

LEARNING & DEVELOPMENT GUIDE



LEARNING & DEVELOPMENT TEAM



Craig Wastell - Director of Learning & Development

Craig leads our Nucor Buildings Group growth and development team. His efforts are focused on elevating the level of the NBG commercial team's effectiveness to world class. Product and process knowledge, skill development and tools are highlights of the areas targeted.



Jim Augustin - DDSM Program

As our DDSM Program Coordinator, Jim is responsible for Developmental District Sales Manager training. The purpose of this program is to develop individuals for the future role of District Sales Manager, having a "success-ready" team within our ranks, equipped to staff and support the most effective sales force in our industry.



David Kegel - Learning & Development

David is responsible for growing, developing and strengthening our division teams and teammates by developing and delivering resources to build effectiveness. He is focused respective division needs and being responsive to provide the right teammate development solution to add the most value in the most cost effective way.



Jerry Gaston - Products & Tools Training

As our Training & Education Coordinator, Jerry provides product, process, and tools training to the Nucor Buildings Group brands. His focus is on respective division needs and providing necessary support and training on the features and benefits of our products and systems.

SCHEDULE A TRAINING SESSION AT YOUR FACILITY

If you wish to host a training session, please click the link below, fill out the form, and a representative will contact you.

[**TRAINING REQUEST**](#)

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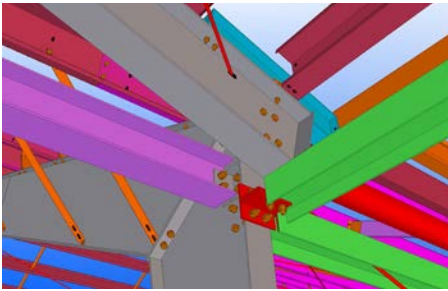
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BIM - BUILDING INFORMATION MODELING



Presentation on how BIM 3D technology is transforming the metal building industry

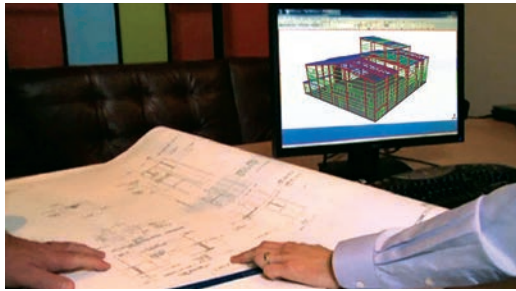
LEARNING OBJECTIVES

1. Understand how Building Information Modeling (BIM) is transforming and streamlining the construction process
2. Understand how an Integrated Project Delivery System (IPD) significantly improves communication to streamline a project, reducing change orders, waste and detecting system clashes
3. Understand how field use of BIM and 3D Modeling can prevent unsafe erection conditions in the field
4. Understand the different Levels of Development (LOD) and how they are used to articulate with a high level of clarity the content and reliability of Building Information Models (BIM) at various stages in the design and construction process
5. Learn how BIM Modeling can significantly improve accuracy and cut costs of surveying for a building's location including foundations and footings
6. Understand how to achieve and leverage BIM to its full potential through already available software and workflows.

TRAINING DURATION: 2 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

BIM - ADVANCED



In-depth study of BIM technology
and AIA/CES presentation
requirements

LEARNING OBJECTIVES

1. Understand how Building Information Modeling (BIM) is transforming and streamlining the construction process
2. Understand how an Integrated Project Delivery System (IPD) significantly improves communication to streamline a project, reducing change orders, waste and detecting system clashes
3. Understand how field use of BIM and 3D Modeling can prevent unsafe erection conditions in the field
4. Understand the different Levels of Development (LOD) and how they are used to articulate with a high level of clarity the content and reliability of Building Information Models (BIM) at various stages in the design and construction process
5. Learn how BIM Modeling can significantly improve accuracy and cut costs of surveying for a building's location including foundations and footings
6. Understand how to achieve and leverage BIM to its full potential through already available software and workflows
7. Understand information required for AIA/CES program
8. Understand Presentation Skills required for AIA/CES program

TRAINING DURATION: 3 hours

INCLUDED WITH THIS TRAINING: Continuing Education for AIA/CES

AIA/CES CERTIFICATION: ☒ Yes ☐ No

CONTINUING EDUCATION CERTIFICATION



Training information to obtain certification to give AIA/CES presentations

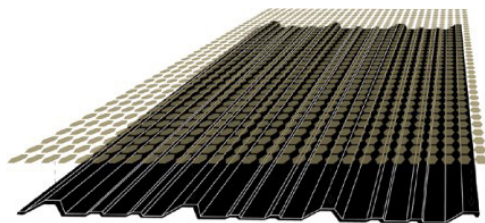
LEARNING OBJECTIVES

1. Understand the requirements for the AIA/CES program
2. Understand the Process for Scheduling an AIA/CES presentation
3. Review all Documents that must be submitted for AIA/CES Credits for Attendees
4. Understand the Importance of Attendance Records and Implications if not Submitted Properly
5. Review Goals and Expectations of an Effective Presentation
6. Review and Sign AIA/CES Speaker Agreement

TRAINING DURATION: 1 hour

REQUIRED IN ORDER TO GIVE AIA/CES PRESENTATION: ☒ Yes ☐ No

COATINGS



Learn the features & benefits of steel finishes and coatings

LEARNING OBJECTIVES

1. Understand differences in grades of steel
2. Understand different steel finishes – Galvalume, Galvanized, Galvaneel, and Zincalume
3. Understand coatings values such as Solar Reflectance, Thermal Emittance and Solar Reflective Index (SRI)
4. Learn benefits of PVDF vs SP
5. Understand finish warranties on NBG products

