



Game On! An Innovative Strategy for
Developing Frontline Leaders

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**This session is eligible for
1.5 Continuing Education Hours.**

To earn these hours you must:

- Have your badge scanned in and out at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session:
www.necanet.org/NNSurvey2017



**If you are a Contractor in the Trades Industry
three things keep you up at night:**

- First, the shortage of qualified workers
- Second, worker quality
- Third, the impact 1 and 2 have on safety



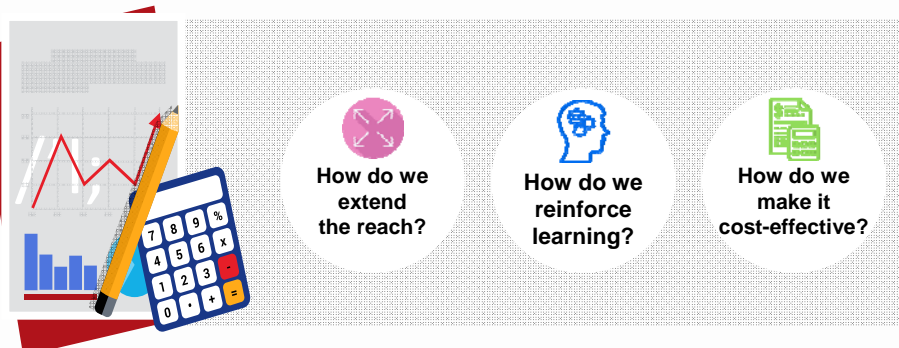
Frontline leaders
have one of the most
CRITICAL
leadership roles
in any organization.

The diagram illustrates a hierarchical organizational structure. At the top is a single blue human icon. Below it are three blue human icons. Below those are five blue human icons. At the bottom is a row of seven blue human icons, which is enclosed within a red rectangular border.

Are you treating **FRONTLINE LEADERSHIP**
like online shopping?

The image shows a close-up of a person's hands typing on a laptop keyboard. A credit card is held in the person's left hand. The image is overlaid with a semi-transparent dark blue box containing the text.

Challenges in Creating a Frontline Leadership Culture



The Ideal Leadership Development Culture





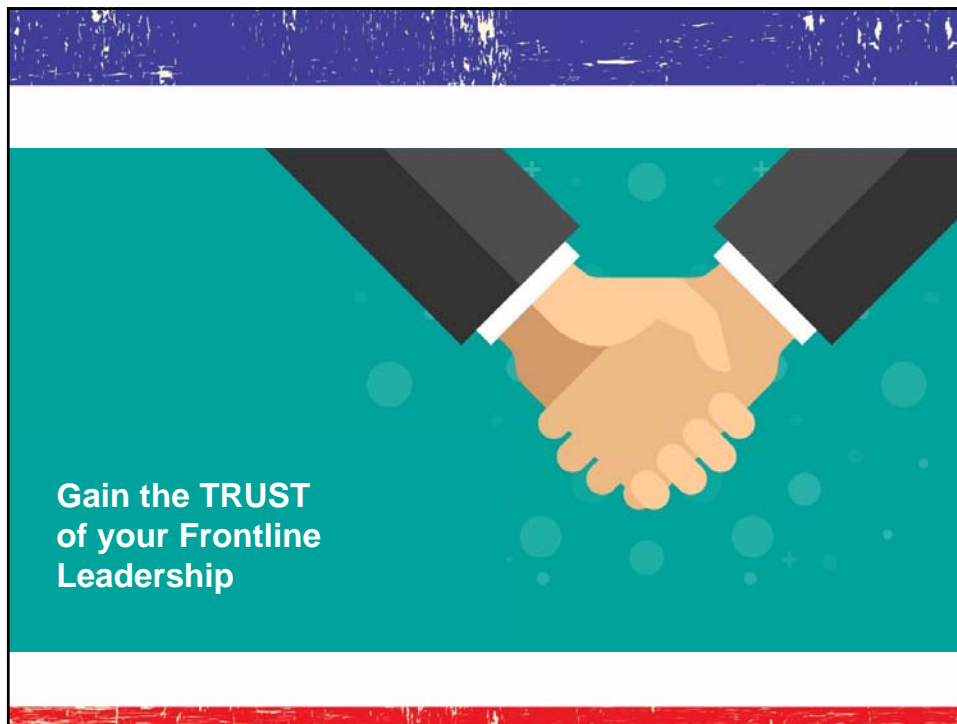
The ideal curriculum focuses on 5 core content areas:



-  **Personal Leadership**
-  **Team Leadership**
-  **Management for Results**
-  **Communication**
-  **Customer Service**

**ARE YOU
EMPOWERING
YOUR LEADERS
FOR WORK
AND HOME?**





A clear path to track growth and development

Leadership Style	Percentage	Description	Icon
Opportunist	5%	wins any way possible. self-oriented, "might makes right"	Lightbulb
Diplomat	12%	avoids overt conflict. wants to belong; obeys group norms	Group of people
Expert	38%	uses their technical and functional expertise	Head with gear
Achiever	30%	sets clear organizational objectives, leads strategic change	Flag on a pole
Catalyst	<10%	are visionaries who trigger and lead transformative change	Flame

