



Elite Academy Overview

SMACNA Colorado's board of directors decided earlier this year to create a program that would empower future sheet metal industry leaders and develop essential skills that are necessary for future success in union sheet metal construction. SMACNA Contractors have been participating in content development and will be assisting in various ways during the courses.

5 All Day Classes

- *Wednesday, September 18, 2019*
- *Wednesday, October 9, 2019*
- *Wednesday, November 13, 2019*
- *Wednesday, December 18, 2019*
- *Wednesday, January 29, 2020*

- Provide future leaders with non-trade specific skills that will deliver the next generation of foremen and construction industry leaders
- Empower participants to improve industry processes and practices
- Improve industry understanding and promote a positive work culture
- Empower contractors in developing leaders
- Provide formal coaching to participants
- Set a standard for continual learning
- Increase productivity, efficiency and industry competitiveness
- Prepare for additional education, such as SCI courses
- Encourage collaboration between labor and management

Our Goals



- Establishing a Vision (personal, professional, industry)
- Self-Leadership (what do you want out of this profession and why?) and leading others
- Effective communication and conflict resolution
- Knowing yourself and understanding others (personality and leadership styles)
- Professionalism (critical conversations, authority, legal issues)
- Entrepreneurship (thinking like the boss, personal finance, personal ROI)
- Business (competition, market share, financial management)
- Talent Identification (choosing your replacement, what can you teach?)
- Mentorship (what makes a great mentor and creating a formal process)
- Organizations, Estimating and Software (overview of process, case studies, challenges)
- Accountability (using what we've gained to continually learn, engage and teach)

Course Content



Employer Tuition - \$1,250

(Eligible for SMACNA Colorado Education Rebate)

Participants will receive a stipend for attending in lieu of wages.

Nic Bittle is the founder of Work Force Pro and works with contractors that want to prepare and develop their workforce to lead with impact, act like a pro, and perform at their best on a daily

Course Leader

basis. He does this in a variety of different ways. Through presentations and workshops, through tools that he has developed which are designed to support the learning process. He is the architect of two performance improvement process curriculums specifically designed to prepare and develop our current and next generation work force for the roles and responsibilities that lie ahead. Nic is author of three books, *Small Business, BIG Mistakes*, *Perform Like the Boss!* & *Good Foreman; Bad Foreman*





Elite Academy Application

This course is open to 3rd- and 4th-year Sheet Metal Apprentices for the 2019-2020 school year.

Name _____
(First) (Last)

Email _____ Phone _____

Company Name _____

Job Title _____

Please select your level of education. (Check one)

- High School Diploma / GED
- Apprenticeship Certification
- Associates Degree
- Bachelor's Degree
- Advanced Degree

What other education have you taken part in (college, vocational, construction industry, etc.)? _____

Supervisor's Name _____ Supervisor's Email _____

Why do you want to be part of Elite Training? _____

What makes you Elite? _____

What specific knowledge or skills are you hoping to gain? _____

If you are selected, are you able to attend all sessions? Yes No

Comments: _____

- This opportunity requires an employer nomination.
Please include your employer's nomination and in your employer's words, what makes you a candidate for Elite Training.
- Please include 1-2 paragraphs from a sheet metal instructor or coordinator on what makes you a great candidate for Elite Training.
- Please attach a copy of your JATC course grades.