TRAINING DURATION: 1 hour

AIA/CES CERTIFICATION: ☐ Yes ☒ No

DAYLIGHTING



Understand the basics of prismatic daylighting and its environmental impact

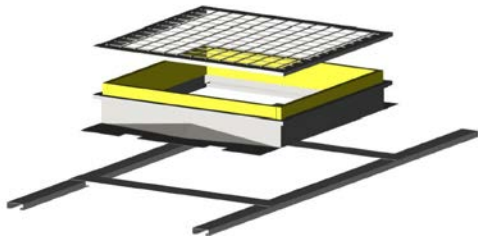
LEARNING OBJECTIVES

1. Understand the basics of prismatic daylighting
2. Understand how to significantly reduce lighting energy consumption through the use of Daylighting
3. Understand the environmental impact of daylighting at school/work
4. Understand the prismatic concept for toplighting
5. Understand the importance of LED lighting and lighting controls
6. Understand NBG prismatic skylight product line
7. Understand potential energy savings of NBG model building

TRAINING DURATION: 3-4 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

DAYLIGHTING - ADVANCED



An in-depth study of prismatic daylighting and AIA/CES presentation requirements

LEARNING OBJECTIVES

1. Understand the basics of prismatic daylighting
2. Understand how to significantly reduce lighting energy consumption through the use of daylighting
3. Understand the environmental impact of daylighting at school/work
4. Understand the prismatic concept for toplighting
5. Understand the importance of LED lighting and lighting controls
6. Understand NBG prismatic skylight product line
7. Understand potential energy savings of NBG model building
8. Understand information required for AIA/CES program
9. Understand presentation skills required for AIA/CES program

TRAINING DURATION: 4-5 hours

INCLUDED WITH THIS TRAINING: Continuing Education for AIA/CES

AIA/CES CERTIFICATION: ☒ Yes ☐ No

MEZZANINES



Gain a basic understanding of the NBG composite floor/mezzanine system

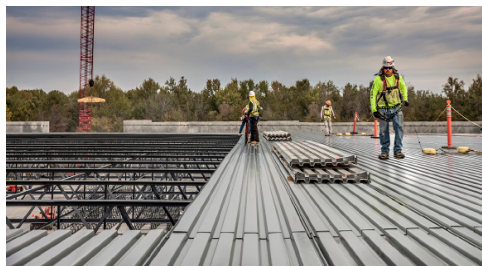
LEARNING OBJECTIVES

1. Understand basics of composite construction
2. Understand the capabilities of open-web composite floor systems
3. Understand framing techniques to optimize constructability and performance
4. Understand the typical applications for a mezzanine
5. Understand the advantages of using mezzanines

TRAINING DURATION: 2 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

MEZZANINES - ADVANCED



Gain a deeper knowledge of mezzanines
& AIA/CES presentation requirements

LEARNING OBJECTIVES

1. Understand basics of composite construction
2. Understand the capabilities of open-web composite floor systems
3. Understand framing techniques to optimize constructability and performance
4. Understand the typical applications for mezzanines
5. Understand the advantages of using mezzanines
6. Understand information required for AIA/CES program
7. Understand presentation skills required for AIA/CES program

CLASS ID: ECO201

TRAINING DURATION: 3 hours

INCLUDED WITH THIS TRAINING: CES101

AIA/CES CERTIFICATION: ☒ Yes ☐ No

INSULATED METAL PANELS



Learn the features & benefits of
insulated roof & wall panel systems

LEARNING OBJECTIVES

1. Understand the insulated metal panels manufacturing process
2. Understand NBG insulated metal panel product line
3. Understand insulated metal panels and energy code requirements
4. Understand the advantages of insulated metal panels as compared to metal panels with other insulation types
5. Understand sustainability of insulated metal panels
6. Understand insulated metal panel warranty

TRAINING DURATION: 2 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

METAL BUILDINGS - OVERVIEW



Gain a basic understanding of the metal building system and its advantages

LEARNING OBJECTIVES

1. Understand the advantages of metal building systems design and fabrication
2. Understand different primary framing systems
3. Understand different secondary framing systems
4. Understand different roof and wall bracing systems and their importance
5. Understand importance of roof and wall systems
6. Understand importance of other metal building system components and how they perform in conjunction with the structure

TRAINING DURATION: 1 hour

AIA/CES CERTIFICATION: ☐ Yes ☒ No

METAL BUILDING SYSTEMS - BASIC



An in-depth study of metal building systems, their evolution, and their advantage

LEARNING OBJECTIVES

1. Understand how today's metal building systems differ from the systems of the past with regard to design options and construction processes
2. Understand the advantages of metal building systems design and fabrication as compared to other construction types
3. Understand the benefits of the IAS AC472 program *Accreditation Criteria for Inspection Programs for Manufacturers of Metal Building Systems* offered by the International Accreditation Service (IAS)
4. Understand metal building structural components and their corresponding applications
5. Understand metal building roof and wall systems

TRAINING DURATION: 3 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

ROOFING OPTIONS



Retrofit metal roofing systems and the sustainability they offer

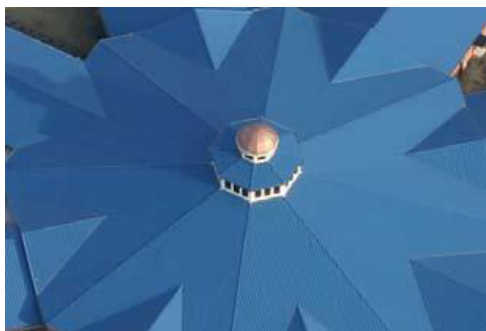
LEARNING OBJECTIVES

1. Understand the basics of metal roofing systems
2. Understand the various paint systems available
3. Understand how to reduce heat islands through the use of Cool Coatings
4. Understand Cool Coatings
5. Learn how to get LEED® credits with metal roofing systems
6. Be able to identify typical roof panels
7. Understand typical roof warranties

