



Training & Development

INVESTING IN YOUR FUTURE

Over 90 cents of every dollar that flows through your company is influenced by your employees. These employees often lack the experience to think like independent business people, with the best interest of your organization in mind. Some argue, “what if we train them and they leave?” This is a risk, granted. Alternatively, what if you do not train them and they stay?

Maxim Consulting Group’s training seminars are designed to improve organizational awareness and employee knowledge, skills, and abilities around a specific set of skills or knowledge. Our team delivers measurable results using proven adult learning concepts such as workshops, case studies, discussions and hands on exercises to ensure participants retain the knowledge, skills and abilities presented in the program.

Tailored to Meet Your Needs

What makes our development programs different is the fact that we not only customize our delivery to fit your needs and culture, but we work with your executive team to develop metrics to ascertain the effectiveness of the training. The Results: better people, better decisions, improved bottom line.

There are other organizations, forums and environments for training and development in the construction industry. However, few offer the depth of construction experience, tools, knowledge and value Maxim does for participants.

Field Management Skills Academy

Attendees will gain an understanding of the critical nature of their role and how to improve their effectiveness through better business acumen and people skills, resulting in field leaders better equipped to perform profitably. Modules include:

- Project Leadership
- Project Planning
- Developing Trust - GC/Sub-contractor Relations
- Resource Control
- Job Cost Management
- Effective Communication
- Productivity
- Contract Administration
- Customer Relationships
- Time Management & Action Planning

Recent Skills Training Programs:

- Technology Trends
- Managing the Lifeblood of Contracting - Cashflow
- Increasing Market Share with Process
- Maximize Productivity Using a Best-in-Class Prefab System
- Manage Yourself for Optimum Productivity
- Work/Life Balance
- Leveraging BIM to Drive Scalable Prefabrication

MANAGEMENT EDUCATION SEMINARS

The highest impact on your company's profitability can be made by educating the leadership and management of your organization. Our management education courses are developed from experience working with organizations like yours. These courses will help you get the results you want: Increased profitability, increased revenues, and consistent repeatable results.

Recent Management Education Seminars:

- An Executive's Role in Business Development
- Driving Predictable Cost Projections
- Key Performance Indicators
- Strategic Planning
- Creating a Customer Focused Organization
- Identifying, Developing and Retaining High Potential Leaders
- Workflow Documentation and Training
- Tax Strategies

Project Management Skills Academy

Profitability and productivity are controlled by your project managers. These individuals may have "come up through the ranks" or joined you straight from college. Seldom do we see that project managers have been trained in the skills required to successfully manage the people, schedules and budgets of their projects. Improving the capabilities of managers will increase the productivity of your field labor, improve consistency, and build stronger relationships. Modules Include:

- Project Planning
- Time Management
- Customer Relationships
- Contract Administration
- Communication
- Leadership 101
- Job Cost Management
- Driving Project Success

The Ultimate Management Education - Peer Groups

At Maxim Consulting Group, we consider the peer group to be the highest form of executive learning for the construction professional. As you lead your organization, peer groups provide you with the opportunity to learn from other top performers and access the experience of successful construction leaders in your business arena. Additionally, you have the opportunity to contribute to others' success and expand your influence in the industry.

In other industries, they are referred to as Leadership Networks, Business Roundtables, Leader Circles, Forums, etc. Peer groups are formed to ensure the members have common traits that allow them to exchange ideas relevant to one another.

EDUCATIONAL PARTNERS WITH ASSOCIATIONS

We have a unique insight into the industry. We work with hundreds of contractors across the construction industry, have the opportunity to gauge best practices in the industry, and have the resources to address today's construction challenges. We provide speakers to associations and their chapters across the country that are interested in growing their membership and providing existing members with the most current and highest impact educational programs in the industry.

High Impact Programs for Your Membership

We will co-sponsor a short topic program with your chapter and invite local construction companies from your area to the program who are not presently chapter members. Additionally, you invite your existing members to the program. We develop the content of the program, create the brochure (at your request), travel to the venue of your choosing and deliver the program. This is a proven way to increase your membership, provide value to existing members, and generate non-dues revenue.

Executive Focus

Seamless transformation from effective manager to visionary leader is the goal. Maxim recognizes the need to develop strong leadership in the construction industry. Promotion-from-within is very common in this industry, yet a strong project manager may not have developed the skills to look past the project-level to understand how decisions can impact the overall health of the organization. Key aspects of an executive's role and responsibilities are explored through eight highly interactive learning modules. Managers will be forced to get outside their daily role, challenge their assumptions and learning to evaluate business decisions utilizing a variety of perspectives including a strategic view, financial view, operational effectiveness, organizational development, and staff development. Recommended modules include:

- Establishing a Strategic Vision
- Leading Organizational Effectiveness
- Aligning Strategy and Business Development
- Cash Flow Strategies
- Making Decisions and Managing Change for the Future
- Managing Risk
- Creating and Leading High Performance Teams
- Recruiting and Retaining a Talented Team

Association Experience:

- ABC
- AGC
- ASA
- CFMA
- DBIA
- IBEE
- MCA
- NECA
- OCA
- SMACNA

ABOUT US

Maxim Consulting Group is a team of seasoned construction professionals who have worked with hundreds of contractors to help them improve business performance. Through this experience, we have identified and synthesized industry best practices and codified them into a systematic process that we implement to suit specific client needs that drive improved business performance.

Our Vision

Driving contractor profitability by leveraging a unique industry perspective

Our Mission

Building better builders by consistently delivering measurable improvements

Our Values

- Trust
- Respect
- Honest
- Fun

STRATEGIC FOCUS...

Establish Your Direction

The construction industry continues to increase in complexity – projects are more complicated, schedules are tighter, and pressures on margins continue. Success in this environment requires a plan that will secure adequate work with reasonable margins that can be delivered consistently. This combination yields a business with predictable results and an opportunity to scale. Said differently, a contractor that can sell adequate work with reasonable markup and execute consistently in the field and in the office will win.

OPERATIONAL DEVELOPMENT FOCUS...

Achieve Operational Excellence

Operational excellence is achieved by developing and implementing best-in-class systems and processes that are flexible for different types of work, scalable for different size projects, user friendly, and cost effective.





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CONSULTING GROUP

Building Better Builders

Maxim Consulting Group strives to be your trusted advisor. Our goal is to help you become a more successful, profitable builder. We will help you to unlock your business' potential and improve your company's profitability through our comprehensive suite of management consulting services.

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