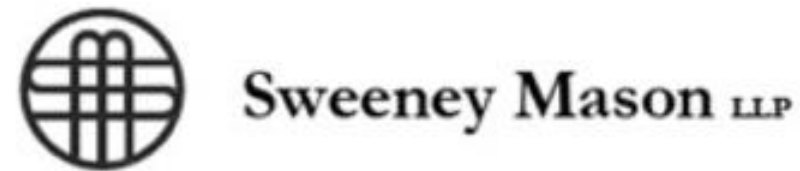


Platinum Sponsors



Gold Sponsors



Silver Sponsors



Bronze Sponsor



THANK YOU
TO OUR
SPONSORS





SAVE THE DATE

Wine Tasting Event - October 2nd

DATE: Wednesday, October 2, 2024

TIME: 4:00pm - 7:00pm

LOCATION: Hotel Valencia 3rd Floor Courtyard,
355 Santana Row, San Jose

TICKETS:

CFMA Member - \$115

Non-Member - \$135

At The Door - \$150

Wine highlights include:

Duckhorn Sauvignon Blanc vs Cakebread Chardonnay

Flowers Pinot Noir (Sonoma Coast) vs Goldeneye Pinot Noir
(Anderson Valley)

Robert Biale Black Chicken Zinfandel (Napa Valley) vs Turley Dragon
Vineyard Zinfandel (Howell Mountain)

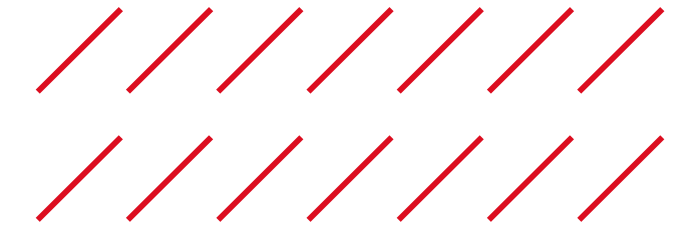
Caymus 50th Anniversary Cabernet Sauvignon (Fairfield) vs Silver
Oak Cabernet Sauvignon (Alexander Valley)

*** Includes tasting and hors d'oeuvres**

STAND UP for Suicide Prevention

- **Construction has the highest suicide rate of all occupations**
- **Get informed: www.cfma.org**
- **National Suicide Prevention Hotline: [800-273-TALK \(8255\)](tel:8002738255)**
- **Crisis Text Line: Text [HELLO to 741741](tel:741741)**
- **Help someone in trouble**





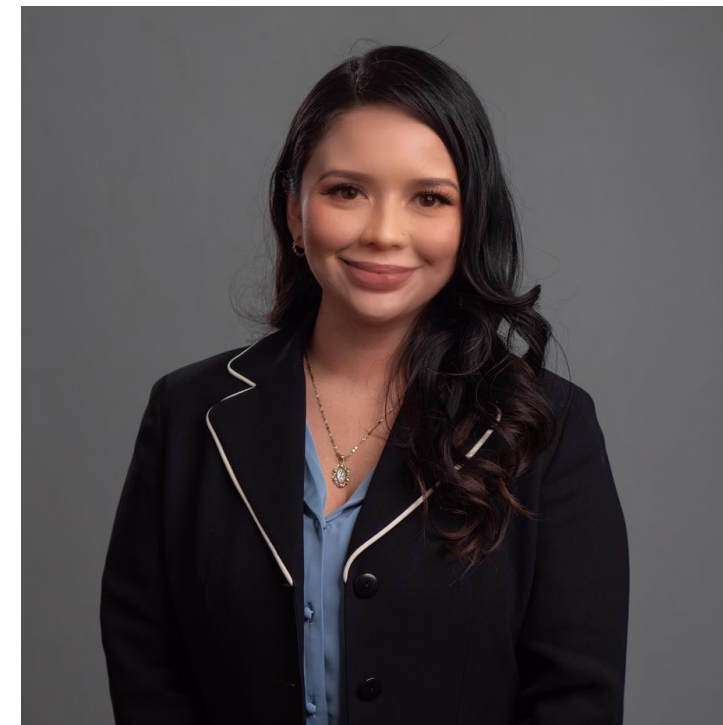
Meet Our **Team**



Brenda Vega
Training Coordinator



Julia Salgueiro
*Director of Operations
Technology*



Roxana Perez
*Operations
Technology Engineer*



Dave Heslop
*VP Sales/
Pre-Construction*

An aerial, grayscale photograph of a dense city skyline, likely New York City, featuring numerous skyscrapers and buildings. A large, white, rounded rectangular box is centered over the image, serving as a background for the text.

