

ESM CASE STUDY: CONSTRUCTION

Award winning concrete and forming construction company puts employee health and safety first



CLIENT PROFILE

- They are a concrete and forming company with an emphasis on a family environment that encourages the growth and success of its members
- Focus on industrial, commercial, institutional, and high-rise residential sectors
- 500+ employees



THE SITUATION

This medium-sized construction company is experiencing rapid growth and expansion, resulting in higher work demands for project managers and coordinators, putting them at risk of burnout that could delay project timelines.

THE SOLUTION

We are working alongside the Director of Operations to identify sources of workplace stress and burnout, and develop an internal mentorship program to transfer knowledge, share best practices, and strengthen recruitment and retention rates of highly skilled workers.

THE ACHIEVEMENTS

Stress Pulses

We are conducting Stress Pulses to evaluate levels of stress, risk of burnout, and conducting time studies to identify stress levels associated with daily work tasks.

Stress Clinics

We are providing group webinars on the latest evidence-based stress and burnout prevention strategies across the project management department. We are also working with project managers, coordinators, and estimators in 1 on 1 webinars to provide personalized strategies based on individual challenges and goals.

Mentorship Program

In collaboration with leadership and managers, we are developing an internal mentorship program aimed at supporting employee career progression plan by defining SMART goals, performance metrics, and career milestones within the organization. In alignment with HR and management's objectives, we are also implementing a subsequent Competency Based Training program to ensure role-specific growth and career progression goals are achieved for both employees and the organization.