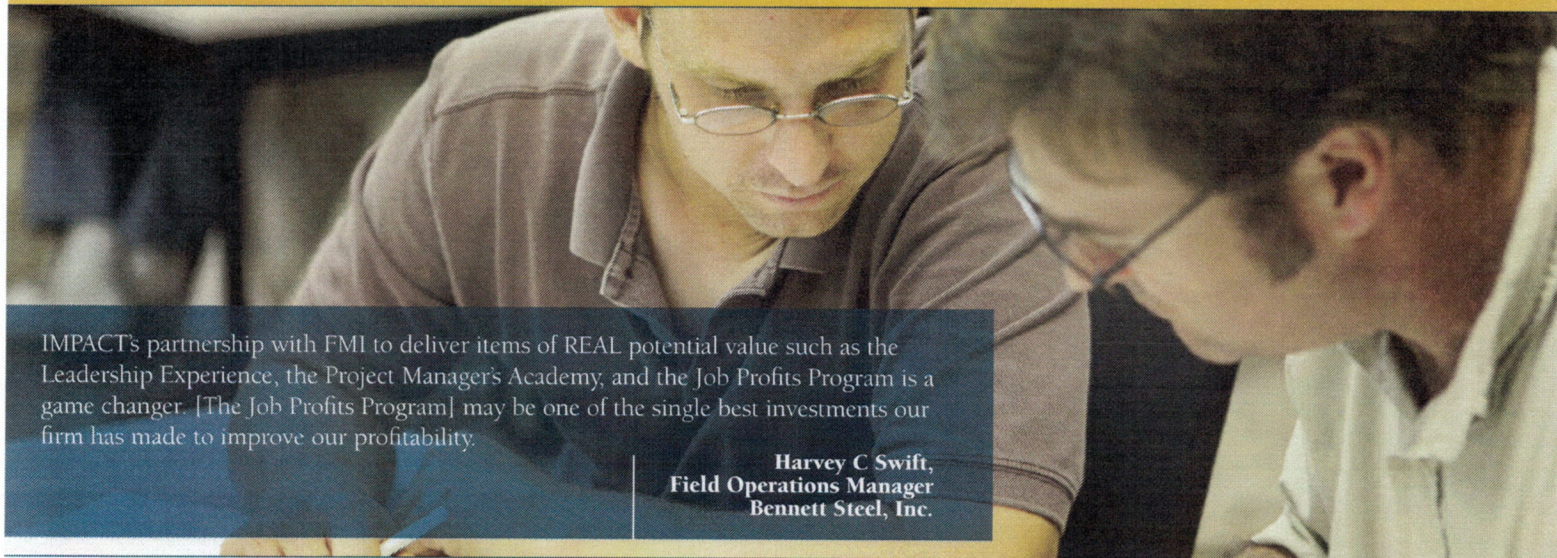


THE IMPACT JOB PROFITS PROGRAM:

An internal training program for the ironworking industry.



IMPACT's partnership with FMI to deliver items of REAL potential value such as the Leadership Experience, the Project Manager's Academy, and the Job Profits Program is a game changer. [The Job Profits Program] may be one of the single best investments our firm has made to improve our profitability.

Harvey C Swift,
Field Operations Manager
Bennett Steel, Inc.

Bring this program to your firm.

Contact us to schedule an in-house program:

Rick Sullivan,
IMPACT Director of Education and Training
rsullivan@impact-net.org

1750 New York Avenue, NW
Washington, DC 20006
800.545.4921 | 202.393.1147
www.impact-net.org

FMI Corporation, in collaboration with The Ironworker Management Progressive Action Cooperative Trust (IMPACT), presents The Job Profits Program for the ironworking industry. FMI and IMPACT customize the program to fit the specific needs of your company, which is then delivered for the sole benefit of your field supervisors.

THE *bottom line*

Field supervisors must know exactly how their efforts affect company profits and why profits are so important. The ability of project managers, superintendents and foremen to meet or beat estimates is crucial to the profitability of your firm, and we help field managers understand how to do that.

The Job Profits Program will teach your field managers why profits are important, how lean profits are in the construction industry, and what specific steps field managers can take to improve profits.

This is a rare opportunity for field personnel to hear a very important message — that they are critical to the bottom line of the business. The company's success is their success.

INCREASE *profits by understanding:*

- The role of a foreman and superintendent in managing job profits
- How to become a low-cost producer by working smarter
- How to identify weaknesses in your company's current field management practices
- How contractors keep score and measure profits
- How small changes in productivity create large changes in your bottom line
- That 75-90% of the cost of construction is spent in the field
- How small profit margins in the construction industry really are
- The 11 habits of a highly productive field manager
- How planning and communication directly impact productivity
- The field manager's role in motivating a diverse workforce

This one-day course, presented by key personnel from FMI, mixes both lecture and discussions with practical application through hands-on activities and exercises. Prior to attending, participants will be asked to complete a productivity survey. The results of this survey will focus the program content to meet your specific needs and to identify opportunities for improvement for the company. This structure promises participant engagement at an optimum level.



THE JOB PROFITS PROGRAM



“We are prepared to deliver the training to our contractors that will make them as competitive as possible and in turn employ more ironworkers.”

Kevin J. Hilton
Chief Executive Officer
IMPACT

8:00AM – 3:00PM

Field Management Opportunities and Obstacles

- Wipe out obstacles to productivity.
- Document the front-line manager's role in improving profits.
- Find out the difference between working smarter vs. working harder.
- Evaluate your company's management effectiveness.

The Impact of Productivity Changes on Financial Performance

- Learn how to measure profits using the income statement.
- Foremen and superintendents directly affect costs — find out which ones..
- See for yourself how even small productivity changes dramatically impact the bottom line.
- Check out industry profit trends.

The Productivity Tool Box — Habits of Effective Field Managers

- Effective ideas for pre-job and short-interval planning.
- Examine guidelines for motivating your crew.
- Learn management techniques used by the best foremen and superintendents.
- Remove job obstacles with a team approach.

Workshop: Utilizing the Productivity Tool Box to Improve Job Profits

- Check out how your management skills compare to habits of the most effective field managers.
- Develop your personal action plan to improve job profits.
- Turn seminar ideas into a practical implementation plan.

Making the Personal Commitment: Your Action Plan

Each participant will identify specific improvements they can make within their own areas of responsibility. A discussion of the best approaches and techniques will help reinforce the summary of the key elements of the program. Each individual will come away with a focus on upgrading the skills that will provide the most beneficial impact.



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James C. Schug

Principal

Jim is a principal and engagement manager with FMI.

With more than a decade of experience as an Army Officer, Jim led operations in complex and challenging environments. Some of his roles included strategic planning, training across large organizations and command with honors. He refined these skills working for a national builder, repeatedly leading his teams to successfully integrate operations, sales and customer service.

Today, Jim is passionate about developing customized strategy and best-in-class operations with his clients. He applies practical experience with an in depth understanding of leading lasting behavioral change in dynamic environments.

Jim earned a bachelor's degree in quantitative economics from the United States Military Academy at West Point and a master of science in engineering management from the University of Missouri. Jim has completed post-graduate work with Cornell University in Achieving Competitive Advantage and is Certified in Lean Six Sigma. He has served in leadership positions on various local and national non-profit industry associations and is frequently invited to speak at industry events.