TRAINING DURATION: 2 hours

AIA/CES CERTIFICATION: ☐ Yes ☒ No

ROOFING OPTIONS - ADVANCED



In-depth study retrofit roof systems and
AIA/CES Presentation Requirements

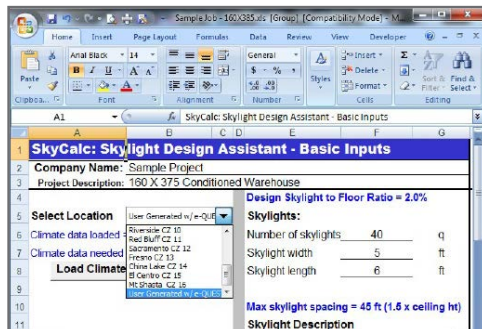
LEARNING OBJECTIVES

1. Understand the basics of metal roofing systems
2. Understand how to reduce heat islands through the use of Cool Coatings
3. Understand environmental and sustainability impact of steel recycling
4. Understand the positive impact of safety in manufacturing
5. Understand Cool Coatings for energy efficiency & sustainability
6. Know how to get LEED® credits for energy efficiency and sustainability with metal roofing
7. Understand information required for AIA/CES program
8. Understand presentation skills required for AIA/CES program

TRAINING DURATION: 3 hours

INCLUDED WITH THIS TRAINING: Continuing Education Certification

AIA/CES CERTIFICATION: ☒ Yes ☐ No



Basic understanding of the SkyCalc program

LEARNING OBJECTIVES

1. Understand how to download and install SkyCalc™ and e-QUEST® software
2. Understand different input levels within the SkyCalc tool and skylight to floor ratio
3. Understand Navigation of the basic input tabs
4. Understand how to generate a “weather file” for a specific location
5. Understand SkyCalc request form

TRAINING DURATION: 1 hour

AIA/CES CERTIFICATION: ☐ Yes ☒ No

SKYCALC™ - ADVANCED

The image shows a 'SkyCalc Request' form with the NUCOR logo. The form includes fields for Date, Name, Address, City, State, Zip, Job Name, Location, Building Type, Days of Operation, and Hours of Operation. A checkbox is present for 'Check here if this is a request for a new or existing project for this customer.' Below the form is a large text box.

Gain in-depth knowledge of advanced input levels within the SkyCalc program

LEARNING OBJECTIVES

1. Review Daylighting concepts and terminology
2. Review NBG prismatic skylight product line
3. Understand how to download and install SkyCalc™ and e-QUEST® software
4. Understand the basic input and how to generate a “weather file” for a specific location
5. Understand how to modify default information to provide an accurate SkyCalc model based upon project specific information
6. Learn how to set up operating schedules based upon project specific requirements
7. Attendees will model a sample project and discuss results with the group

TRAINING DURATION: 4 - 5 hours

Attendees must have a computer for this training session, as software will be installed and a sample building will be modeled.

AIA/CES CERTIFICATION: ☐ Yes ☒ No

WARRANTIES



Understand the warranties available, as well as the claim process

LEARNING OBJECTIVES

1. Understand items included in material & workmanship warranties
2. Understand paint finish warranties
3. Understand items included in weathertight warranties, as well as length of warranties
4. Understand different warranty levels (ie: Premium vs. Standard)
5. Understand required documentation and Inspections to meet warranty requirements
6. Understand warranty claim process

TRAINING DURATION: 1 hour

AIA/CES CERTIFICATION: ☐ Yes ☒ No



Learn all you need to operate this time and money saving app

ShakeoutPro is a unique mobile app specifically developed to help builders and erectors save time receiving, unloading and staging steel at the job site. This easy-to-use, powerfully robust application only takes a matter of minutes to become proficient at using. All you need is a smart device - no additional equipment required.

LEARNING OBJECTIVES

1. Understand the background and benefits of ShakeoutPro
2. Understand the basic functions and features of ShakeoutPro
3. Understand the order process and cost of ShakeoutPro
4. Understand how to download the ShakeoutPro app – Builder vs non-builder

TRAINING DURATION: 1 hour

Attendees must bring a smart device (phone or tablet) for use during this training session. App will be installed on your device.

AIA/CES CERTIFICATION: ☐ Yes ☒ No

TOOLBOX APP



Help Builders save time with quick access to brand resources

Toolbox is a unique mobile app specifically developed to help Builders save time and give them access at any time to resources provided by NBG divisions. Brochures, Steel Store, eQuote, etc. are all in the palm of your hand. All you need is a smart device.

LEARNING OBJECTIVES

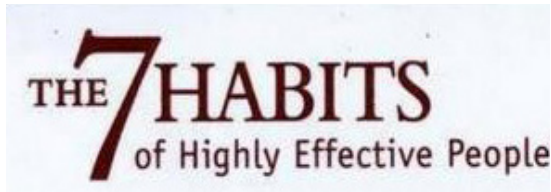
1. Understand the background and benefits of Toolbox App
2. Understand the basic functions and features of Toolbox App
3. Understand the different information housed on Toolbox App
4. Understand how to Download the Toolbox App

TRAINING DURATION: 1 hour

Attendees must bring a smart device (phone or tablet) for use during this training session. App will be installed on your device.

AIA/CES CERTIFICATION: ☐ Yes ☒ No

THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE



Your habits determine your destiny. Does your team have the right habits?

Habits are powerful forces in our lives. They determine our level of effectiveness or ineffectiveness. The purpose of The 7 Habits of Highly Effective People is to help you lead your life in a truly effective way. They represent a proven process of personal and interpersonal growth that can have an immediate and lasting impact. As relevant today as when Stephen R. Covey first wrote them, The 7 Habits of Highly Effective People is based on principles of effectiveness that endure.

