

2026 CONSTRUCTION LEADERSHIP CERTIFICATE COURSE DESCRIPTIONS

LEADING SELF

This course focuses on self-awareness, emotional intelligence, and personal effectiveness. Participants complete a DISC assessment and learn how to interpret their behavioral style, stress triggers, and communication preferences. The course explores emotional intelligence and self-regulation, along with strategies for managing energy, time, and mindset. Participants are introduced to AI-powered self-insight tools that support reflection and self-management. The course also introduces the foundations of influence by examining how behavioral style affects trust and credibility. Participants leave with a clearer understanding of their natural tendencies and how to adapt effectively to others.

LEADING OTHERS

This course focuses on building strong interpersonal relationships and influencing without authority. Participants develop core communication skills, including listening, clarity, and adapting their style to different situations. The course covers influence strategies, coaching and feedback conversations, conflict management, and emotional agility. AI-assisted communication tools are incorporated to support effective communication and preparation. Through practice and application, participants develop tools to influence peers, direct reports, and key stakeholders positively.

LEADING TEAMS

This course focuses on empowering others and fostering engagement through effective people and team management. Participants learn practical approaches to delegation, accountability, and empowerment, along with motivation and recognition strategies. The course explores how to create a culture of belonging and performance, emphasizing ethical decision-making and values-based leadership. Participants also examine how AI is being used in the workforce and its implications for team leadership. The course helps participants align team behaviors with organizational values while reinforcing accountability, trust, and engagement.

LEADING ORGANIZATIONS

This course expands the leadership perspective from managing teams to understanding the organization as a system. Participants explore systems thinking, organizational alignment, and decision-making in complex environments. The course addresses how leaders balance short-term performance with long-term growth and how they lead change in the face of future challenges, including innovation and adaptability. AI is incorporated into strategic planning and forecasting discussions. Participants learn how their day-to-day decisions connect to broader organizational outcomes and develop greater strategic awareness and readiness for change.

LABOR RELATIONS AND LEGAL

This course provides construction leaders with a practical understanding of labor relations, collective bargaining agreements, and workforce-related legal considerations. Participants explore how labor negotiations work, how CBAs are structured, and how leadership decisions influence outcomes before disputes arise. The course also addresses compliance, documentation, and risk areas that commonly impact contractors.

GOVERNMENT AFFAIRS AND PSYCHOLOGICAL SAFETY

This same-day course addresses two critical leadership responsibilities in construction. The government affairs portion focuses on how the construction industry intersects with federal, state, and local government systems, with an emphasis on Missouri and the St. Louis region. Participants learn how laws, regulations, and procurement rules are created and applied, and how SITE engages in advocacy on behalf of contractors. The psychological safety portion focuses on leadership behaviors that create environments where workers speak up about safety concerns, quality issues, and operational risks. Together, these sessions emphasize informed leadership, trust, accountability, and early issue identification.

SAFETY AND INSURANCE

This course connects safety leadership to insurance outcomes, claims, and overall business risk. Participants learn how leadership behavior influences incident prevention, documentation, and long-term exposure. Emphasis is placed on proactive risk management, accountability, and understanding how insurance programs protect workers and the company.