



GIRI TRAINING COURSES

Working together to eliminate error



Cultural and behavioural change
for the construction industry

INTRODUCTION

WHAT IS GIRI TRAINING?

GIRI has worked with the construction industry to develop an accredited training scheme that directly targets the underlying **root causes of error**, which currently cost the UK industry an estimated £25 billion every year.

This training empowers companies, project teams, and individuals to **get it right first time**. During development, these courses were stringently tested to ensure they deliver maximum impact on error reduction and productivity for the construction industry.

The courses were developed **by industry, for industry**, and can play a significant part in helping to reduce the frequency and cost of error in construction by ensuring all industry workers develop the right skills to collaboratively understand, pre-empt, and avoid error in their daily work.

THREE STREAMS OF TRAINING

- **Leadership training**
Strategies to eliminate error for leaders of organisations and leaders of construction projects.
- **Training across interfaces**
Skills and techniques to avoid interface errors in design and construction for multi-disciplinary teams.
- **Supervisory and management skills**
Supervision and planning skills to prevent errors during construction, for site supervisors and managers.

TRAIN THE TRAINER



Icon Train-the-Trainer session

BECOME A GIRI-ACCREDITED TRAINING PROVIDER

The GIRI Accreditation Scheme, developed with the Construction Industry Training Board (CITB), enables third-party trainers and training providers, including employers, to become approved to deliver GIRI training.

Train-the-Trainer courses are available for all three streams: Supervisory & Management Skills, Training Across Interfaces courses, and Leadership training.

FIND OUT MORE



LEADERSHIP TRAINING



McLaughlin & Harvey leadership training (November 2023)

**GIRI
LE-01**

STRATEGIES TO ELIMINATE ERROR FOR LEADERS OF CONSTRUCTION ORGANISATIONS

Who is it for?

Organisational leadership teams.

Course objectives

A full-day interactive course for leaders of construction organisations to: understand the consequences and common root causes of error; identify personal actions to eliminate error within their organisation, projects and teams; and define group actions to improve processes and communication to systematically eliminate error within the organisation and throughout the planning and delivery of construction projects.

This training empowers leadership teams to set the culture and conditions for error avoidance on their projects and enable the embedment of all other GIRI training throughout the wider organisation.

Learning outcomes

- improved understanding of error
- improved awareness of leadership behaviours that will reduce error
- improved understanding of processes, and how these relate to error
- improved understanding of effective communication
- improved ability to pre-empt error on projects
- identify personal actions to reduce error within an organisation.
- agree a group action plan to counter optimism bias and prevent error within an organisation

Renewal

The certificate is valid for three years.

“At Story Contracting we recognise the importance of instilling a quality framework throughout our business, and we can drive efficiencies and enhance the end product for our clients by adopting GIRI principles. As a leadership team we must drive the changes and foster an environment where quality underpins all the work we deliver. The training the team at GIRI provided was exceptional and offered significant insights into areas of improvement and best practice from other industries. I would highly recommend this course to all construction organisations.”

Graeme McInnes, Engineering Director, Story Contracting

GIRI PL-01

STRATEGIES TO ELIMINATE ERROR FOR LEADERS OF CONSTRUCTION PROJECTS – PART ONE

Who is it for?

Project leadership teams.

Course objectives

A full-day interactive course for leaders of construction projects to understand the consequences and common root causes of error; identify personal actions to eliminate error within their projects and teams; and define group actions to improve processes and communication to systematically eliminate error throughout the planning and delivery of construction projects.

This training empowers leadership teams to set the conditions for error avoidance on their projects and enable the embedment of all other GIRI training throughout the wider organisation.

The training should be followed by 'GIRI PL-02 Strategies to eliminate error for leaders of construction

projects - Part two' at four to six month intervals and major project milestones to review progress and update action plans, based on the results of previous sessions.

Learning outcomes

- improved understanding of error in relation to organisational leadership
- an improved awareness of leadership behaviours that will reduce error
- improved understanding of processes and how these relate to error
- improved understanding of effective communication
- improved ability to pre-empt error on projects
- identify personal actions to reduce error
- agree a group action plan to counter optimism bias and prevent error

Renewal

The certificate is valid for three years.

GIRI PL-02

STRATEGIES TO ELIMINATE ERROR FOR LEADERS OF CONSTRUCTION PROJECTS – PART TWO

Who is it for?

Project leadership teams.

Course objectives

A full-day interactive training course for leaders of construction projects to: understand the consequences and common root causes of error; identify personal actions to eliminate error within their projects and teams; and define group actions to improve processes and communication, to systematically eliminate error throughout the planning and delivery of construction projects.

This training empowers leadership teams to set the conditions for error avoidance on their projects and enable the embedment of all other GIRI training throughout the wider organisation.

This training should be repeated at four to six month intervals, and at major project milestones, to review progress and update action plans, based on the results from previous training workshops.

