



FLYNN UNIVERSITY FOR FRONTLINE COACHES

CALLING ALL
COACHES

Here at Flynn our preference has always been to promote from within. As our skilled people move up, we will need to grow new talent to replace them. This means that the development of our coachee's is critical to our future. Flynn Coaches will help our coachees get up to speed in their new position. Plus with the mentorship of a Flynn Coach our coachees will better experience how rewarding a career in the trades can be.

WHAT IS FUFUC?

FUFUC will support and train members of our Roofing Production, Metals and Service team who want to be Flynn Coaches. The program aims to give all eligible Coachee's a Coach who will share their knowledge/ experience and guide them through their first few months. If you are a Journeyman, Foreman or Lead Hand, and your crew is expecting new recruits, we want you to sign up for FUFUC. By becoming a Coach you will be showing a new generation how rewarding a career in roofing can be, while building your own legacy at Flynn.

HOW LONG IS FUFUC?

The program is a half a day, done virtually from your branch.

WHO GETS SELECTED TO FUFUC?

Attendance to FUFUC is voluntary. We are looking for experienced crew members in roofing production, metals and service, who will be working with new recruits. If this description fits you, and you believe in the positive impact of coaching, we want you to sign up for FUFUC! Be sure to discuss your interest with your Foreman or Superintendent.

HOW WILL I LEARN AT FUFUC?

FUFUC covers topics that will provide our coaches with the tools they need to better help their coachees. Some of the topics included will be:

- Why do we need a Coaching Program?
- Understanding adult learning as a Coach
- The role of Coaches and Coachees
- What makes a successful Coach
- Coaching impact on workplace culture
- What you need to do as a Coach from day to day
- Flynn Coaching process and the Flynn Coaching App
- Coaching impact on working culture

WHEN WILL FUFUC TAKE PLACE?

The program is currently under way, with multiple sessions running throughout the year. You will be notified of the specific dates and times of the session you have been chosen for.

HOW TO APPLY

Participation in this coaching program is voluntary. If you would like to be considered for selection, all we need is for you to fill out a registration form at www.FlynnUniversity.com. If you have any questions or concerns regarding your application please email Flynn.Learning@flynncompanies.com. We look forward to seeing you at Flynn University for Frontline Coaches!

THE COACHING AGREEMENT

ALL COACHES WILL BE ASKED TO SIGN THE AGREEMENT BELOW TO SHOW THEIR COMMITMENT TO BECOMING A COACH.

AS A COACH, I COMMIT THAT:

- I am very interested in further developing my skills as a coach and learning about the Flynn process which uses an app.
- I have a strong interest in and commitment to developing others by sharing my knowledge, skills, and experience.
- I believe that anyone can be successful if they are given the right support and opportunity
- I take pride in seeing people I coach succeed.
- I am willing to invest a few minutes a day in order to be an effective coach.
- I am positive and optimistic that I can make a difference as a coach.

“TO CREATE AN ENVIRONMENT WHERE LEARNING NEW THINGS IS FUN AND REWARDING.”

“TO BE ABLE TO PROVIDE THE COACHEE WITH THE THINGS THEY NEED TO BE SUCCESSFUL, WHEN THEY NEED THEM.”

APPLY AT FLYNNUNIVERSITY.COM