



Creating Opportunities & Pathways into Construction



Introduction

Maxim Consulting Group Overview

 Management Consulting	 Lean Transformations	 Peer Groups	 Corporate Finance Advisory
<ul style="list-style-type: none">▪ Strategic Planning▪ Operational Excellence▪ Technology Integration▪ Training & Development	<ul style="list-style-type: none">▪ Supply Chain Management▪ Design Standards▪ Enterprise Scheduling▪ Process Standardization	<ul style="list-style-type: none">▪ Electrical▪ Mechanical▪ Fire Protection▪ General Contractor▪ Heavy Civil▪ Utility	<ul style="list-style-type: none">▪ Mergers & Acquisitions Advisory▪ Equity & Debt Financing▪ Ownership Transition▪ Management Succession▪ Captive Insurance

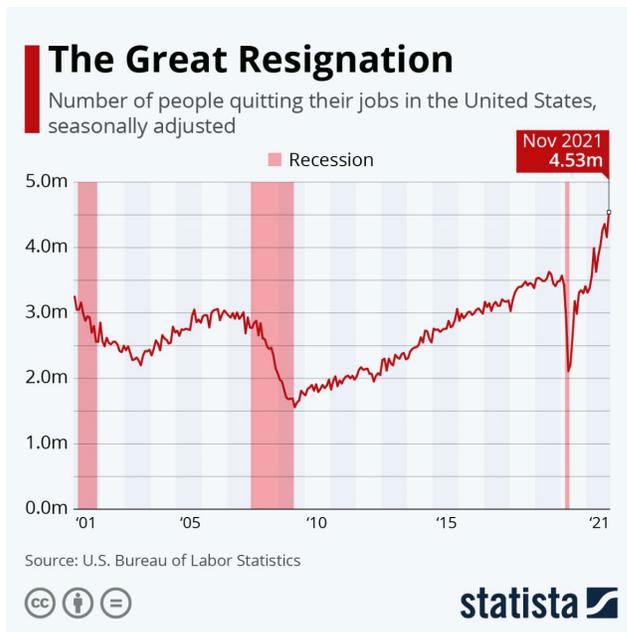
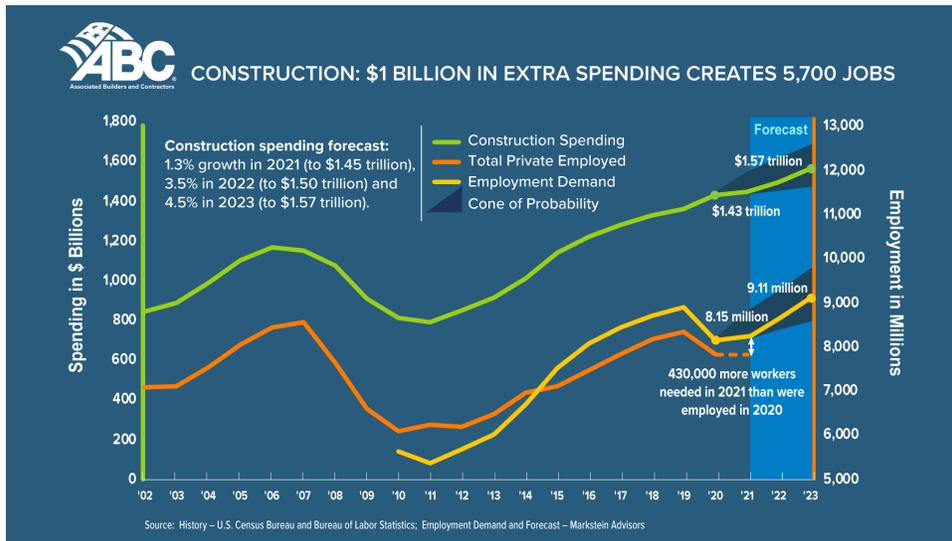
Objectives

- Understand the need to build your organization from within
- Discuss what is required to attract today's workforce
- Review methods of community outreach/involvement to create awareness and offer opportunity
- Discuss implementation methodologies to develop, compensate, engage, and retain workforce

Current and Future State of Construction

Today's Challenges

- Who are we recruiting?
- Are we as inclusive as we think?