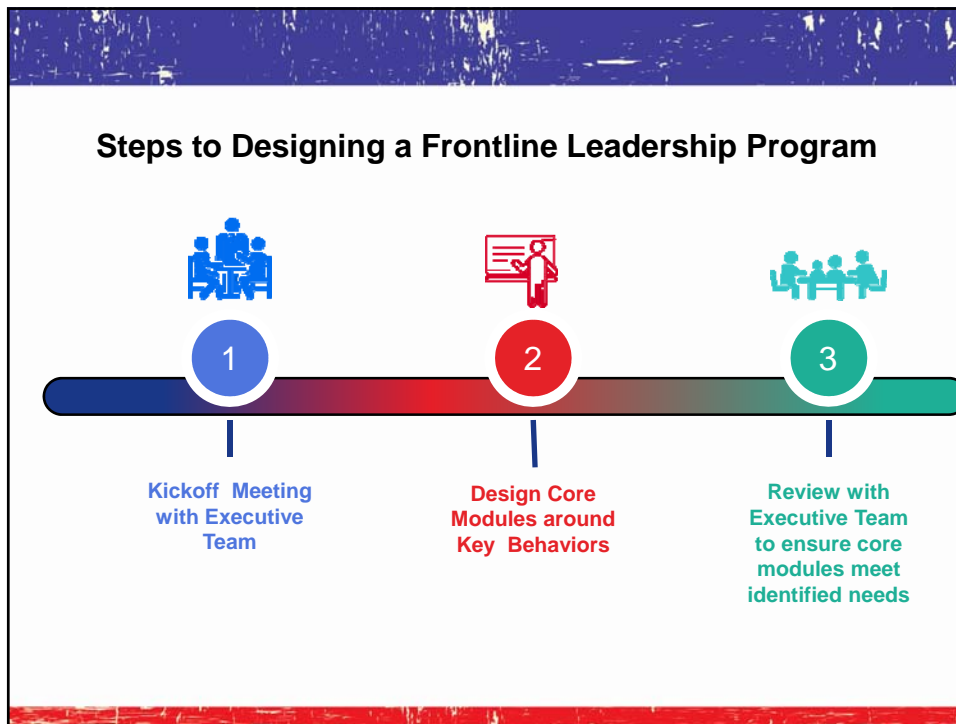
Research from *Leadership Agility*, by Bill Joiner and Stephen Josephs (Jossey-Bass, 2007) and *Seven Transformations of Leadership* by David Rooke and William Torbert (HBR, 2005)

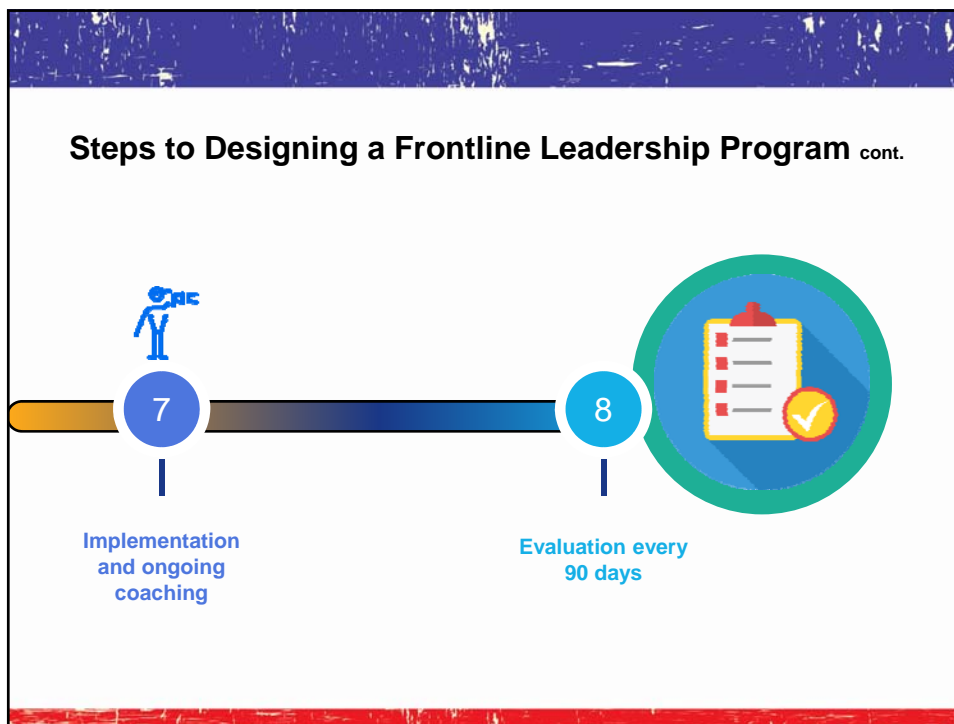
Millennials now make up 34% of the nation's workforce, a number that's expected to grow to 50% by 2020.

The 2015 FMI Industry Survey: "Millennials in Construction: Learning to Engage a New Workforce. pg. 1

Case Studies on Gamification in the Workplace

<p>40%</p> <p>Behavior Rewards</p> <p>The company motivates the employees through behavioral rewards and increased their profit margin by 40%.</p>	<p>50%</p> <p>Training</p> <p>Training programs took 50% less time to complete and massively improved long-term engagement.</p>	<p>\$100M</p> <p>Energy Consumption</p> <p>Reduced measurable energy consumption by over \$100M</p>	<p>67%</p> <p>Workouts</p> <p>Uses gamification to get 67% of their employees to go to the gym</p>
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Questions

Thomas & Betts
A Member of the ABB Group

LEADERSHIP SURGE

Up Next: Interactive Break in the Cibolo Canyon Ballroom

- Eat This Not That
- The Airplane Stretch Break
- Open Q & A Session: Apps
- Get to Know Your iPad Inside & Out

Don't forget to fill out the online evaluation at www.necanet.org/NNSurvey2017