

# The Labor

# Operations Master Class

A workshop built for MEP contractors

## LABOR IS THE #1 RISK OR REWARD ON PROJECTS; FROM CHAOS TO CONTROL

The chaos of labor planning is costing contractors more than ever; but should be their greatest opportunity.

**THE LABOR OPERATIONS MASTER CLASS** shares industry best practices and repeatable strategies to take control of labor planning, forecasting, and productivity.

## WHAT MEMBERS WILL LEARN



### LABOR EXIT-STRATEGIES

Team Plans for Ramp-Down & Aligning Labor to the WIP to Combat Profit-Fade



### JOB SATURATION & COMPRESSION

Early-Warnings & Mitigation Measures for Job Saturation & Compression

### THE LABOR PLANNING TRIANGLE

From "Project Watchers" to "Project Managers"



## QUICK FACTS

- ✓ 45-60min Interactive Workshop
- ✓ Tailored for MEP Contractors Ops Executives/Leaders
- ✓ In-Person Event Ideal [Virtual Options Available]

*"LABOR IS OUR MOST VALUABLE ASSET THAT WE HAVE. IT'S ALSO OUR GREATEST RISK ON ANY GIVEN PROJECT. YOU'RE REALLY DOING YOUR TEAM, YOUR ORGANIZATION, AND THE PROJECT TEAM A **DISSERVICE** IF YOU'RE NOT INTENTIONALLY TRACKING YOUR WORKFORCE."*

- VP of Operations, Bill D.

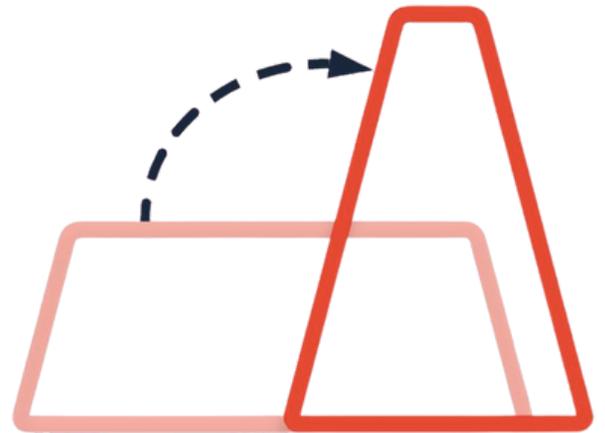
**BRING THE LABOR MASTER CLASS TO YOUR CHAPTER**

**No-Cost, Educational & Collaborative (Non-Product), Contractor Business-Practices for Ops Leadership**

# Turning Labor Chaos into Clarity: Planning, Alignment, and Control

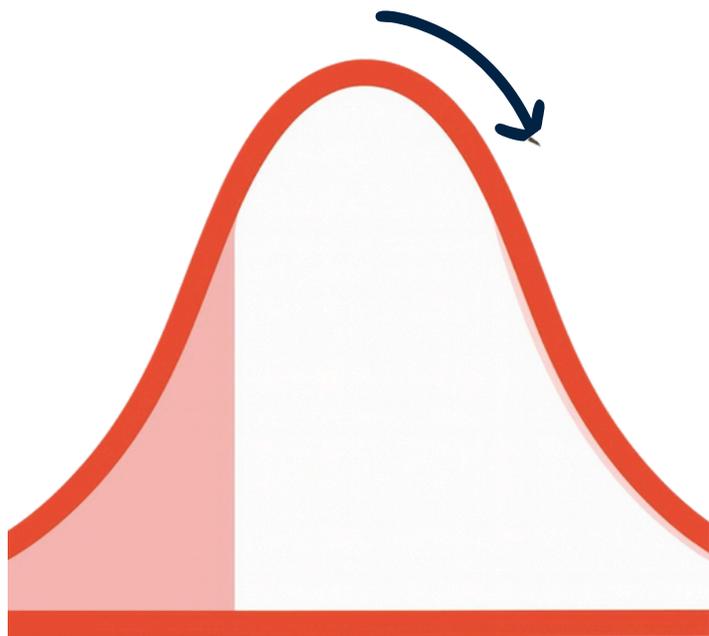
## DEFINE “LABOR PLANNING” & PLANNING LEVELS OF DETAIL:

- Establish a common language and standard for what a true Labor Plan is, stages of the lifecycle, and various levels of detail across organizations/scopes/etc



## THE “DAY OF RECKONING” AND “BLEEDING-OUT (LABOR-PROFIT-FADE)”

- Identifying then aligning project and labor teams on forecast/labor-peak (alignment from ramping up on the job, to peak, then the day labor should actually start leaving the project with who and when)
- Project Exit-Strategies to combat Labor-Profit-Fade at end of projects (*last ~25%*) and anticipating Job Saturation (*temp-labor, travelers, absenteeism levels*) and budgeting/countermeasures



## “HERDING CATS VS MOVING THE MILK” AND “PROJECT MANAGERS VS PROJECT WATCHERS”

- Consolidating and controlling the source of labor and the flow of labor to/from projects
- Typical labor-coordination-dynamics (*the “labor triangle”*) between project=managers/stakeholders, field leaders, labor coordinators/leaders
- Visibility and feasibility in engaging/aligning project managers to the labor situation/accountability

## PROJECT SATURATION & COMPRESSION COUNTERMEASURES”

- Scales [number of personnel] of projects where project saturation occur
- Warning indicators of project saturation and compression; and how to mitigate losses and schedule collisions with follow-on projects/assignments

