Leadership

Future Leaders in Construction
Critical Skills for all Leaders

AN INTERACTIVE EXCHANGE TO DEVELOP RESULTS-ORIENTED LEADERSHIP
FOR THE EXISTING AND EMERGING LEADERS IN THE CONSTRUCTION INDUSTRY

Tuesdays

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<th>October 15, 8:00-2:00</th>
<th>Orientation to FLiC</th>
<th>DISC</th>
<th>ROI</th>
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<td>November 12, 8:00-noon</td>
<td>Effective Communication</td>
<td>Listening</td>
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<td>December 3, 8:00-noon</td>
<td>Managing Conflict</td>
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<td>January 14, 8:00-noon</td>
<td>Giving &amp; Receiving Effective Feedback</td>
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<td>February 4, 8:00-noon</td>
<td>Managing Up, Down and All Around</td>
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<td>March 3, 8:00-noon</td>
<td>Motivation and Coaching</td>
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<td>April 7, 8:00-noon</td>
<td>Leading the Different Generations</td>
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<td>May 5, 8:00-2:00</td>
<td>Your Action Plan</td>
<td>ROI Presentations</td>
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Selected Readings*+

• 7 Habits Workbook
• No Complaining Rule
• The Five Dysfunctions of a Team
• The Power of Positive Leadership

*Additional resources currently under review.
+Some books may be available on Kindle or CD (Purchase is responsibility of participant)

FLiC is also available in Barry, VT. Contact us if the VT location may be better for some or all of your candidates. NH and VT dates typically offset one another by a week.

Program Highlights

• Knowledge Builders and Toolbox Tips: Participants will accumulate, research and share a variety of resources including assessments, TedTalks, articles and videos that they can bring back to the field or the office. Collected information will be saved on a USB drive for each participant and provided at graduation.

• Guest Leaders: Industry leaders are invited to the opening class to have a conversation with participants on their leadership journey and FLiC experiences. North Branch, EnviroVantage, Metro Walls, Methuen and Al Terry are a few of the companies whose leaders have joined us.

• Return-on-Investment (ROI) Project: The program helps participants develop and pursue an ROI project that directly applies the skills they are working on real-time as the program proceeds.

• Relationship Building: This class, as in the industry, is about relationships. These are built through discussions and exercises with classmates, guest leaders, and alumni. Create important relationships that can last a lifetime.

• One-on-One Coaching: Short sessions are available for participants upon request to focus on specific concerns or challenges with applying lessons and/or their ROI project.
Who is this program for?
We have a proven history: since 2007, 329 people have graduated. Whether in the field or in the office; from emerging leaders to seasoned professionals, FLiC is designed for anyone who wants to make a positive impact at work and in life. The shared experiences among participants from a wide range of backgrounds and experiences is one of the features that makes this program unique and impactful.

• Carpenters and VP’s share ideas on conflict resolution.
• Estimators and foremen provide each other with guidance on their ROI projects.
• Technicians brainstorm listening skills with HR professionals.
• Millennials and Baby Boomers enlighten one another.

Graduates of FLiC have this to say:
“FLiC taught me the importance of relationship building and how it directly impacts the work environment as well as the job at hand.”

“Leadership is not about finding the fault with others, it’s more about learning about yourself and looking inward. When I first came to this program I thought it was going to be about how to manage people. I quickly found out that it is more about learning who I am. What are my strengths. What are my weaknesses and areas that I need to work on? In this way I can be a more effective leader.”

Tell Me More About the “Return-on-Investment” (ROI) Project
Presidents and Owners who support employee participation in FLiC have had this to say about the ROI:
“They are good for getting the employees to think big picture and to realize that everything they do can affect the bottom line.”

“As a business with finite resources, we apply ROI to a lot of what we do (including training) and find that it is not only valuable but necessary.”

Sample projects include:
• creating a system to keep warehouse organized
• developing an End-of-Project Report Card
• designing a spreadsheet to track cross-training efforts that correlates with PDP’s
• Improving data-reporting and collection process for labor/payroll/equipment between office and field

Who are your Facilitators?
FLiC was originally designed by industry professionals and facilitated by consultants. We continue this tried and true tradition to ensure an engaging, informative and impactful program. Dr. Susan Losapio brings 25 years of leadership and organizational consultant experience, and a great sense of humor, to the program. ABC NH/VT’s own Director of Education and Workforce Development, Jennifer Landon, co-facilitates the class. She combines her construction industry perspective with 20+ years experience in education, career planning, and workforce development to design a program that meets our industry’s leadership demands.

Expectations of Participants
• Participants are expected to read all material and complete assignments by their due dates.
• Participants are expected to participate in class and share experiences so others may learn from them.
• Participants are expected to develop and work on an approved ROI project leveraging concepts and skills covered in the course.
• Participants are expected to attend all classes—anyone missing more than two classes is not eligible to graduate and will be given the option to register for the program the following year. (Registration fees may apply.)