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Description générée automatiquement**

Contract No. 2020-1-FR01-KA202-080105 (2020-2023)

**IO1-A3b & A4**

Didactic tools for the professionalization of site managers and team leaders for building renovation sites, designed in relation to work situations.

**Methodology used to carry out observations of work situations on the renovation site:**

**Tests of grids 1 and 2 in Italy**

1. **PREPARATION OF THE VISIT**

On 01 July 2022 in the morning, Filomena Giaquinto technical manager of the construction company GG Costruzione was contacted via Zoom to ask for his collaboration in this experiment. During the meeting, we explained the purpose of the project, emphasising that the visit we were going to make to the building site was not to evaluate personnel but only to observe the environment and workings, and that privacy would be maintained. We will also not interfere with the work in any way. She liked our presentation and made an appointment for us to visit the site on 07 July at 9.30 am after hearing the site manager/team leader and getting a positive response from the construction manager. She also accepted our request to let 2 people in: Eng. Diego D4e Gisi (Formedil) and Eng. Luciano De Palma (trainer of the Construction School of Avellino).

1. **DEVELOPMENT OF THE VISIT**

**Observation of the site manager**

At 9.30 a.m. we arrive at the site where the site manager/team leader is waiting for us. We introduce ourselves and very quickly explain to him the purpose of our visit. We immediately explain to him that we are not there to judge his work or by order of GG Construction, but for a broader discourse concerning the improvement of the skills of the foremen and site leaders, and that our project starts from the observation of the environment, so we are there to test some grids we have created. We explain to him that it is us under scrutiny and not him or his co-workers. This puts him at ease and before we start talking, he takes us on a tour of the construction site and even allows us to take photos (not of everything of course).

During the site tour we talked about the work they have already done and are doing now and the difficulties they have encountered. We were told how the improvement process took place and how the difficulties that arose were handled. He took us up to the roof to show us how the work was being carried out and proudly showed us the solutions he had proposed to improve the waterproofing of the fastening screws before putting the cap on.

After about an hour because of the heat, we asked him to go to a bar near the construction site to quench our thirst. He asked all the workers to take a break and come back. At the bar he told us about the suggestion to take a 20-minute break every 1.5 hours of work because of the heat. We returned to the site after 20 minutes and everyone went back to work.

During the chat at the bar, we reached a good rapport of trust during which he told us about various critical issues on the construction site.

On the way back he gave us a tour of the area where the gymnasium was to be built and told us about the difficulties in accessing this second construction site.

Immediately afterwards, he showed us all the construction site documentation he had available.

In total, the observation lasted about three hours, in fact we left at 12.45pm.

**AFTER THE VISIT**

During the visit we took notes which we also showed to the site manager/team leader, but the grids were filled in at the office on the afternoon of the visit. I let the trainer fill in the grids to see if any difficulties might arise. With the support of the notes and my own he had no major difficulties.

1. **STRENGTHS AND WEAKNESSES OBSERVED DURING THE EXPERIMENTATION WITH THE TOOL**

* **Strengths**
* The grids give an overview of the tasks carried out by the team leader/site manager and give an overview of the site with its characteristics and criticalities
* The grids provide an understanding of the site documents that the team leader/site manager uses to follow procedures
* **Weaknesses**
* The grids, even if well structured, require a trainer who is experienced.
* One difficulty is given by the 5Ms: often the contents of the rows have nothing to do with the questions proposed in the columns. This leads the compiler to fill in cells that should or could remain empty with the risk of doing a sub-optimal job or having incorrect information
* Before entering the site and talking to the team leader/site manager, one should meet him/her in a different context in order to establish a friendly relationship and thus improve the site visit.

1. **RECOMMENDATIONS**

* Meet the team leader/site manager before entering the site
* Try to streamline the grid. We could amalgamate the 5 m into one grid and leave the compiler free to write.
* Provide a good training programme for trainers to give them all the tools to make a good observation.

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Description générée automatiquementUne image contenant ciel, extérieur, terrain, saleté

Description générée automatiquement

Une image contenant terrain, extérieur, ciel, montagne

Description générée automatiquementUne image contenant terrain, extérieur, ciel, montagne

Description générée automatiquement

Une image contenant ciel, extérieur, terrain, construction

Description générée automatiquement Une image contenant texte, journal, reçu

Description générée automatiquement Une image contenant ciel, extérieur, route, autoroute

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