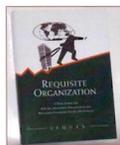
Building from Within – Bottom Up vs. Top Down

Levels of Risk

- Hiring:
 - Executives
 - Managers
 - Staff
 - Entry Level

Concept of Time Span

Management Myths & Time Span



The Research of Elliott Jaques
Time Span Workshop

Hiring Talent
Decoding Levels of Work in the Behavioral Interview
Now available at amazon.com



Presented by
Tom Foster
tfoster@fosterlearning.org
Foster Learning CORPORATION
PO Box 5099
Lighthouse Point FL 33074
954-605-2776

www.managementblog.org

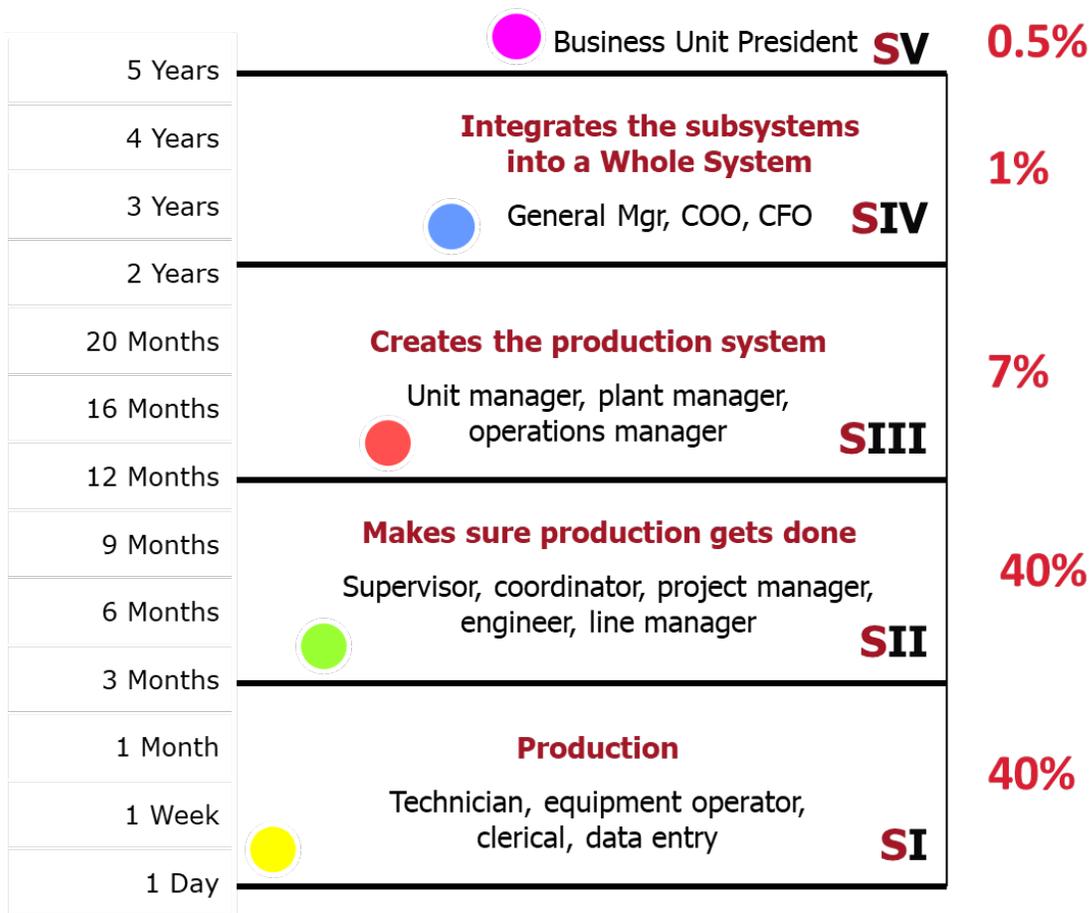
Defining Levels of Work

	Role Description
Stratum IV	This role in the organization is to integrate our sub-systems into a whole system.
Stratum III	This role in the organization is to create the system.
Stratum II	This role in the organization is to make sure production gets done.
Stratum I	This role in the organization is Production