Learning outcomes

- improved understanding of error, in relation to organisational leadership
- an improved awareness of leadership behaviours that will reduce error
- improved understanding of processes, and how these relate to error
- improved understanding of effective communication
- improved ability to pre-empt error on projects
- identify personal actions to reduce error
- agree a group action plan to counter optimism bias and prevent error

Pre-requisites

Whilst there are no pre-requisites, this course is designed as a follow up to 'GIRI PL-01 Strategies to eliminate error for leaders of construction projects – Part one' and will reflect on the content of the previous session for the project.

Renewal

The certificate is valid for three years.

TRAINING ACROSS INTERFACES



GIRI IN-01

AVOIDING CONSTRUCTION ERRORS AT INTERFACES PART ONE: COLLABORATION

Who is it for?

Multi-disciplinary project teams.

Course objectives

A half-day session that provides participants with an appreciation for the scale of error in the construction industry and an understanding that interfaces are a common root cause of error. The course develops participants' ability to identify various forms of interfaces on their projects and provides practical skills and techniques to improve the management of interfaces to avoid error.

Learning outcomes

- improved understanding of error
- improved understanding of interfaces
- improved awareness of good practice in managing interfaces
- improved communication skills in relation to construction projects
- a personal action plan identifying actions to reduce the likelihood of errors at interfaces.

Renewal

The certificate is valid for three years.

GIRI IN-02

AVOIDING CONSTRUCTION ERRORS AT INTERFACES PART TWO: DESIGNING FOR CONSTRUCTION

Who is it for?

Personnel with particular responsibility for managing design.

Course objectives

A half-day session focusing on methods to avoid errors at design interfaces. This course provides an appreciation for the scale of error in the construction industry and an understanding that design interfaces are a common root cause of those errors.

The course develops participants' ability to identify design interfaces, provides an understanding of good practice in relation to managing design interfaces, and then enables participants to develop an action plan defining key measures to improve their management of design interfaces in order to avoid error.

Learning outcomes

- improved understanding of error
- improved understanding of design interfaces
- improved awareness of good practice in managing design interfaces
- identify key measures to improve management of design interfaces
- an action plan defining key measures to avoid errors at design interfaces

Pre-requisites

Participants should have attended 'GIRI IN-01 Avoiding construction errors at interfaces - Part one: Collaboration' within the last 12 months.

Renewal

The certificate is valid for three years.



SUPERVISORY & MANAGEMENT SKILLS

GIRI SM-01

REDUCING ERRORS ON CONSTRUCTION SITES PART ONE: SUPERVISION SKILLS

Who is it for?

Supervisors, managers, and designers with a responsibility to consider construction.

Course objectives

This half-day session is the first part of a two-part course. This first session enables course participants to understand the origins and impact of errors in construction; understand the root causes of error; recognise behaviours which can lead to error; select and apply appropriate methods of supervision; select and employ effective methods of communication to

confirm understanding; apply the 'build it in your brain' model and the 'press pause to avoid error' model, and be able to explain how these techniques can help eliminate error in their daily work.

Learning outcomes

- improved understanding of error
- improved supervisory skills
- improved communication skills

Renewal

The certificate is valid for three years.

GIRI SM-02

REDUCING ERRORS ON CONSTRUCTION SITES PART TWO: PLANNING SKILLS

Who is it for?

As above.

Course objectives

This half-day session is the second of a two-part course. It enables participants to: relate the root causes of error to their daily work; understand the importance of effective planning to avoid error during construction; apply various techniques to effectively capture project information; develop and validate practical plans; demonstrate effective communication of design information and construction plans; develop an individual action plan to improve planning and avoid error.

Learning outcomes

- improved understanding of error
- improved planning skills
- individual action plans identifying key measures to improve planning and avoid error.

Pre-requisites

Attendees should have completed the 'GIRI SM-01: Reducing errors on construction sites - Part one: Supervision skills' course within the last 12 months.

Renewal

The certificate is valid for three years.

Both IN-01 & IN-02 and SM-01 & SM-02 can be delivered together as one-day combined courses as required.

ABOUT GIRI



Icon train-the-trainer session

ABOUT GIRI

The Get It Right Initiative is a group of industry experts, organisations and businesses dedicated to eliminating avoidable error and improving the UK construction industry. Our research has shown that the construction industry could save between £10–25 billion per annum simply by eliminating error. But to improve quality, productivity, safety and sustainability we need to engage leadership and change attitudes. We want to create a working culture that gets it right from the start, and engages all stakeholders in eliminating error from inception to completion.

www.getitright.uk.com

ABOUT GIRI TRAINING & CONSULTANCY

GIRI Training & Consultancy Ltd was established in 2019 as the training arm of GIRI. GTC is approved to deliver the full suite of GIRI training courses and also offers a range of associated consultancy services to empower and support companies, project teams, and individuals to get it right first time. GTC is led by directors Nick Francis, Rachel Hogarth and Dawn Wilkinson, who have a huge wealth of experience both in the construction sector and in servicing its specialist training needs.

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Working together to eliminate error in construction

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