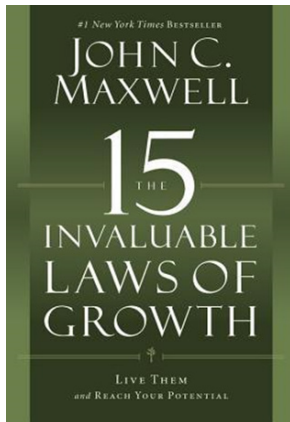
WORKSHOP OBJECTIVES

Utilizing a highly engaging and interactive process, participants will learn the following habits:

- Habit 1: Be Proactive - Achieve extraordinary results by consistently executing their R & I (resourcefulness and initiative) to break through barriers.
- Habit 2: Begin with the End in Mind - Develop an outcome-oriented mindset in every activity they engage in—projects, meetings, presentations, contributions, etc.
- Habit 3: Put First Things First - Eliminate energy and time-wasting tendencies by focusing and executing on the team's wildly important goals with a weekly planning cadence.
- Habit 4: Think Win-Win - Lead teams that are motivated to perform superbly through a shared expectation and accountability process.
- Habit 5: Seek First to Understand, Then to Be Understood - Create an atmosphere of helpful give-and-take by taking the time to fully understand issues, and give candid and accurate feedback.
- Habit 6: Synergize - Demonstrate innovative problem-solving skills by seeking out differences and new and better alternatives.
- Habit 7: Sharpen the Saw - Tap into the highest and best contribution of everyone on a team by unlocking the total strength, passion, capability, and spirit of each individual.

TRAINING DURATION: 2 days

THE 15 INVALUABLE LAWS OF GROWTH



The 15 Invaluable Laws of Growth (Leadership Development Training)

This book reminds us that Potential is one of the most powerful words in any language. A person's potential implies possibilities, it heralds hope, and it unveils greatness. In The 15 Invaluable Laws of Growth, John Maxwell shares the core of what he has learned about developing yourself so that you have the best chance of becoming the person you were created to be.

Target Audience: Any Nucor teammate interested in personal development.

About the Course: In The 15 Invaluable Laws of Growth training, participants learn how to: use personal growth as the vehicle to arrive at their full potential, understand that growth doesn't happen automatically, and personal development cannot be overlooked, postponed or taken for granted.

Length: Course consists of the following:

- Initial Lunch & Learn session to introduce the book and the key concepts (one hour)
- Eight (8) additional 60-90 minute sessions one - every two weeks (Total of sixteen weeks)*
- Group size limited to ten TM's per group (Multiple groups can be facilitated through the program at one time)
- Workbook materials passed out at initial session

Additional sessions can be facilitated onsite or via webinar depending on Divisional needs.

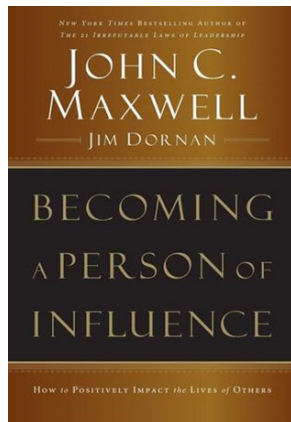
Summary: This book from the Maxwell's Laws series will help you become a lifelong learner whose potential keeps increasing and never gets "used up." Drawing from his own journey of self-development, John shares proven principles for upgrading your capacities to lead others and generate results. In the way that he communicates, John teaches . . . The Law of Intentionality – Growth Doesn't Just Happen and The Law of Awareness – You Must Know Yourself to Grow Yourself. And you will learn so much more! Whether just starting your career or nearing its end, this book articulates truths you can apply immediately to make the most of your time, talents, and influence.

John C. Maxwell is an American author, speaker and pastor who has written many books, primarily focusing on leadership and personal development. He is the author of Developing the Leader Within You, The 21 Irrefutable Laws of Leadership and The 15 Invaluable Laws of Growth, among many other books. His books have sold millions of copies, in more than 50 languages, with some on the New York Times Best Seller List.

Facilitated by Jerry Gaston – John Maxwell Team Certified Speaker, Trainer, Coach



BECOMING A PERSON OF INFLUENCE



Becoming a Person of Influence (Leadership Development Training)

Whatever your vocation or aspiration, you can increase your impact on others by Becoming a Person of Influence. It is a foundational text for anyone who aspires to grow as a leader. The authors carefully point out that a person's influence does not develop overnight, but rather through a progression of four stages: modeling, motivating, mentoring, and multiplying. Learn simple, insightful ways to interact more positively with others. Influence can be acquired, but only grows in increments.

Target Audience: Any Nucor teammate interested in developing leadership skills.

About the Course: In the Becoming a Person of Influence training, participants learn the importance of: Integrity with people, Nurturing other people, Faith in people, Listening to people, Understanding people, Enlarging people, Navigating for other people, Connecting with people, Empowering people, and Reproducing other influencers.

Length: Course consists of the following:

- Initial Lunch & Learn session to introduce the book and the key concepts (one hour)
- Five (5) additional 60-90 minute sessions one - every two weeks (Total of ten weeks) *
- Group size limited to ten TM's per group (Multiple groups can be facilitated through the program at one time)
- Workbook materials passed out at initial session

Additional sessions can be facilitated onsite or via webinar depending on Divisional needs.

Summary: Everyone influences others. You don't have to be in a high-profile occupation to be an influencer; wherever your life connects with another person, you exert influence. Everything you do – at home, at work, or at play – has an impact on the lives around you. No matter what your goals are in life, you can achieve them faster, you can be more effective and the contribution you make can be longer lasting if you learn to develop your influence. People respond to one another according to their level of influence. The more influence we have, then the more people seek our advice, trust our decisions, and follow our lead. If we desire to be successful and lead the way, then we must focus on gaining influence!

John C. Maxwell is an American author, speaker and pastor who has written many books, primarily focusing on leadership and personal development. He is the author of Developing the Leader Within You, The 21 Irrefutable Laws of Leadership and The 15 Invaluable Laws of Growth, among many other books. His books have sold millions of copies, in more than 50 languages, with some on the New York Times Best Seller List.