Mitigation of Risk

- Who to hire?
 - Executives (Stratum 3 and up)
 - Managers (Stratum 2)
 - Staff (Stratum 1 to 2)
 - Entry Level (Stratum 1)

Time Span – Levels of Work



14

Develop from the bottom up!

Outreach and Awareness

Proactivity vs. Reactivity

Do not rely on the actions of others to raise awareness of the industry and its opportunities

School Outreach

- Elementary School
- Middle School
- High School
- Trade School
- Secondary Education

Not one, but ALL!

Social Media

- LinkedIn
- Facebook
- Instagram
- TikTok
- Twitter

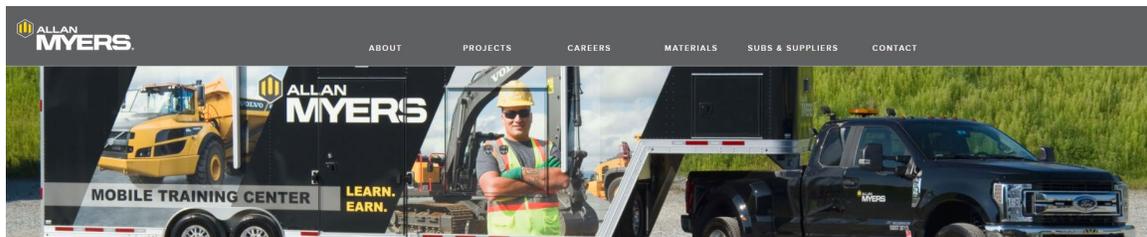
ACE Mentoring

- www.acementor.org

Construction Technology Programs

- <https://www.cusd.com/CareerTechnicalEducation.aspx>
- <https://www.cusd.com/CTEPathways.aspx>
- Funding Mechanisms
 - State and Federal Workforce Development Grants
 - Educational Grants
 - Builders Exchanges
 - Builders Associations
 - Trade Associations
 - Contractors

Direct Outreach



ALLAN MYERS PROMOTES STEM CAREERS WITH MOBILE TRAINING CENTER

October 24, 2018

Yesterday, Allan Myers visited Armstrong Middle School, in Bucks County, PA, to help promote Science, Technology Engineering, and Math (STEM) careers in construction. We were able to teach students about using Google Sketch Up for four dimensional models and show them what training is like on our state-of-the-art mobile training center!

"This is a great way for kids to not only learn about engineering and the different facets of engineering but to get in and test out the different simulators and see what it's really like to move that heavy equipment," said Instructional Coach Dawn Martesi.

On this visit, the training center allowed approximately 70 students to learn what it's like to operate construction equipment, spiking their interest in STEM and showing them how concepts they learn in classes are used practically in the construction industry.

