

# THE COMPANY

Mortenson  
Construction & Real Estate Development  
5,000 - 10,000 Employees

# CASE STUDY

## PROFESSIONAL CONSTRUCTION LEADER

## THE TRAINING SOLUTION

### Five Minute Foreman Workshop + Professional Construction Leader Video Coaching

- **Trainees:** 450 Foremen and Superintendents
- **Implementation:** In-Person Workshop to kick-off the training program
- **Distribution:** Videos are reviewed and discussed as a team at Toolbox Talks

*"Mark Breslin's book and training the Five Minute Foreman brought a new element of professionalism to our trade. In his trainings and accompanying videos, Breslin moves our mindset from that of just another tradesman into that of a professional managing people, equipment, materials and other trades, often with oversight of millions of dollars on a project."*

**Dan Hunt, Carpenter Foreman**

## HOW THEY USE PROFESSIONAL CONSTRUCTION LEADER

Mortenson kicks off their Professional Construction Leader training program with a Five Minute Foreman Workshop and introduction to help prepare the field leader to use video coaching lessons with their team.

They have developed Facilitator Guides for the topics of Accountability, Coaching & Mentoring, Communication, and Motivation. Each of these guides reference the relevant videos. Field Operation Managers and Supt's hold meetings (similar to Toolbox Talks) where they watch the referenced videos and discuss the topic. They have found that the impact is greater when watching and discussing as a team.

The Managers, Foremen, and Superintendents have all responded positively to the workshops and videos. It has caused them to pause to think about their behaviors and how they handle situations at work and home. This opens the door to growth!

## CLIENT BEST PRACTICE

- Kicking-Off the Training Program with an In-Person Workshop
- Foremen use a Toolbox Talk meeting format - they present the topic and then watch a video and discuss as a team
- The videos are short and to the point so the team members find it easy to watch them

**Breslin**  
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