Your Winning Team **Training at All Levels**



Preston Companies



Introduction



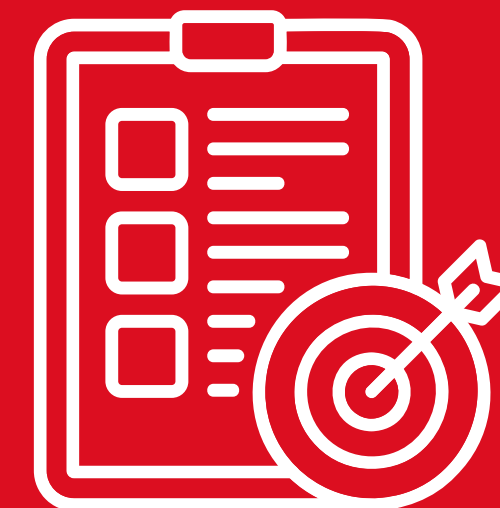
Overview

Investing in training



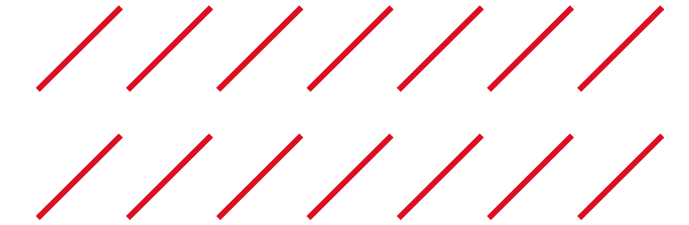
Why?

