



# Supervisor Development Programme

# Introduction

CML's 10-day modular Supervisor Development Programme is designed to train, develop and inspire our Site Supervisors to support the growth of the company and sustain effective site supervision while reinforcing our vision of maintaining a strong focus on trustworthy and positive behaviours, professionalism and commitment to excellence in everything we do.

The Programme is aligned with our Company Objectives and Core Values whilst supporting our front-line staff to influence and drive safety and performance on site.

## “CML investing in our people”

CML maintains a highly trained, qualified, and experienced workforce that shares a commitment to safety performance, excellence, and customer satisfaction in all aspects of its operations.



## Our Core Values

- People Focused
- Delivery Excellence
- Customer Driven
- Professional Attitude

# Overview of Programme

This 10-day modular programme is delivered in small groups over 5 months with time given between modules to allow for on-job consolidation of learning, development of skills and mentoring.

All modules must be attended in consecutive order and completed in full for delegates to graduate. Leading our people to be the best they can be!

## Module 1 – Health & Safety

Health & Safety training to provide Supervisors with up-to-date legislation, procedures and working practices that drives our commitment to Health & Safety on site in managing the performance, safety and reputation of our business.

- Legislation, Policy & Procedures, Reporting
- Safe Sites
- Leading by Example Driving Behavioural Safety
- On-Site Practical Exercises & Assessments

## Module 2 – Technical

Provides an understanding of the Programme of Work, how we measure and monitor progress to completion and how the supervisor role and actions can directly affect results to deliver excellence to our Clients.

- Productivity
- Reporting
- Technical Awareness
- Information Technology
- Cost of Quality



# Overview of Programme

## Module 3 - Commercial

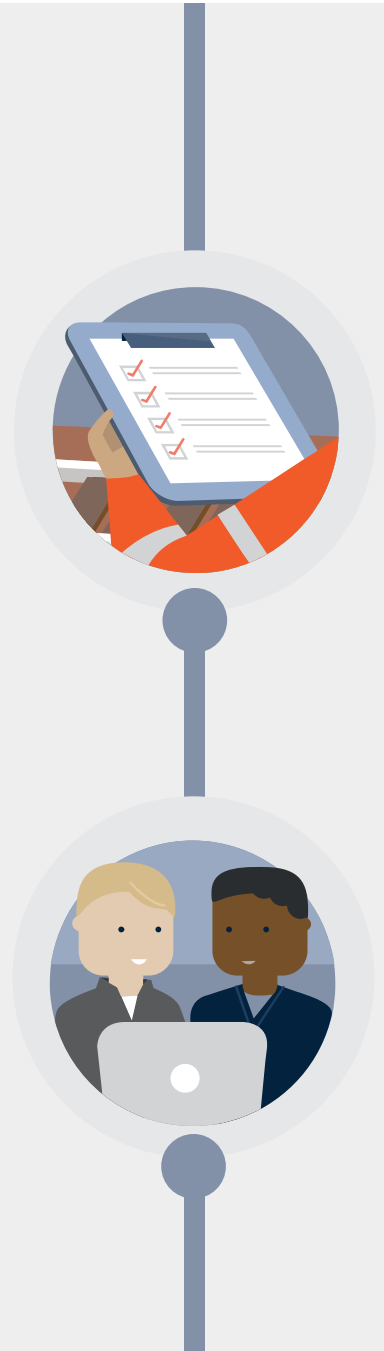
To provide supervisors with commercial awareness of projects and contracts, from inception to completion and where their actions can impact the profitability for the company.

- Commercial Awareness and Responsibility
- Driving Efficiencies on Site
- Cost Monitoring – your responsibility
- Understanding the Client's Brief
- Pre-start allowances
- Maximum recovery, measure and value

## Module 4 – Leadership

Develop skills to make best use of teams including motivating and delegating, briefing, planning, feedback and difficult conversations. To be the best you can.

- Role of a Supervisor
- How are you shaping up?
- Gaining Efficiencies and Improvements
- Practical exercises, drama-based facilitation to reinforce learning



# CML