



# LEADERSHIP AND MANAGEMENT COURSES WITH CITB

Leadership and management are key skills for all construction sites and an area where the industry has identified a need for greater support and training. In response, CITB has created a new framework of 11 short courses.

CITB Leadership and Management courses are designed to give frontline supervisors and managers the skills and increased confidence they need to carry out their roles effectively in areas such as, leading and organising their teams, handling difficult situations, and problem solving.

Employees can choose to take one module as a short course or take a 'pick and mix' approach to learning, opting to take several different courses within the framework to benefit their personal development. For anyone preferring to do a complete qualification, the Construction ILM Level 3 Award or Certificate in Leadership and Management Practice continues to be available through our Grant Scheme.

## WHO CAN BENEFIT FROM THE LEADERSHIP AND MANAGEMENT TRAINING?

The framework created by CITB and aligned to the Institute of Leadership and Management frameworks, means that all the courses are tailored specifically to the needs of the construction industry and are aimed to support site supervisors and managers in their development, equipping them with the skills to manage an operational team effectively.

Supervisors and managers can be site based or office based, as long as they are managing a team or could do so in the future. Although, the framework has been designed to support managers and supervisors' development, any employee who could benefit from the training can take part.

## WHAT ARE THE BENEFITS OF LEADERSHIP AND MANAGEMENT TRAINING FOR MY BUSINESS?

CITB has created these short courses to support employers.

The new framework helps all Levy registered employers access standardised and transferable Leadership and Management training through a series of short courses. This means that:

- Employers can choose from a range of short courses that support their own managers and supervisors' skills development
- There are no long assignments as part of the training, minimising the amount of time the training takes to complete
- For the first time, employers will be able to access short duration grant support for Leadership and Management training
- There is flexibility of delivery – employers can find training providers who offer the courses in person or remotely
- The new standards act as a guide for employers who are not sure what training would be useful for a supervisor
- The courses can be used as personal development for someone not quite ready to move into a supervisory role but is part of their long-term career ambitions.

Employers who have put in place Leadership and Management training for their staff have seen:

- An increase in productivity and reduction in the number of man hours on site
- Leadership and management training contributing towards a safe working environment for all staff
- The benefits of improved retention by offering training that supports employees long term career ambitions and continuous professional development.

## WHICH LEADERSHIP AND MANAGEMENT COURSES ARE AVAILABLE?

Handling difficult situations
Leadership and management practice in construction
Planning and monitoring work in construction
Understanding organising and delegating in construction
Understanding the recruitment and induction of new staff in construction
Understanding training and coaching in construction
Achieving performance through people
Delivery of site operations and logistics
Developing yourself as a team leader
Solving problems and making decisions
Understanding commercial awareness

## IS THERE CITB GRANT AVAILABLE FOR THE LEADERSHIP AND MANAGEMENT TRAINING?

Yes. CITB Registered Employers can receive between to £70 – £120 for each module, thanks to our short course grants.

## SIGN UP FOR TRAINING TODAY

You can sign up your employees with an ATO (Approved Training Organisation) delivering Leadership and management courses for training.



**TO FIND OUT MORE** SCAN THE QR CODE OR CONTACT AN ADVISOR  
AT [CUSTOMERENGAGEMENT@CITB.CO.UK](mailto:CUSTOMERENGAGEMENT@CITB.CO.UK)