

CASE STUDY

MECHANICAL CONTRACTOR SIGNIFICANTLY IMPROVES FOREMEN'S LEADERSHIP HABITS

Supervisors at a mechanical contractor company had previously received leadership training. While they had adopted some new behaviors, there was room for more growth. Enter Habit Mastery Consulting.

We guided attendees in recreating their training while they shared their insights on how their communication skills impacted their teams. Attendees identified where they had opportunities for improvement and chose a specific skill to practice that would increase their leadership effectiveness.

Most attendees chose to target a behavior that would improve their communication skills by providing more positive feedback, asking more questions, or being a better listener. A few chose to focus on a habit that would improve their productivity such as maintaining a daily log or using their calendar to ensure more accurate scheduling.

The goal was to meaningfully and consistently change daily behavior, so we went a step beyond training. To solidify the adoption of these leadership skills, attendees received daily emails during the 60 Day Habit Challenge while they practiced their desired behavior until it became a habit. In addition, the Field Operations Manager received weekly tools he could use to continue the conversation, deepen learning around the topic, and maintain interest and engagement in the challenge.

Employees benchmarked the frequency of their targeted behavior before & after the Habit Challenge.

KEY STATISTICS

18: Number of Attendees 

83%: Attendees Who Participated in Challenge

82%: Average Percentage Increase in Targeted Behavior

85%: Percent who agree training was valuable

92%: Percent who agree training would be valuable for their peers


Increase in Frequency of Behavior

Communication: 68%

Listening: 86%

Productivity: 150%

CONTACT US

To learn how we can work with you to co-create and implement a customized training program that results in the rapid adoption of key behaviors, contact our CEO, Sharon Lipinski, directly at 970-581-7681 or visit www.habitmasteryconsulting.com 

"I have had much richer conversations and more effective understanding of problems. //