Improve employee
performance,
engagement & retention



Goal

Build a strong,
adaptable, and future-
ready team



New Hire **Onboarding**



Introduction to company culture

Role-specific training

Compliance and legal training

Introduction to tools and resources



Preston Companies



Safety, Skills, & Certifications

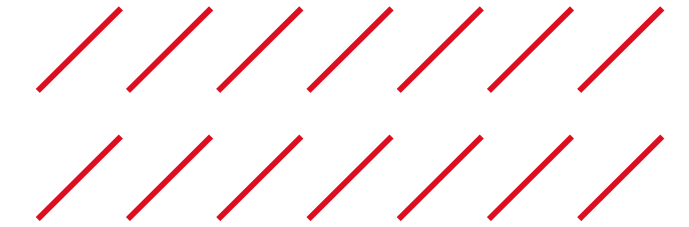
Safety training for all



**State & Federal
compliant training**



**Regular refreshers &
certification renewals**



Standards, Processes & Procedures

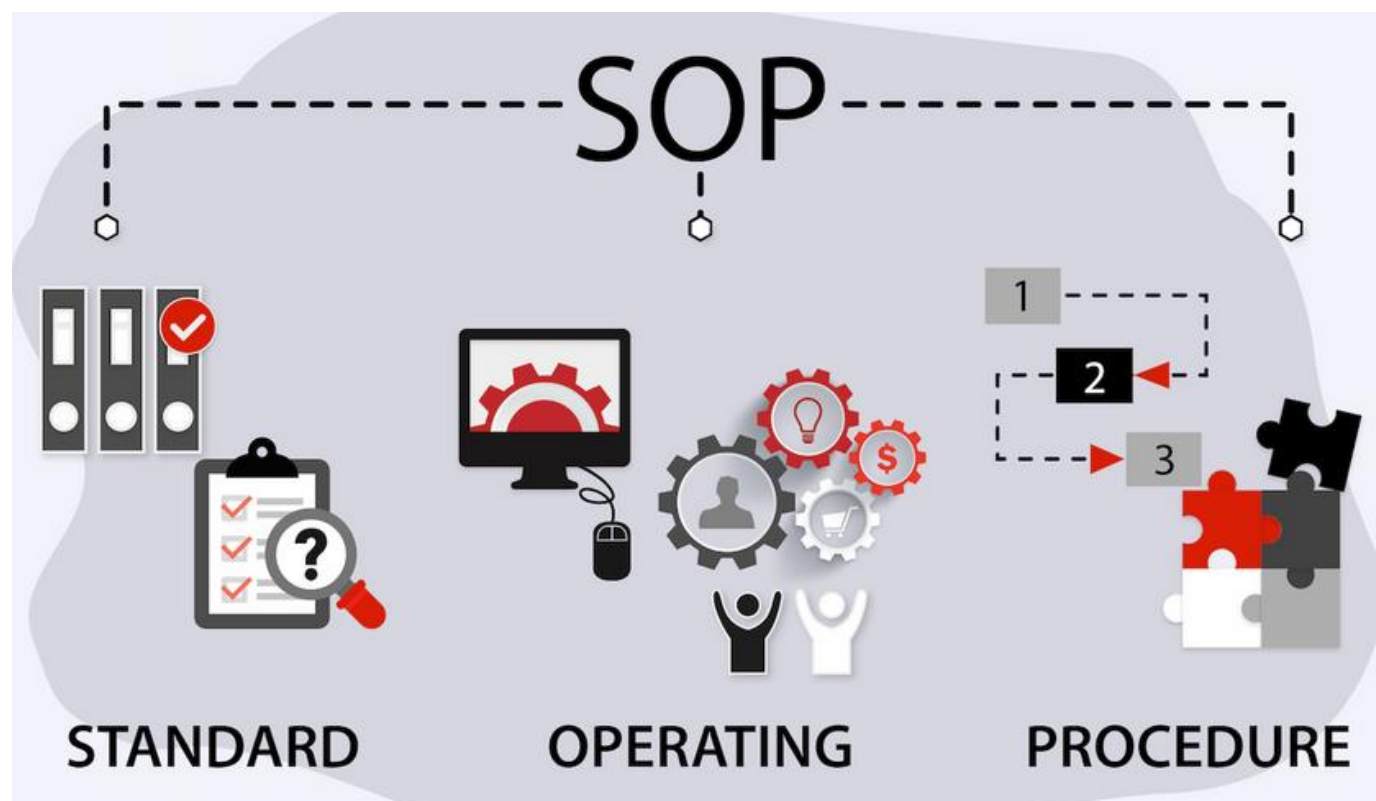


Minimum Acceptable Processes & Standards (MAPS) set the baseline for employee performance metrics

Standard Operating Procedures (SOP) serve as the backbone of our operations

Career PIPELINE– Provide clear guidance to inspire, motivate, and grow future leaders

The Quality Resource Guide (QRG) is our go-to reference for communicating standards, templates & other critical information



Leveraging



Technology



Analytics

- Monitor employee progress
- Adapt content based on performance
- Provided targeted support

E-Learning

Leveraging system to complete and track training

- Learning Management System (LMS)
- Click Safety
- Project Management System

Operations

Technology increases efficiency, reduces human errors, and increases trained employees.





Personal Development

To support continuous growth and career development, we've launched several initiatives.

1. Continuing education program
2. Leadership training program
3. Employee Resource Group (ERG)
4. External trainings



Mentorship & Sponsorship



Mentorship



Focuses on personal and professional development through guidance and advice.

Sponsorship



Involves a senior leader using their influence to promote the career of the individual, often leading to career-advancing opportunities.



Building Future Leaders

Preparing the next generation of
leaders.

- Employee Reviews & Feedback
- Succession Planning
- Internships "The Farm League"





Key Takeaways

- **New Hire Onboarding**– lays the foundation
- **Safety, Skills, & Certifications**– prioritizes safety and compliance
- **Standards, Processes, & Procedures**– establishes expectations
- **Leveraging Technology**– maximizes efficiency
- **Personal Development**– empowers employees
- **Mentorship & Sponsorship**– foster a culture of learning and advocacy
- **Building Future Leaders**– creates a strong pipeline of future leaders

**Any
Questions?**



Call to Action:

We encourage you to take some of what you have learned and use it as a guide to implement or enhance the training strategies in your company to build a winning team!