

For Young Construction Professionals



# Construction Is a Team Sport

Unlock Your Potential in the Built Environment

Our **NOCN-endorsed** programme equips you with the essential skills for a successful construction career.



Professional  
Communication



Teamwork



Confidence



Initiative



Emotional Intelligence

Bridging the gap between technical knowledge and workplace effectiveness.



# Programme Overview

1

## Flexible Delivery Format

Choose between an intensive one-week programme (five consecutive days) or five weekly full-day sessions. Alternative schedules and bespoke delivery options are available for specific organizational needs.

2

## Interactive Learning

Each module is a full-day interactive workshop (6-7 hours including breaks) featuring a mix of theory and practical activities including discussions, role-plays, self-assessments, and case studies.

3

## Multiple Delivery Options

Courses can be delivered in-person (on site or at a training facility) or online via videoconferencing for remote learners, with group sizes typically 10-20 participants.

4

## NOCN Accredited



Upon successful completion, participants receive an NOCN Certificate of Completion and a digital badge for their professional profiles, demonstrating their commitment to personal development.

## Who Should Attend?

This programme is specifically designed for young and emerging professionals in the UK construction sector (approximately ages 18-35), including:

- Apprentices and site operatives starting their careers
- Graduate trainees and newly qualified professionals
- Office-based staff in public-facing or support roles
- Junior managers or supervisors moving into leadership positions
- FE/HE students in construction and built environment courses
- Employers and training coordinators seeking to develop their workforce

# Why Soft Skills Matter in Construction

The construction industry is evolving rapidly. Technical expertise alone is no longer enough to succeed in today's collaborative and complex project environments. According to industry research, [personal qualities such as communication and people management consistently rank among the top skills gaps in construction supervision.](#)

Our programme addresses these critical gaps by focusing on the five essential soft skills that young professionals need to thrive. These skills will help you work more effectively with diverse teams, solve problems proactively, manage conflicts constructively, and ultimately advance your career in the built environment.



"85% of project managers say soft skills like communication and empathy are as important as technical skills in project success."

## 3x

### Higher Productivity

Teams with strong soft skills complete projects more efficiently

## 67%

### Fewer Errors

Of construction managers cite improved communication as key to reducing costly mistakes

## 40%

### Career Advancement

Faster promotion rates for those with strong interpersonal skills

# Module 1: Confidence – "Show Up Before You're Ready"

## Module Aim

To help participants understand the importance of confidence in career success and provide tools to build and project self-confidence, especially in new or high-pressure construction environments.

## Learning Outcome

By the end of this module, you will be able to identify personal limiting beliefs that hinder your confidence, challenge those beliefs, and apply at least two practical strategies to present yourself confidently at work.

## Key Topics

- **Defining Confidence:** Understanding the difference between confidence (inner belief) and competence (actual ability)
- **Impact on Workplace Success:** How confidence affects opportunities and others' perceptions
- **Limiting Beliefs:** Identifying and challenging mental barriers
- **Practical Strategies:** Techniques for building and projecting confidence



"I volunteered to lead our weekly safety briefing despite feeling nervous. The techniques I learned helped me project confidence, and I received great feedback from my supervisor!"

- Graduate Engineer

# Module 2: Professional Communication – "Speak Like a Pro, Listen Like a Leader"



## Module Aim

To develop participants' communication skills, focusing on the transition from casual everyday communication to clear, respectful [professional communication](#) appropriate for the workplace, including both speaking and listening skills.

## Learning Outcome

By the end of this module, you will be able to differentiate between informal and professional communication styles and demonstrate effective communication techniques (active listening, clear and assertive speaking, positive body language) in common workplace scenarios.

### Casual vs. Professional

Learn to transform everyday communication into respectful, effective workplace interactions that build credibility and trust.

### Body Language & Tone

Understand how non-verbal cues impact your message and learn techniques to maintain open, friendly body language.

### Active Listening

Develop the critical skill of truly hearing others by paying attention, showing engagement, providing feedback, and responding appropriately.

### Being Assertive

Learn to express needs clearly and respectfully without being aggressive or passive, using "I" statements and direct communication.

Through interactive exercises including role-plays, "Listen and Paraphrase" practice, and challenging communication scenarios, you'll develop practical skills you can immediately apply on site.

# Module 3: Teamwork – "Play Your Part, Lift the Team"



## Module Aim

To instill in participants a strong appreciation for teamwork in construction and to equip them with the mindset and techniques to be effective team players.