Facilitated by Jerry Gaston – John Maxwell Team Certified Speaker, Trainer, Coach



CAPEX - CEA PROCESS



Understanding Nucor's Expenditure Capital and the CEA Process

Capital expenditure, or CapEx, are funds used by a company to acquire or upgrade physical assets such as property, industrial buildings, or equipment. It is often used to undertake new projects or investments.

WORKSHOP OBJECTIVES

Starting with a truncated Bar Mill version of the Dollars & Tons business simulation game, participants gain understanding of the impact capital expenditure projects have on the division's income statement and balance sheet.

Following that learning is a workshop describing Nucor's Capital Expenditure Authorization (CEA) process utilizing hands-on examples of how CEA's are justified utilizing Internal Rate of Return (IRR) and payback period.

Related goals: strategic planning, Nucor culture, cost, thinking skills, know the business

TRAINING DURATION: 1-1.5 days

DIVISION FORUM



Improve your group's ownership, communication & problem solving skills

Participants work together through presentations and discussion to identify areas to continuously improve. This process brings teammates together that may not otherwise connect through normal division initiatives, promotes problem solution ownership, and also builds public speaking and presentation skills in individuals. Individuals are pushed to get out of their comfort zone and develop.

WORKSHOP OBJECTIVES

- A forum is a group problem solving, communication and individual/ team development vehicle focused on specific topics such as safety, or quality, or culture, or commercial excellence. This involves the team identifying and solving problems which may result in the division setting multiple actionable strategies.
- 20-30 teammates are identified to participate in a group discussion around a topic that is driven by 4-6 questions
- The team then breaks into 4-6 small groups to problem solve specific areas identified during the discussion and create a PowerPoint presentation to discuss with the division management team
- The team presents, via PowerPoint, actionable ideas and plans that they will implement throughout the division
- The division management team sits for final presentations. A question and answer session between Managers and the team follows each presentation
- During the group discussion and presentation preparation, team members from other departments have the opportunity to connect and build relationships that can foster collaboration in the future
- Individuals build courage, ownership, leadership presence, and general facilitation skills by standing in front of the group to talk about challenges within the division and how they plan to solve the current issue, and to continuously improve

TRAINING DURATION: 2 days

DOLLARS & TONS



Develop understanding of critical financial terms, issues & decision-making

Dollars & Tons develops an understanding of critical financial terms, issues and decision-making in a fun, fast-paced simulation in which participants make financial decisions like a division management team. Participants are able to act as General Managers, Controllers, Sales Managers, and other roles associated with running a profitable division. At the end of the simulation the teams are evaluated using financial metrics to determine a winner.

WORKSHOP OBJECTIVES

- Provide participants with an understanding of the financial issues involved in operating a division to enable everyone to make sound financial decisions, identify opportunities, to reduce cost, and produce & deliver the most profitable products
- Support the shift in Nucor's focus from tons to customer (safety, quality, cost, productivity)
- Develop an understanding of critical financial issues like cash flow, working capital, debt to equity ratio, and return on assets
- Help participants understand how their decisions and actions affect financial results

TRAINING DURATION: 1.5 - 2 days

DOLLARS & TONS - TRAIN THE TRAINER (3T)



Preparation for teammates who want to lead Dollars & Tons training

To prepare participants to fully lead Dollars and Tons programs in their respective divisions, and to lead sessions for recruits and interns.

WORKSHOP OBJECTIVES

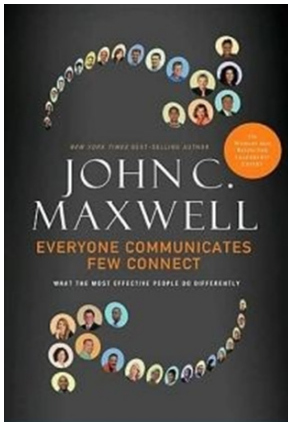
- Effectively present the Dollars & Tons material for their product group
- Answer participant questions regarding the rules and processes used in the simulation
- Answer common questions regarding the balance sheet, income statement and other key financial terms used in the program
- Effectively manage the time and pace of the program
- Effectively use the facilitator tools in Dollars & Tons (e.g., PowerPoint presentation, facilitator guide and “tools” spreadsheet, etc.)
- Facilitate problem-solving with individual teams (e.g., help stimulate thought about bid strategies or expansion strategies, sort out balancing problems, execute loans or expansion plans, etc.)
- Help program participants apply the concepts in Dollars & Tons to real-world financial decisions
- Deliver informing and engaging, high-energy Dollars & Tons programs to groups of 12 to 24 within their divisions

TRAINING DURATION: 4 days

Additional Requirement: Complete Dynamic Presenter

Dollars & Tons 3T focuses on content, while Dynamic Presenter focuses on presentation skills

EVERYONE COMMUNICATES FEW CONNECT



Everyone Communicates Few Connect (Communication Development Training)

If you can connect with others – one-on-one, in groups, and with an audience – your sense of community improves, your ability to create teamwork increases, and your influence skyrockets. People who connect with others have better relationships, experience less conflict, and get more things done than those who cannot connect. How do you know when you've connected well with other people? They go out of their way for you. They speak favorably about you. They bond with you emotionally and communicate openly. They trust you. They exhibit positive energy toward you and enjoy being around you.

Target Audience: Any Nucor teammate interested in personal/individual communication development.

About the Course: In the Everyone Communicates Few Connect training, participants learn how to: connect well with others and why that matters; establish a bond with individuals, a group or an audience; and inspire others to take action.

Length: Course consists of the following:

- Initial Lunch & Learn session to introduce the book and the key concepts (one hour)
- Five (5) additional 60-90 minute sessions one - every two weeks (Total of ten weeks) *
- Group size limited to ten TM's per group (Multiple groups can be facilitated through the program at one time)
- Workbook materials passed out at initial session

Additional sessions can be facilitated onsite or via webinar depending on Divisional needs.

