



Field Leader Institute



BUILT FOR THE PEOPLE RUNNING THE WORK

Most leadership training was built for people behind a desk. The Field Leader Institute (FLI) was built for the people running the work. This immersive program gives construction superintendents and field leaders the self-awareness, conflict management skills, and leadership tools they need to drive crew performance, build trust, and develop the next generation of field talent.

Sessions combine personal assessment work, experiential team challenges, and facilitated discussions grounded in field leadership scenarios. You'll develop your ability to foster team alignment, manage conflict, provide feedback, and build the kind of engagement that drives crew performance.

IS THE FIELD LEADER INSTITUTE RIGHT FOR YOU?

FLI is built for construction professionals who lead people in the field and are responsible for executing work, managing crews, and driving safety and productivity on the job site.

- General Superintendents
- Superintendents
- General Forepeople
- Supervisors/Crew Leaders
- Leaders with responsibilities at the field level

WHAT YOU'LL BUILD AT THE FIELD LEADER INSTITUTE

Each FMI program is anchored in a set of competencies drawn from FMI's Peak Leader Model, a framework built specifically for leaders in the construction and engineering industry.

These competencies define the specific behaviors and skills you'll develop, and give you a common language to carry back to your organization.

01 | FOSTERS TEAM ALIGNMENT

Clarify direction for your crew and align team effort around shared goals on site.

02 | TEAM FOCUSED

Build an environment where field teams are motivated, accountable, and prioritizing team success.

03 | COMMITTED TO PERSONAL DEVELOPMENT

Build the self-awareness and growth habits that define effective leaders at every stage of their career.

04 | MANAGE CONFLICT

Navigate job site tensions and disputes with confidence using the TKI framework.

05 | PROVIDE FEEDBACK

Deliver constructive feedback that drives performance and builds trust with crews.

06 | FOSTER ENGAGEMENT

Drive productivity, morale, and a culture of ownership across your field teams.

FLI is a cohort-based immersive experience drawing participants from across the construction and engineering industry.

The program balances personal assessment work, small group facilitation, and experiential team challenges.

BENEFITS FOR YOUR ORGANIZATION

- Lower business risk by building a deep pipeline of strong field leaders
- Enhance organizational ability to execute projects at the field level
- Increase employee engagement and field team loyalty
- Improve field leaders' ability to step into roles of greater responsibility
- Develop leaders who can positively influence project safety, quality, and morale

BENEFITS FOR YOU PERSONALLY

- Gain a personalized view of your leadership strengths and development areas through the FMI 360° Feedback Assessment and peer feedback
- Understand your conflict resolution style through the Thomas-Kilmann Conflict Mode Instrument (TKI) and develop strategies for navigating job site tensions more effectively
- Develop practical tools to foster team alignment, deliver feedback, and build crew engagement
- Learn how to create psychological safety so your team communicates openly and performs at its best
- Develop specific, actionable strategies to improve your performance as a field leader

TRADITIONAL THREE-DAY AGENDA

DAY ONE

Essentials of Leadership
Conflict Management

DAY TWO

Feedback
Leadership Challenges
Monument Activity
Assessment Overview
Discussion Groups

DAY THREE

One-on-One Feedback
Leading From Within
Action Planning



GREAT FIELD LEADERS
AREN'T BORN. **THEY'RE
BUILT. START BUILDING.**

Join peers from across the construction industry for an experience that will change how you lead.

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