



## KEVIN LANE TURNER & TURNER LEADERSHIP STRATEGIES

*Sustainable change through Training-Over-Time.*



LEADERSHIP DEVELOPMENT | C-SUITE ADVISORY | TEAM PERFORMANCE TRAINING | TURNAROUNDS

### Winter 2018 Newsletter

#### In This Issue

- ❖ Kevin's *Construction Executive* Article: "Build Stronger Bonds With Time-Effective Delegation"
- ❖ *Voyage Dallas Magazine's* Interview with Quip Turner
- ❖ Quote of the Day

#### What Others Say

##### Customer Feedback

*Our firm builds enduring customer relationships through the results we produce. Find out "how" from unsolicited feedback we've received.*

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[Click here](#) and help us learn how we can serve you and your organization.

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*"You will never fully understand the significance of your contributions. We wouldn't be where we are today without the influence of you and your methods."*

- Josh Roan – Chairman, HomePro Home Technologies



*(Excerpt from Kevin Turner's article in Construction Executive Magazine.)*

### Build Stronger Bonds With Time-effective Delegation

By Kevin Lane Turner | Friday, January 12, 2018

To effectively delegate when urgent issues arise, contractors and subcontractors need to know their teams' capabilities well ahead of the crisis, rather than when the need arises. This requires an ongoing, disciplined approach to knowing and shaping the team according to each individual's ability, performance and potential.

Today's contractors face two constant pressures: time and productivity. The very nature of the construction industry is bound by these two pressures. There's a daily challenge to do more with available resources (productivity) and to do so within project deadlines (time).

Are there other industries that face these same pressures, yet achieve much better results? As a matter of fact, there are. Studies show that the manufacturing industry has nearly doubled its productivity since the mid-90s (while the construction industry saw no improvement).

In large part, manufacturing's improvement is due to its dedication to improving resource efficiency over time—to truly understanding each component of production (raw materials, machines, outputs and, most importantly, people), and then leveraging each component to optimal capacity as a cohesive unit. Compare this to the common productivity mindset of construction, where production components are viewed, and adjusted, mostly through a "per-project" lens (small picture versus big picture).

So how can the construction industry adopt a productivity philosophy that yields the same success as the manufacturing philosophy? Specifically, how can it commit to truly incremental improvement over time?

One highly effective strategy is time-effective delegation. Simply put, this means becoming a "student" of human behavior and, more precisely, a team's behavior. This

## Quote of the Day

*"There are risks and costs to a program of action. But they are far less than the long-range risks and costs of comfortable inaction."*

- John F. Kennedy

requires a dedication, over time, to knowing and understanding how each team member ticks—the same way a tire plant studies the capacity of each machine over time and then (and only then) designs optimal workflow to match production targets.

Once the contractor knows how each of its people ticks, it can better leverage the skill sets (capacity) of its staff, thereby increasing productivity by reducing waste in time and materials (and providing more fulfilling career paths along the way).

So rather than waiting until the moment of pressure or need arises, time-effective delegation requires contractors to know their teams' capabilities well ahead of the pressure point of need.

This is done in two simple steps.

First, develop an ongoing, disciplined approach to knowing and shaping project teams according to their performance and their potential...

[Click here](#) to the rest of Kevin's article with *Construction Executive Magazine*.

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## Voyage Dallas Magazine

(Excerpt from Voyage Dallas Magazine's interview with Quip Turner.)

### **Interview: Meet Quip Turner of Kevin Lane Turner & Turner Leadership Strategies in Addison**

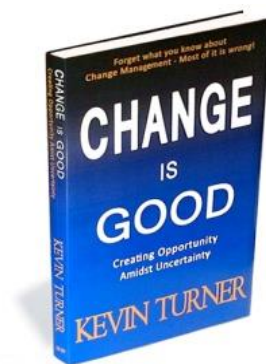
**Quip, let's start with your story. We'd love to hear how you got started and how the journey has been so far.**

Kevin (my father) started Turner Leadership Strategies (TLS) 20 years ago. We're a leadership and executive development business; we help leaders and organizations implement long-term, sustainable behavioral and habit change through a proprietary process we refer to as "Training-Over-Time"...

[Click here](#) to the rest of *Voyage Dallas Magazine's* interview with Quip.

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## Change is Good



*"Practical...easy to understand, not theoretical. [The] stepped approach...[is] a good process to stay focused and avoid distractions (or temptations) that divert one from the task at hand"*

- Mike Kotubey, President of TDIndustries, Inc.

Kevin Lane Turner's book ***Change is Good: Creating Opportunity Amidst Uncertainty***.

Learn about implementing sustainable change.

**Order** your copy today.