Summary: People who connect face less conflict and enjoy their relationships more. Becoming an effective communicator is a skill you can teach yourself – and you'll be glad you learned it. Even if connecting with others isn't something you're good at today, you can learn how to do it and become better tomorrow. Take the focus off yourself and place it on others. Learn to work well with others. To connect with people, talk with them and center the conversation on their concerns, not yours. Try to build one-on-one relationships where some "90% of all connecting occurs." Perfect your skills in this basic area and learn to connect with the members of groups/teams. This isn't all easy, but it's essential. Connecting is the ability to identify with people and relate to them in a way that increases your influence with them."

John C. Maxwell is an American author, speaker and pastor who has written many books, primarily focusing on leadership and personal development. He is the author of *Developing the Leader Within You*, *The 21 Irrefutable Laws of Leadership* and *The 15 Invaluable Laws of Growth*, among many other books. His books have sold millions of copies, in more than 50 languages, with some on the New York Times Best Seller List.

Facilitated by Jerry Gaston – John Maxwell Team Certified Speaker, Trainer, Coach



NuFOUNDATION



Learn the fundamentals of Nucor: Our History, Mission, and Culture

Targeting all new hire teammates. Ideally NuFoundation training will occur within the first 90 days the teammate has come onboard at the division. NuFoundation is intended to be a pre-requisite for FrontLine.

WORKSHOP OBJECTIVES

The purpose of this session (approximately 3.5 hours) is to introduce new teammates to the fundamentals of Nucor: our history, mission and culture, so they have a working knowledge of who Nucor is, why we do what we do, and the basics of what is expected of all Nucor teammates.

By the end of this program participants will be able to:

- Connect key landmark events in Nucor history to our focus and success today
- Explain the importance of the Nucor Mission
- Identify the elements of the Nucor Culture
- Explain what is expected of you as a Nucor teammate
- Describe Nucor's expectations related to continuous improvement

NuFoundation is designed to enhance your knowledge on Nucor History, Nucor Mission, Nucor Culture, Safety, Your Role as a Nucor Teammate, Personal/Individual Development.

TRAINING DURATION: HALF DAY

FRONTLINE



Continue your self-development journey, reach your goals, and achieve results

FrontLine is designed to continue the teammate's self-development by enhancing their skills and insight and enabling them to help their team achieve results that are aligned with Nucor's mission, culture and expectations.

WORKSHOP OBJECTIVES

- Describe the history of Nucor and the evolution of Nucor's focus from tons to take care of the customer
- Describe the importance of alignment around Nucor's mission, strategy, culture and expectations
- Define Nucor's largest competitive advantages (our culture, and our people) and how we leverage them to continue up the mountain with no top
- Define Commercial Excellence and the framework for achieving it
- Define the goal of the Nucor teammate - help your team succeed
- Describe the importance influence plays in achieving our goals and the actions necessary to gain influence
- Provide tools to help teammate live up to the expectation of helping the team succeed to include the LAER approach to communication and giving effective feedback
- Collectively identify behaviors that exemplify working the Nucor Way
- Define Nucor's growth and development expectations

TRAINING DURATION: 1 day

Prerequisite to this course: NuFoundations

NuFOUNDATION - TRAIN THE TRAINER (3T)



Learn how to lead and facilitate NuFoundation training

This class is for all Nucor team-mates who want to lead the facilitation of NuFoundation training. This session is designed to prepare participants to fully lead the NuFoundation program in their respective divisions.

WORKSHOP OBJECTIVES

By the end of the session, each facilitator will be able to:

- Effectively present the NuFoundation material for their division.
- Answer participant questions regarding the content.
- Effectively manage the time and pace of the program.
- Effectively use the facilitator tools in NuFoundation (e.g., PowerPoint presentation, Facilitator Guide, class activities, etc.).
- Integrate real world, personal and division specific information into the content.
- Deliver informing and engaging, high-energy NuFoundation program to groups within their divisions.
- Help program participants and the Division succeed by applying the concepts to their specific roles.

Agenda Overview:

- Kick Off – Intros, Review 3T Purpose, Outcomes and Agenda
- Review Materials
- Master Facilitator models NuFoundation
- Prepare Teach Backs
- Review Content Intent & Key Facilitation Points
- Perform Teach Backs
- Provide Feedback
- Deliver NuFoundation with Master Facilitator as your safety net.
- Provide Feedback
- Next Steps

NuFoundation is designed to enhance your knowledge on Nucor History, Nucor Mission, Nucor Culture, Safety, Your Role as a Nucor Teammate, Personal/Individual Development.

TRAINING DURATION: 3 DAYS

Additional Requirement: Complete Dynamic Presenter. (NuFoundation 3T primarily focuses on content, while Dynamic Presenter focuses on presentation skills)

COURAGEOUS COMMUNICATIONS

Develop strategies and skills to help with your daily communications

Designed for Nucor Managers, Front-Line Supervisors, and Team Leaders- Courageous Communications is a highly interactive course, delivering both content and a learning laboratory within to practice real-world skills based on real-life challenges. The course focuses on one-on-one communication strategies to be most effective in every day interactions.

WORKSHOP OBJECTIVES

Pre-work/ Materials: Participant Guide, TAG Communication Styles Assessment (online, or use existing report if teammate already has one), Thomas-Kilmann Conflict Modes Inventory (online), Identify a current communication challenge to use as personal case study and application back on the job.

Courageous Communications is designed to develop participant competence and confidence in daily communications with teammates, management, internal and external customers. Participants will develop strategies and skills required to be effectively understood, as well as to understand the intent of messages received. Learners will work through conflict with the knowledge that conflict is imperative within ANY organization for growth and can be managed in healthy/helpful ways.

- Understanding your own communication style, as well as the styles of those you work with in order to leverage that understanding toward more effective communication.
- Understand mental models and how they directly impact the quality of communication.
- Employ the LAER approach to active listening and its utility in difficult conversations.
- Understand how to optimize face-to-face conversations through reading body language, voice tone, and facial expression.
- Understand that conflict is inevitable and need not be feared nor avoided. Additionally, investigate the common causes of conflict and how that can impact communication.
- Demonstrate active listening skills through one-on-one interactions.
- Create effective habits with relation to giving and receiving feedback.
- Respond assertively, respectfully and effectively with conflict and confrontation.
- Match the communication style and content to best meet the needs of others.

