma qualification. He lectures widely on modern methods of construction, sustainability and built heritage and the implementation of learning technologies in technical education 4.0.