## Learning Outcome

By the end of this module, you will be able to describe why teamwork is critical in construction, identify different roles and their contributions on a project team, and demonstrate behaviors that support team success.

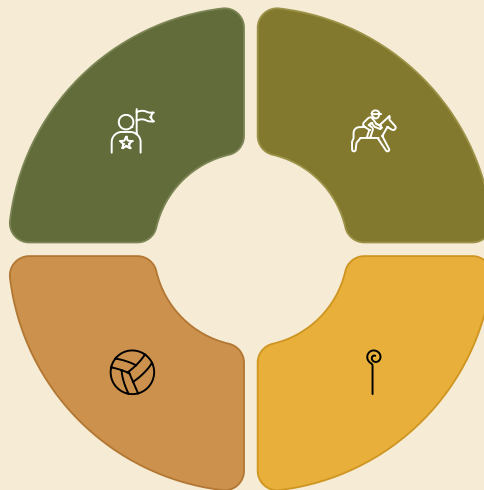
"Construction is a team sport – success comes from cooperation, understanding roles, and a shared 'we' mindset rather than an individualistic 'me' approach."

### From "Me" to "We"

Shift from a siloed mindset to a collaborative approach that prioritizes project success over individual achievement.

### Team Success

Learn how strong teamwork leads to improved project outcomes, safety, and workplace satisfaction.



### Team Roles

Understand the various roles in a construction project and how they interconnect to create a functioning whole.

### Effective Team Player

Develop key behaviors including reliability, communication, helping others, and respect for each member's contribution.

Hands-on activities include the "Marshmallow Tower Challenge," team role exploration exercises, and collaborative problem-solving scenarios based on real construction projects.



# Module 4: Initiative – "Step Up and Stand Out"

## Module Aim

To encourage and enable participants to take initiative in the workplace – to go beyond what is asked, solve problems proactively, and contribute ideas – while also understanding appropriate boundaries.

## Learning Outcome

By the end of this module, you will be able to identify opportunities to take initiative at work and demonstrate through examples or role-play how to proactively add value to a task or project without explicit instructions.



### Recognize Opportunities

Identify situations where you can add value beyond your assigned tasks



### Plan Your Approach

Consider appropriate actions that align with team goals and safety protocols



### Take Action

Implement your initiative with confidence and clear communication



### Review & Learn

Reflect on outcomes and adjust your approach for continuous improvement

## Key Benefits of Taking Initiative:

### Personal Benefits:

- Gain valuable new skills and experience
- Increase visibility to management
- Build trust with supervisors and colleagues
- Accelerate career progression opportunities

### Project/Team Benefits:

- Problems get solved faster
- Improvements happen proactively
- Team morale improves with shared responsibility
- Project efficiency and quality increase



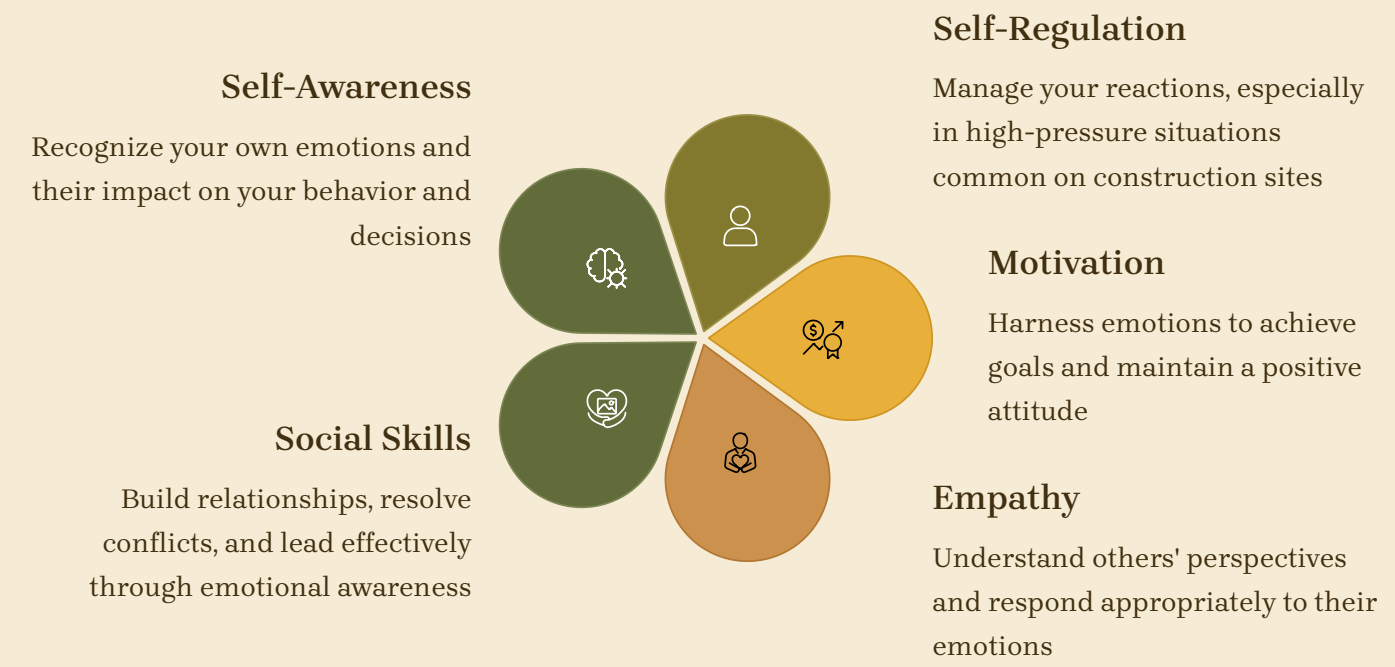
# Module 5: Emotional Intelligence – "Own Your Reactions, Understand Others"

