Building High-Performing Construction Teams

Fee: $500 + HST

Turn leadership knowledge into confident action and stronger team performance.

This fully online course equips construction professionals with the practical leadership skills needed to build, lead, and sustain high-performing teams across the jobsite, office, and project environment.

Through realistic construction scenarios, hands-on exercises, and guided reflection, participants will develop essential skills in building trust, fostering psychological safety, motivating teams, strengthening communication and collaboration, driving continuous improvement, coaching others, and reinforcing accountability.

Focusing on the leadership behaviours that directly influence safety, schedules, costs, quality, employee retention, and overall project success, the course provides practical strategies and tools that participants can immediately apply in their day-to-day roles.

Ideal for supervisors, project coordinators, trade leads, and emerging construction leaders, this course helps participants lead more effective conversations, establish clearer expectations and commitments, improve team coordination, and build more engaged, resilient, and productive project teams.

Learning Outcomes

Upon successful completion, participants will be able to:

- Apply team-development, organizational-behaviour, trust, and accountability principles to build and sustain high-performing construction teams.
- Develop practical strategies to motivate, engage, develop, and retain team members.
- Use clear communication and collaborative planning to align project stakeholders and improve coordination.
- Create an inclusive learning culture that supports psychological safety, innovation, adaptability, stress management, and continuous improvement.

- Demonstrate sustainable leadership practices by coaching employees, managing performance, developing talent, and preparing a practical leadership action plan.

Course Structure

The course is delivered over 7 weeks. It progresses from the foundations of high-performing teams to practical leadership practices for trust, engagement, communication, culture, coaching, accountability, and sustained performance.

Module 1 – The Foundations of High-Performing Construction Teams

- Characteristics of high-performing construction teams.
- Team development and coordination.
- Performance diagnosis and improvement.
- **Common barriers to performance on complex construction projects.**

Module 2 – Building Trust and Psychological Safety

- Building trust and psychological safety.
- Responding constructively to concerns.
- Applying trust-building behaviours on the job.

Module 3 – Motivation, Engagement, and Commitment

- Key drivers of team motivation.
- The influence of workplace attitudes and confidence on performance and retention.
- Practical tools for addressing disengagement and strengthening team commitment.

Module 4 – Communication, Collaboration, and Project Alignment

- Common communication breakdowns and strategies for improving coordination across construction project teams.
- Practical tools for role clarity, productive meetings, and conflict management.
- Visual planning to strengthen project alignment and commitments.

Module 5 – Culture, Learning, and Continuous Improvement

- The influence of organizational culture, leadership behaviours, and team norms on construction project performance.
- Approaches to balancing operational consistency.

- Practical methods for continuous improvement.

Module 6 – Leadership Practices for Sustained Team Performance

- Jobsite leadership and team performance.
- Coaching, accountability, and resilience skills.

Week 7 – Final Examination

- Online final examination covering Modules 1–6.
- Applied assessment of construction-team leadership fundamentals.

Course Evaluation and Grading

- Module quizzes: 60% of the final grade; six quizzes worth 10% each.
- Final examination: 40% of the final grade.
- Passing grade: 60%.

Delivery Method

This course is delivered fully online as a 7-week learning experience. Each week combines self-paced modules, course guidance, illustrations, explanations, construction-specific examples, and assessment activities that develop progressively from foundational team-performance concepts to practical jobsite leadership.

Learning activities include:

- Online instructional modules and presentations.
- Self-study materials and recommended reference resources.
- Construction scenarios, practical examples, discussion, and reflection activities.
- Guided exploration of trust, psychological safety, motivation, communication, collaboration, culture, coaching, and accountability.
- A quiz for each of the 6 modules.
- An online final examination.

Participants are expected to complete each module and quiz in sequence before moving to the next module.

Who Should Attend

- Construction supervisors, forepersons, and assistant supervisors.
- Project managers, coordinators, and project-administration staff.
- Trade leads moving into supervisory or leadership responsibilities.

- HR, operations, and training professionals supporting construction teams.
- Small builders, contractors, and construction-business owners.
- Anyone responsible for leading, developing, or coordinating people on construction projects.

Certification

This course is Gold Seal accredited and awards 6 credits upon completion.