



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



8:00 a.m. - 12:00 Noon

*Enterprise Center, Vermont Technical College
1540 Vermont Route 66, Randolph Center, VT 05061

\$950 per ABC Member

\$1400 per Non-Member

Includes \$200 in books and materials



AGC Members get
the ABC price!

VT Dates: Topics

10/17/17	Orientation to FLiC & ROI Leader vs. Manager
11/14/17	Effective Communication
12/12/17	Managing Conflict
1/16/18	Giving and Receiving Effective Feedback
2/13/18	Motivation and Coaching
3/13/18	Situational Leadership
4/10/18	Goal Setting, Action Planning & Time Management
5/8/18	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)
- 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

Selected Readings*+

- The Energy Bus
- No Complaining Rule
- 7 Habits Workbook
- The Truth About Employee Engagement: A Fable about Addressing the Three Root Causes of Job Misery
- The Coaching Habit
- The Leader in You: How to Win Friends and Influence People in a Changing World
- My Iceberg is Melting

*Subject to change

+Some books may be available on Kindle or CD

FLiC is also available at ABC in Concord, NH. Dates offset those for this program by a week.
Contact us if the NH venue may be more convenient.

Program Highlights

- **Toolbox Tips:** Participants will accumulate, research and share a variety of resources including assessments, TedTalks, articles and YouTube 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 the end of the program.
- **Guest Leaders:** Each month we invite industry leaders to have a conversation with participants on their leadership journey and related topics. AGC, Reliance Steel, Engelberth, ARC Mechanical and PC Construction are a few of the companies whose leaders have joined us.
- **Return-on-Investment (ROI) Project:** The program helps participants develop and pursue a ROI project that directly applies the skills they are working on real-time as the program proceeds.
- **Relationship Building:** This class, as is 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

For confirmation purposes, you will be asked to provide an email address and 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 \$200 in 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, 258 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, 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" 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 instructors?

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. Our VT program is lead by Dianne Gross Percy, Director, Business Learning & Development, Continuing Education & Workforce Development office at Vermont Technical College, and ABC NH/VT's Director of Education and Workforce Development, Jennifer Landon.

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.)