

<b>2022</b>					
<b>December</b>					
	12/14/22	Cyber Security	4:00pm - 8:00pm	4	Nick Espinosa
<b>2023</b>					
<b>January</b>					
	01/18/23	The Foreman's Critical Role	4:00pm - 8:00pm	4	Kathryn Crosby
	01/26/23	Effective Communication in The Workplace	4:00pm - 8:00pm	4	Leah Gutman
<b>February</b>					
	02/09/23	Killer Contract Clause	4:00pm - 8:00pm	4	Charles Mitchell
	02/28/23	Conflict Management-Project, Service, and Office Team Strategies and Skills	4:00pm - 8:00pm	4	Leah Gutman
<b>March</b>					
	03/07/23	Providing Professional Customer Service	4:00pm - 8:00pm	4	Keven Dougherty
<b>April</b>					
	04/05/23	Change Order and Legal Claim Management	4:00pm - 8:00pm	4	Charles Mitchell
	04/13/23	From Hostile to Helpful: Workplace Conflict resolutions Strategies	4:00pm - 8:00pm	4	C. Richard Barnes
	04/26/23	Estimating	4:00pm - 8:00pm	4	Troy Aichele
<b>May</b>					
	05/10/23	Cyber Security	4:00pm - 8:00pm	4	Nick Espinoza
	05/23/23	Construction Financial Management	4:00pm - 8:00pm	4	Kathryn Crosby
<b>June</b>					
	06/08/23	Developing Front Line Leadership	4:00pm - 8:00pm	4	Kevin Dougherty
	06/27/23	Fabrication, Shop Drawings & BIM	4:00pm - 8:00pm	4	Troy Aichele
<b>July</b>					
	07/11/23	Contract Language-What You Don't Know Can Hurt You	4:00pm - 8:00pm	4	Kathryn Crosby
	07/25/23	Strategic Negotiation Skills (Session 1)	4:00pm - 8:00pm	4	C. Richard Barnes
<b>August</b>					
	08/10/23	Relationship Building- Dealing with Different People At Work	4:00pm - 8:00pm	4	Kathryn Crosby
	08/15/23	The Real Cost of a Manhour	4:00pm - 8:00pm	4	Mark Rodgers
<b>September</b>					
	09/13/23	The Evolution of Fabrication 1: Why, and When (NOW)	4:00pm - 8:00pm	4	Greg Fuller
<b>October</b>					
	10/05/23	Growing and Developing Supervisors	4:00pm - 8:00pm	4	Kevin Dougherty
	10/19/23	The Evolution of Fabrication II: Implementing Manufacturing Process for the Construction Indus	4:00pm - 8:00pm	4	Greg Fuller
	10/25/23	Understanding and Resolving Conflict	4:00pm - 8:00pm	4	Kathryn Crosby
<b>November</b>					
	11/07/23	High Impact Leadership: Lending Beyond the Project.	4:00pm - 8:00pm	4	Mark Rodgers
	11/16/23	Field Based Project Management: Closing the Gap Between the Office and the Field	4:00pm - 8:00pm	4	Kevin Dougherty
<b>December</b>					
	12/05/23	Time Management	4:00pm - 8:00pm	4	Leah Gutman
	12/14/23	Above and Beyond Culture Session	4:00pm - 8:00pm	4	Frank Favaro
<b>2024</b>					
<b>January</b>					
	01/16/24	Change Order Bootcamp - Part 1	4:00pm - 8:00pm	4	Troy Aichele
	01/31/24	Change Order Bootcamp - Part 2	4:00pm - 8:00pm	4	Troy Aichele
<b>February</b>					
	02/12/24	Ethics & Compliance	3:00pm - 7:00pm	4	Chip Mitchell
	02/21/24	Scheduling from an MEP Perspective	3:00pm - 7:00pm	4	Troy Aichele
<b>March</b>					
	03/18/24	"Sticky" Change: Gaining Commitment & Implementing Change that has Staying Power	3:00pm - 7:00pm	4	Leah Gutmann
<b>April</b>					
	04/10/24	Labor & Employment Disputes	3:00pm - 7:00pm	4	Chip Mitchell
	04/16/24	The Foreman's Impact on Profitability	3:00pm - 7:00pm	4	Mark Rodgers
	04/30/24	World Class Leadership Session	3:00pm - 7:00pm	4	Frank Favaro
<b>May</b>					
	05/21/24	Service Skills for the Service Professional	3:00pm - 7:00pm	4	Nancy Bandy
	05/30/24	Mechanical Service Financial Management	3:00pm - 7:00pm	4	Leah Gutmann
<b>June</b>					
	06/11/24	Blueprint Reading/Estimating - Part 1 & Part 2 (2 Day Class)	3:00pm - 7:00pm	8	Troy Aichele
<b>July</b>					
	07/17/24	Managing the Fabrication, Shop Drawings & BIM Process	3:00pm - 7:00pm	4	Troy Aichele
	07/24/24	New Refrigerants and EPA Regs	3:00pm - 6:00pm	3	Ron Rizzo
<b>August</b>					
<b>September</b>					
	09/26/24	How to be a More Effective Foreman	3:00pm - 7:00pm	4	Kevin Dougherty
<b>October</b>					
	10/08/24	The Real Cost of a Manhour	3:00pm - 7:00pm	4	Mark Rodgers
<b>November</b>					
<b>December</b>					