## Module Aim

To cultivate emotional intelligence (EI) in participants, increasing their self-awareness, self-regulation, empathy, and social skills for better leadership, teamwork, and client relations.

## Learning Outcome

By the end of this module, you will be able to explain the components of emotional intelligence and demonstrate techniques for managing your emotions and communicating with empathy during challenging situations.



## Why EI Matters in Construction

On busy, high-stakes construction sites, emotions run high due to tight deadlines, safety concerns, and client pressures. Professionals with high emotional intelligence can:

- Resolve conflicts before they escalate
- Improve safety by creating an environment where concerns are freely shared
- Build stronger client relationships
- Lead teams more effectively
- Handle pressure without becoming overwhelmed

## Practical EI Techniques

You'll learn and practice valuable tools including:

- The 4-7-8 breathing technique for quick calm
- Using "I" statements in emotional situations
- Empathic listening and response phrases
- Reading emotional cues in others
- Constructive feedback approaches

Through self-assessment, role-plays, and conflict resolution exercises, you'll develop the emotional intelligence needed for construction leadership.

# Benefits of the Programme

## For Participants:

### Enhanced Career Prospects

Develop the soft skills consistently identified as critical for advancement to leadership positions in construction

### Immediate Application

Learn practical techniques you can apply the very next day on site or in the office

### Increased Confidence

Build the self-assurance to speak up, take initiative, and handle challenging situations effectively

### Professional Recognition

Receive an NOCN Certificate and digital badge to enhance your professional profile

## For Employers:

### Improved Productivity

Benefit from better communication, teamwork, and proactive problem-solving

### Reduced Errors & Rework

Clear communication and attention to detail reduce costly mistakes

### Enhanced Team Morale

Create a more positive work environment with better conflict resolution and collaboration

### Talent Retention

Develop and retain promising young professionals by investing in their growth

"This programme fills a critical skills gap in the construction industry by focusing on the interpersonal capabilities that truly determine career success and project outcomes."

# Get Started Today

Invest in the future of your career or workforce with our NOCN-endorsed [Construction Is a Team Sport](#) programme. Developing these five essential skills will give you or your team the competitive edge in today's collaborative construction environment.

## In-House Training

We can deliver the programme at your site or facility for groups of 10-20 participants, tailored to your specific organizational needs and schedule.

## Open Courses

Join participants from various organizations at our regular open courses, offering valuable networking opportunities alongside skill development.

## Online Delivery

Our interactive virtual classroom option provides the same high-quality experience for remote teams or individuals who cannot attend in person.

## What's Included:

- Five full-day interactive training modules (30-35 hours total)
- Comprehensive course materials and worksheets
- Practical assessments with personalized feedback
- NOCN Certificate of Completion
- Digital badge for your professional profile
- Post-course support resources

Based on Errol Lawson's book *Construction Is a Team Sport: The Five Skills Every Young Professional Needs to Succeed in the Built Environment*, this programme has been developed in consultation with industry feedback and current research on skills shortages.

**[Contact us today to discuss your training needs and schedule your programme.](#)**



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# Ready to Build Your Future?

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## Connect With Us

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