TRAINING DURATION: 1 DAY (THIS SESSION IS ALSO OFFERED VIRTUALLY AND IS SPLIT INTO (4) 2HR SESSIONS, WITH 2-3 WEEKS BETWEEN EACH SESSION)

NuDEAL



INTERESTS - OPTIONS - ALTERNATIVES
COMMUNICATIONS - STANDARDS

Negotiate effectively with customers, suppliers, and internal team members

This class is for all Nucor team members who negotiate with customers, outside suppliers, and team members. This is a highly interactive 2-day session in which participants will learn and apply the Key Elements of Principled Negotiations during a series of practice negotiations.

WORKSHOP OBJECTIVES

- Understand the Key Elements of Principled Negotiations (Interests, Options, Alternatives, Fair Standards and Process, Communications)
- Understand the difference between distributive (fixed pie) and integrative (expandable pie) negotiations and will be able to plan and execute different strategies depending upon the situation
- Plan an effective negotiating strategy
- Develop and assess multiple options for satisfying their interests in a negotiation
- Identify and assess both their own Best Alternative to a Negotiated Agreement (BATNA) and that of the other party
- Work across division and department boundaries to leverage the strengths of Nucor in their negotiation efforts
- Establish and utilize fair standards that help ensure equitable outcomes during a negotiation
- Utilize the Nucor NuDeal Negotiations Planner to aid in effective negotiations planning
- Execute a concessions strategy and other table tactics that result in optimal outcomes during the negotiation

TRAINING DURATION: 2 DAYS

NuPERFORMANCE 101



Introducing Nucor leadership expectations and understanding of what Nucor needs from you

Designed for supervisors and leads - participants will focus on what Nucor wants to achieve, The Nucor Enterprise Strategy and the culture that will be foundational to achieving it. Participants will come away with a clear understanding that Nucor needs them to apply their learning's to assure that each is giving their best every day & the journey up the mountain without a top never stops!

WORKSHOP OBJECTIVES

Participants will see what it looks like to effectively lead themselves and others in pursuit of the intent. They will learn how to enable success by creating expectations, resourcing teammates accordingly and providing them feedback as required. They will be exposed to a process for coaching development needs and finally they will learn what they need to do to hold themselves and others accountable to the goals/expectations.

During this four day program participants will be engaged in a learning process intended to *make it real*. Facilitators will provide challenging practice exercises and stress that, without continued practice, all knowledge gained will be lost.

- Describe the evolution of Nucor's focus
 - Tons to Customer (Safety, Quality, Cost, Prod)
- Define Nucor's largest competitive advantages and how we leverage them to continue up the mountain with no top
 - Our culture, and our people
- Define the goal of the Nucor Leader
 - Help your people succeed
- How to execute the expectations of Nucor leaders
 - Set goals and expectations
 - Provide tools and resources
 - Provide feedback
 - Coach and develop
 - Hold accountable

TRAINING DURATION: 4 days (2 full days with a month break, then 2 more days)

NUSERVICE



Gaining an emotional connection with our customers and earn customer loyalty

To earn customer loyalty and positive word of mouth there must be an emotional connection with the customer — the customer must have an experience doing business with Nucor that they can brag about.

WORKSHOP OBJECTIVES

Is it enjoyable to do business with us?

We will know we have accomplished a differentiated way of doing business with our customers when our customers come back time and time again because they want to—not just because they have to.

This is an on-site workshop for your people to understand the key principles for creating the Nucor business experience. This workshop session provides insight into the four principles that serve as the foundation for exceptional customer experiences - experiences that create repeat business and positive word of mouth. The content is based on extensive research and years of experience that our preferred business partner, Impact Achievement Group, Inc. has documented as best practices.

Excellence in the area of customer loyalty is predicated upon the ability and commitment of the talent within our company to develop and put into place practices in such a manner that they produce a positive impact on our local customer base. This has always been the Nucor way, and this session will once again tap into our talent base as a way to stay ahead of our competition.

Purpose:

- Operationalize take care of our customers
- Learn the four basic principles that lead to service excellence
- Develop the steps that lead to an emotional connection with customers—necessary for creating customer loyalty
- Continuous improvement towards giving Nucor a competitive advantage through superior customer care
- Use customer experiences to create more repeat business
- Develop skills to create unprecedented relationships with Nucor customers

TRAINING DURATION: 1.5 days

TIME MANAGEMENT



Manage multiple priorities with top-down-bottom-up time management

All Nucor team members who would like an extra hour in the day... or at least identify the techniques and practices that will make it seem like you have carved out an additional hour. Strengthen the ability to better manage multiple priorities and multiple stimuli that come at us in a rapidly changing, often high-stress environment.

WORKSHOP OBJECTIVES

This is a highly interactive session in which participants will review or establish their key goals, develop a system for efficiently managing the wide variety of tasks and activities they are responsible for. Additionally, we will share techniques and provide practice using MS Outlook to optimize results and reduce time *managing the mess*.

Participants will understand:

- That the ability to effectively manage and allocate time drives personal effectiveness as leaders
- The difference between *urgent* and *important* tasks and how to approach each day armed with that knowledge
- The five key steps to employ a top-down-bottom-up approach to managing your goals, tasks and activities
- How to leverage MS Outlook as a friend and not a foe

Participants will be able to:

- Set personal and professional goals and objectives
- Allocate the individual time to most effectively hit those goals
- Identify the highest priority uses of your time
- Make laser-focused *triage* decisions
- Delegate tasks to the resources most capable of performing the work within time, budget and other constraints
- Develop and implement a personal time management system
- Use MS Outlook as more than an inbox

TRAINING DURATION: 6 hours

DEVELOPMENTAL DISTRICT SALES MANAGER (DDSM)



Giving you the knowledge and skills needed to excel as a District Sales Manager

Our Developmental District Sales Manager (DDSM) Program is a comprehensive training program that will immerse you in every aspect of the Metal Buildings Industry. It's designed to give future District Sales Managers (DSMs) the knowledge and skills they need to excel in the field.

