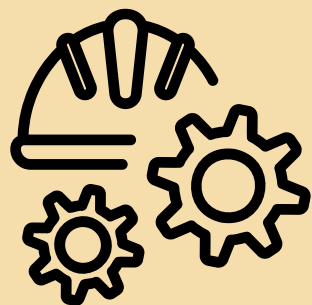


# 10

## MANAGER

## DEVELOPMENT

## STRATEGIES



THE CONSTRUCTION  
EDITION



The construction industry is grappling with a significant labour and skills shortage, making it imperative for managers to develop effective strategies for team development. Here are the top 10 strategies for L&D leaders to equip managers in the construction sector:

- 1 Invest in Comprehensive Training** More than 120,000 construction employees use [Learn LMS](#) to complete essential training and develop their skills. Investing in a robust LMS like [Learn LMS](#) can streamline the learning process and ensure that all employees can access the necessary resources to enhance their effectiveness.
- 2 Tailor Learning to Industry Needs** The construction industry has unique challenges, such as safety and compliance. Tailoring learning objectives to address these specific needs can lead to more effective outcomes and a better-prepared workforce.
- 3 Utilize Case Studies** Real-world examples can validate the learning material and provide practical insights. Incorporating case studies, like those of construction companies that have successfully implemented [Learn LMS](#), can reinforce the credibility of the training.
- 4 Promote a Continuous Learning Culture** Encourage continuous learning to keep up with the evolving industry standards and technologies. This can increase employee satisfaction, internal mobility, and reduced turnover.
- 5 Address Retention Through Development** Understanding that employee retention can be a natural outcome of developing your people is crucial. Focus on creating a supportive environment that fosters growth and development.
- 6 Enhance Service Quality** In construction, service quality can translate to operational efficiency and safety. Provide ongoing training and empower employees to make decisions, leading by example and using mistakes as coaching opportunities.
- 7 Communicate the 'Why'** Help employees understand the reasons behind actions, especially regarding safety and compliance. This can foster a deeper commitment to maintaining high standards.
- 8 Incentivize Training Completion** Motivate employees to complete required training by offering incentives. This can lead to better engagement with the learning material and adherence to safety protocols.
- 9 Leverage Technology for Accessibility** With a significant portion of the workforce being deskless, it's essential to provide learning opportunities that are accessible on mobile devices and at various job sites.
- 10 Align Learning with Business Outcomes** Map learning outcomes to key business objectives to ensure that the training is relevant and impactful. This alignment can help effectively address the industry's retention crisis and skill shortages.

**Learn LMS can help!**

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