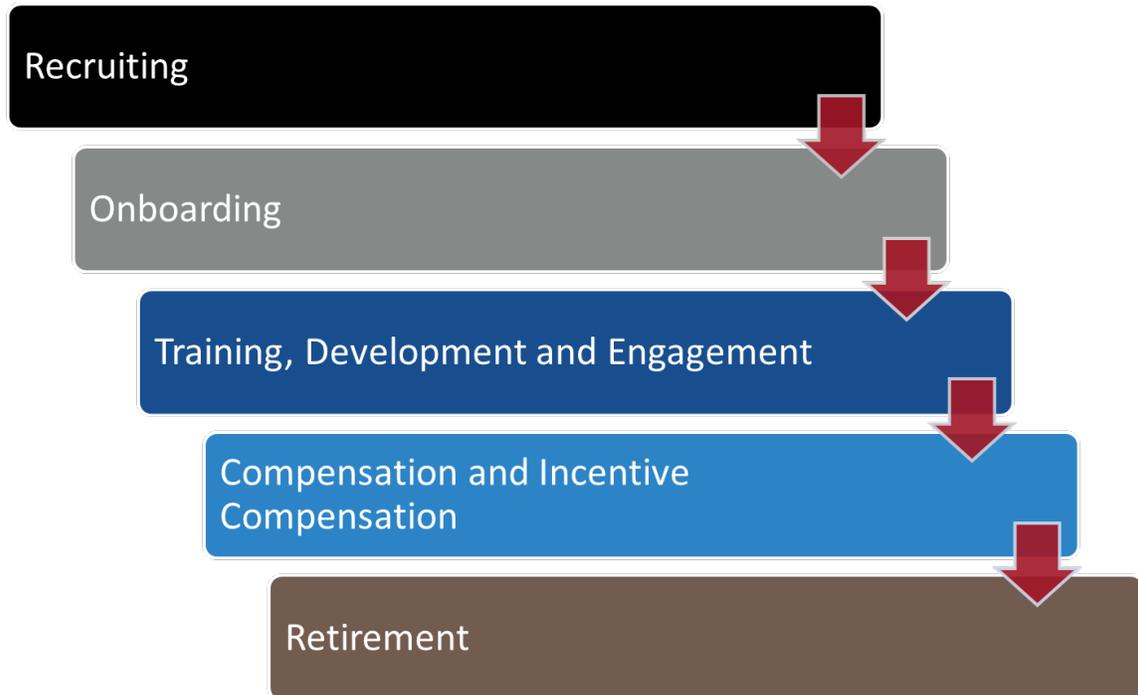
"I did something like this in elementary but to this extent, nobody has ever brought it out like this," said eight grader Taurean Jewett.

<https://6abc.com/pennsylvania-fairless-hills-armstrong-middle-school-augmented-reality/4543587/>

Hire Them, Keep Them

Hire to Retire Value Stream Mapping

Hiring is NOT the end game
Hope does NOT create a predictable outcome



Speaker Bio



STEPHANE MCSHANE

Director

Maxim Consulting Group
9800 Pyramid Ct., Suite 400
Englewood, CO 80112

www.maximconsulting.com

mobile: 559-871-0474
stephane.mcshane@maximconsulting.com

Career History

- Maxim Consulting Group
Director
(2011-current)
- Turnupseed Electric
Division Manager
(2010-2011)
- A-C Electric Company, Inc.
Division Manager
(1998-2010)
- Gates Electric Company
(1985-1998)

Background

Stephane McShane is a Director at Maxim Consulting Group responsible for the evaluation and implementation processes with our clients. Stephane works with construction related firms of all sizes to evaluate business practices and assist with management challenges. With a large depth of experience working in the construction industry, Stephane is keenly aware of the business and, most specifically, operational challenges that firms face. Her areas of expertise include: Leadership development, executive coaching, organizational assessments, strategic planning, project execution, business development, productivity improvement, and training programs. Mrs. McShane is an internationally recognized speaker, mentor, author, and teacher. Her ability to motivate, inspire, and create confidence among your work groups is extremely rare and very effective.

Professional and Industry Experience

Stephane possesses the rare combination of talent from being in the field as an apprentice, electrician, foreman, then working her way through each operational chair within a successful electrical construction firm. Her ability and drive defined her to be "best in class" at each position held. This talent is what makes her tremendously effective at operational and organizational assessments today. She has successfully conquered every operational position from being an estimating trainee through executive management. She has built, trained, and led her teams to become the undisputed leaders in their markets. She is able to quickly identify organizational positives and negatives and assess appropriate action steps and throughputs.