PROGRAM COMPONENTS

- **Operational Rotations** – Following a product order from start to finish will help you get to know your teammates within the division while learning what it takes to fabricate and deliver a project to our customers.
- **Assessment & Feedback** – You'll receive continual feedback from teammates, supervisors, experienced DSM's, and Sales Managers on your progress in the program.
- **Workshops** – Multi-day workshops at a variety of Nucor locations will focus on a skill or knowledge critical to DSM function.
- **Shadowing and Internships** – You may be given hands-on territory management experience through shadowing and internship opportunities where experienced DSM's will mentor you.

Program Completion

Upon successful completion of the DDSM Program, you will have earned your chance to win an available territory and represent Nucor as a DSM.

TRAINING DURATION: Customary 12 months

THE NUCOR WAY OF SELLING - VALUE BASED SELLING

INSIDE COMMERCIAL TEAM



Nucor way of selling - elevating our commercial team's effectiveness to world class caliber

Targeting our Inside Commercial team, those with regular and frequent Builder/customer contact, comprised of Project Coordinators, Inside Sales Coordinators, Sales Engineers, Estimators, Quality Service Reps, Components Coordinators, Credit Analysts, etc., along with the managers and supervisors of Inside Commercial teammates.

WORKSHOP OBJECTIVES

This highly interactive session emphasizes how adjusting certain behaviors and habits will help separate you from the competition and create value for our Builders/customers. Learning will come from being open to focusing on personal discipline, skills and consistency. Help create alignment with our Outside and Inside Commercial teammates in their conversations with our Builders/customers.

Topics targeted include:

- Building trust: trust building behaviors
- Consultative selling skills: Acknowledge – Question – Confirm – Respond – Check
- Active Listening
- High Impact Questions. Transforming questions into great high impact questions
- Handling Objections, Tough Conversations
- Lens on Value – What customers need and value in their business
- Persuasion and Influence

With refinements to our approach, the goal is consultative conversations with Builders and customers resulting in deeper relationships, loyalty and sales.

TRAINING DURATION: 1 DAY, followed by a continuous reinforcement strategy.

THE NUCOR WAY OF SELLING - VALUE BASED SELLING

OUTSIDE COMMERCIAL TEAM



Nucor way of selling - elevating our commercial team's effectiveness to world class caliber

Targeting our Outside Commercial team, comprised of Sales Managers, Regional Sales Managers, District Sales Managers and National Account Managers.

WORKSHOP OBJECTIVES

This highly interactive session emphasizes how adjusting certain behaviors and habits will help separate you from the competition and create value for our Builders/customers. Learning will come from being open to focusing on personal discipline, skills and consistency.

Topics targeted include:

- Building trust - Builder/customer engagement
- Consultative selling skills: Acknowledge – Question – Confirm – Respond – Check
- High impact questions
- Active listening
- Handling objections/tough conversations
- The buying and selling process: moving toward loyalty
- Consultative meeting structure – understanding the Decision Influencing Group
- Lens on Value – What customers need and value in their business
- Preparing for and opening a meeting
- Exploring needs
- Presenting recommendations – developing options
- Asking for the business and follow up

With refinements to our approach, the goal is consultative conversations with builders and customers resulting in deeper relationships, loyalty and sales.

TRAINING DURATION: 2 DAYS, followed by a continuous reinforcement strategy.

THE NUCOR WAY OF SELLING - PRACTICAL MANAGEMENT

INSIDE COMMERCIAL TEAM LEADERS (BSM, EM, SSM, SUPERVISORS, ETC.)



Nucor way of selling - elevating our commercial team's effectiveness to world class caliber

Targeting the leaders of our Inside Commercial teams, comprised of Engineering Managers, Builder Service Managers, Sales Service Managers, Sales Service Supervisors, Customer Service Supervisors, Estimating Supervisors, Quality Service Supervisors, etc.

WORKSHOP OBJECTIVES

After participating in Value Based Selling, those in leadership also participate in this highly interactive Practical Management session focusing on the coaching portion of The Nucor Way of Selling.

Topics targeted include:

- The Coaching Mindset
- Effective Coaching Skills
- Effective Feedback
- High Impact Questions
- One-on-Ones: preparation and conversation
- Observational Coaching
- Handling Resistance
- Performance Drivers

With refinements to your skills, tools and resources, the goal is a proactive and consistent approach to coaching teammates, helping them succeed and drive business results through Commercial Excellence.

TRAINING DURATION: 2 DAYS. Prerequisite: Value Based Selling.

THE NUCOR WAY OF SELLING - PRACTICAL MANAGEMENT

OUTSIDE COMMERCIAL TEAM LEADERS (SM/RSM)



Nucor way of selling - elevating our commercial team's effectiveness to world class caliber

Targeting the leaders of our External Commercial teams, comprised of Sales Managers and Regional Sales Managers.

WORKSHOP OBJECTIVES

After participating in Value Based Selling, those in leadership also participate in this highly interactive Practical Sales Management session focusing on the coaching portion of The Nucor Way of Selling.

Topics targeted include:

- The Coaching Mindset
- Effective Coaching Skills
- Effective Feedback
- High Impact Questions
- One-on-Ones: preparation and conversation
- Joint Customer Calls
- Handling Resistance
- Performance Drivers

With refinements to your skills, tools and resources, the goal is a proactive and consistent approach to coaching sales teammates, helping them succeed and drive business results through Commercial Excellence.

TRAINING DURATION: 2 DAYS. Prerequisite: Value Based Selling.

**If you have questions about our
Learning and Development program, contact:**

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