

INSTRUCTORS:

Robin Cowper has over 15 years of experience in the mechanical contracting industry and currently serves as the Director of Operations for the Mechanical Contractors Association of Western Washington. Robin has a background in business and language and became a certified Fierce® facilitator in July, 2014.

Leah Gutmann, owner of First Forward Consulting, specializes in a wide variety of training, program development, and consulting services including communications, leadership, strategic planning, and finance. She has over 10 years of experience in the design, implementation and facilitation of educational programs, classes and seminars. Leah has been a certified Fierce® facilitator since 2014.

ADDITIONAL MCAWW EDUCATIONAL OPPORTUNITIES

PROJECT MANAGER CERTIFICATION

- CPM-1
- CPM-2
- CPM-3

TECHNICAL TRAINING SERIES

- Intro to HVAC
- HVAC Engineering
- Plunging into Plumbing
- The Last 10%
- Introduction to Hydronics & Steam

ADDITIONAL PROGRAMS

- Mechanical Contracting Leadership (MCL)
- Mechanical Service Professional (MSP)

SAMPLE SEMINARS

- Business Writing
- Change Orders/The Real Cost of Changes
- Making Your Service Business More Predictable
- PM Documentation
- Predictive Maintenance Technologies
- Project Planning for Foremen
- Proposal Writing
- Union Payroll Trust Reporting

For more information, please contact Tamara Butler, Assistant Director of Education at (206) 442-9029, or via email at tbutler@mcaww.net.

MCAWW BOARD OF EDUCATION

Maria Boyer (Chair)
MacDonald-Miller Facility Solutions

Ty Baldi
Ferguson Enterprises

Bryan Eppler
University Mechanical Contractors, Inc.

Leah Gutmann
First Forward Consulting

Stephen Hengl
Hermanson Company

Sheri Keeley
McKinstry Co.

Kelly Peterson
Holmberg Company

BOARD OF EDUCATION MISSION

Providing MCAWW Members innovative, meaningful learning opportunities

Knowledge ~ Growth ~ Respect



Mechanical Contractors Association
WESTERN WASHINGTON

MCA of Western Washington
1100 Olive Way, Suite 1250, Seattle, WA
Tel. (206) 442-9029 ~ Fax (206) 442-9364 ~ www.mcaww.net



MCAWW educational programs are open to
Western Washington Mechanical Contracting Industry
Improvement Fund contributors.

fierce®

FIERCE ACCOUNTABILITY & FEEDBACK

*A New Workshop for Members who
have Completed Fierce Conversations*



June 13, 2017
7:30 a.m. - 3:30 pm

#504-17

Presented by



Mechanical Contractors Association
WESTERN WASHINGTON



WHAT IS "fierce"?

To be fierce means to be authentic, present, and real in day-to-day conversations. Real can be scary. Yet it is the unreal or missing conversations that are costly—in terms of morale, engagement, and performance.

Fierce Accountability & Feedback is available to any MCAWW member who has completed the core Fierce Program (Foundations, Team, Coaching, Delegation, Confrontation).

The program is comprised of three parts:

1. Brief review of the Fierce Foundations
2. Fierce Accountability
3. Fierce Feedback

ACCOUNTABILITY

Fierce Accountability teaches how to create a culture where people choose to hold themselves accountable for delivering results no matter what.

Accountability is one of the most desired yet least understood characteristics of successful businesses. Think of what could happen if you and your team spent more time getting things done instead of evading blame.

FIERCE ACCOUNTABILITY GOALS

- Participants recognize the cost of blaming, protecting, and defending
- Realize the advantages of taking responsibility for their lives, relationships, and professional development
- Develop a new context around accountability, where responsibility is welcomed

FEEDBACK

Everyone's perception of giving and receiving feedback is different. Giving feedback takes courage and precision. It is an on-going, two-way conversation where context is examined, and barriers to progress are broken down.

Learn how to reframe traditional Feedback so it becomes a conversation in which we have the opportunity to see what we may not see. Learn to enhance behaviors that are more effective while giving you the chance to change behaviors that are less effective.

FIERCE FEEDBACK GOALS

- Consistent and timely feedback conversations
- Deepen desire for real, honest, and authentic culture
- Strengthening and enriching relationships within your team and with your employees and colleagues

Fierce training is unique because:

- You use real issues to learn the frame work and connect emotionally.
- You practice your most critical conversations with other professionals and gather feedback.
- You explore possibilities and leave the session with a game plan for moving forward.

SCHEDULE & LOCATION

Tuesday, June 13, 2017

7:30 a.m. - 3:30 p.m.

MCAWW Training Center

1100 Olive Way, Suite 1250, Seattle, WA 98101

Program includes class materials, breakfast, beverages and snacks; lunch on your own.

Registration Deadline: May 24, 2017

REGISTRATION FORM - FIERCE ACCOUNTABILITY & FEEDBACK #504-17

(All fields are required; incomplete applications will not be processed).

Name: _____ Title: _____

Firm: _____

Contact Information

Work Phone: _____ Cell: _____

Email: _____

Years of Experience

In the industry: _____ In current role: _____

Supervisor Contact Information

Name: _____ Email: _____

Check here if you require special accommodations under the American with Disabilities Act.

Indicate if you have dietary restrictions or food allergies: _____

Check here to opt in to the MCAWW E-Newsletter and stay current on all upcoming classes and events

REGISTRATION INSTRUCTIONS

1. Mail completed registration form with check to MCAWW.
2. If you prefer to pay by credit card, please fax or email the form and call the MCAWW office at (206) 442-9029.
3. Registration form must be received by May 24, 2017.
5. Class limited to 20 participants (number of attendees per firm may be limited).

MCA of Western Washington occasionally videotapes, records or photographs events for the purpose of responsibly promoting the association and/or attendance at future events. By registering for this event you agree to allow us to use your name and likeness for such purposes.

Via Fax
(206) 442-9364
Attn: Tamara Butler

Via Mail
MCA of Western Washington
1100 Olive Way, Suite 1250
Seattle WA 98101

Via Email
tbutler@mcaww.net

DO YOU NEED A FIERCE CONVERSATION?

YES

NO