

# Suffolk Construction: Management Excellence Academy

*Unleash Your Leadership Potential*

## SCENARIO

Suffolk is a national construction contracting company and the largest in New England with over \$6.0 billion in revenue and 3,500 employees across 15+ regional offices throughout the country. People managers at Suffolk needed a unified approach to performance management and leadership development to navigate rapid growth. Suffolk required a program designed to equip managers with fundamental leadership skills, including performance management, coaching, delivering feedback, leading difficult conversations, and emotional intelligence. The program needed to be immediately applicable with opportunities for post-training reinforcement.

## SOLUTION

Entelechy customized its award-winning *Unleash Your Leadership Potential* program, which became *Management Excellence Academy*. Highlights include:

- **300+ leaders developed** to-date.
- **Direct connections** to the organization's **performance management** and goal-setting philosophy.
- Powerful blend of **practical concepts and models with hands-on application**, including skills practice, and action planning.
- A focus on **emotional intelligence**, including the book *Emotional Intelligence 2.0* and a **self-assessment**.
- **Collaborative learning environment** with small group breakout activities and networking opportunities.
- **Senior manager sessions** to increase adoption.

“Programs like *Management Excellence Academy* are critical to equip our managers with the tools and resources they need to have the performance conversations that ultimately help each person grow personally and professionally. These programs are also an incredible way to embed our values and expectations to ensure our people managers understand and live our values as culture carriers.

— Suzanne Roeder, Chief Growth Officer, Suffolk Construction



## RESULTS

10/10 Likely to Recommend Score

18% of participants were promoted after completing the program

#10 Fortune Best Workplaces in Construction™ (2023)

#24 on the Engineering News Record list of Top 400 Contractors (2023)

### Industry awards



Best Leadership Development Program (Brandon Hall)



Best Development Program for Frontline Leaders (Brandon Hall)