

The Turnkey Program

Reducing Delays, Broken Promises and Costs



Tailored to AEC Companies

The Problem

Construction related problems, delays, rework and missed deadlines caused by project team members not speaking up when they know a problem is about to blow up the budget, timeline or schedule.

The Solution

Use microlearning to increase your team's confidence and willingness to report bad news by creating a culture of psychological safety. Psychological safety is when employees feel comfortable speaking up with issues, ideas, problems, mistakes and questions, without the fear of negative consequences.

Microlearning



5-10
Minutes



Done
anytime,
anywhere



Research
proven
effectiveness



Promotes
behavior
change

Sample One-Year Rollout

Program Elements: 10-consulting hours, 30-email scripts for program elements, training for employees and managers, "Introduction to Psychological Safety" Powerpoint presentation, 5-question survey about what psychological safety is and its benefits, Edugraphic Posters (1-page 3-minute read), Videos (3- to 5-minutes), Toolbox Talks (10-minutes), Team Meeting Discussion Guides (10-minutes), FAQs for employees and managers

- Month 1:**
- Setting project goals and strategy
 - Pre-survey of what psychological safety is, benefits, actions to take to promote it
 - Introduction to psychological safety 4-minute video rolled out (office and job site versions)

- Month 2:**
- One-hour training program for employees and managers
 - Edugraphic introducing psychological safety (office and job site versions)

3 Month Cycles Month 1: Video Office/Job Site Versions | Month 2: Edugraphic Poster Office/Job Site Versions | Month 3: Team Meeting or Toolbox Talk

Months 3-5: Topic: Asking Open-Ended Questions

Months 6-8: Topic: Active Listening

Months 9-11: Topic: Being Curious (i.e., presuming positive intent, suspending judgment, etc.)

Month 12: Post survey, feedback and planning for year two



Pricing and Licensing

- Pricing based on number of employees
- One-time purchase
- Unlimited internal use
- Customization is available

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