



New Hampshire/  
Vermont Chapter

## FUTURE LEADERS IN CONSTRUCTION FLiC VT CRITICAL SKILLS FOR ALL LEADERS

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



### Tuesdays

12:30—4:30 p.m.

	Topics
October 16	Orientation to FLiC & ROI   Leader vs. Manager
November 13	Effective Communication   Listening
December 11	Managing Conflict
January 15	Giving and Receiving Effective Feedback
February 12	Managing Up, Down and All Around
March 12	Motivation and Coaching
April 9	Situational Leadership
May 14	ROI Presentations   Managing Change

Consistent themes addressed throughout the program include:

- Leaders vs. Managers—Everyone Can Be a Leader
- Understanding Yourself to Better Understand Others (DiSC)
- Staying Positive During Good Times and Bad
- Improving Communication and Listening Skills
- Multiple Generations in Today's Workforce
- Motivating Others Using Effective Coaching and Feedback
- Maintaining a Positive Attitude and Helping Others to do the Same
- Adapting and Dealing with Change

**\$950 per ABC Member  
\$1400 per Non-Member**  
Includes all books and materials

### HOSTED BY:



Central Vermont Career Center  
155 Ayers Street, Suite 2  
Barre, VT 05641  
Website: cvtcc.org

### 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

FLiC is also available in Concord, New Hampshire. Contact us if the NH 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. Engelberth, BreadLoaf, EnviroVantage, Reliance Steel and Multi-Weld 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.

**To Register**  
Visit the ABC calendar on our website:  
[www.abcnhvt.org](http://www.abcnhvt.org)

For confirmation purposes, you will be asked to provide an email address and cell phone number of all participants, as well as the primary contact if different.

**Seating is limited. Act now!**

**FEES:**  
**ABC Member: \$950**  
**Non-Member: \$1400**  
**Returning Graduate: \$700**  
(includes all books & materials)

*Confirmations and directions will be sent within one week of program start date.*

## Who is this program for?

We have a proven history: since 2007, 293 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 on 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 from the class of 2017 had 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 the Facilitators?

FLiC was originally designed by industry professionals and facilitated by consultants. We continue this tried and true tradition by collaborating with professional leadership consultants to ensure an engaging, informative and impactful program. ABC NH/VT's 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.)