

PROGRAM OVERVIEW

CLASS OF 2026-2028

WE ARE PROUD TO ANNOUNCE THE SIXTH CLASS OF THE VRMCA'S CONCRETE LEADERSHIP PROGRAM.

This twenty-one-month program is designed to provide each participant with the maximum opportunity for professional and personal growth, while broadening their network base in an interactive environment. Candidates must have a minimum of two years experience in the concrete industry and be nominated by their company's general manager.

Why participate in the Concrete Leadership Program?

- Build leadership skills
- Develop a diverse business network
- Meet legislative officials and become an advocate for your industry
- Prepare for challenges facing the concrete industry

There is a required time commitment from both the participant and their employer. Please take a moment to review the calendar and ensure that it is compatible with your schedule. Attendance at each session—from start to finish—is mandatory!

If you are interested in expanding your leadership potential, please submit the following materials by Friday, July 17, 2026.

- Completed application
- Letter of recommendation from your sponsor/employer
- Electronic head-shot photograph
- Copy of your resume

The selection committee will meet and notifications will be made by July 31st.

If you have questions regarding the application or selection process, please contact Christina Sandridge at (686) 207-3610 or email Christina.Sandridge@easterassociates.com.

SCHEDULE

FIRST SESSION
(CHARLOTTESVILLE)
October 29-30, 2026
Myers-Briggs Assessment

SECOND SESSION
(RICHMOND)
February 2027
State Lobbying 101/GA Visits
VRMCA Staff

THIRD SESSION
(WASHINGTON, DC)
Late Spring/Summer 2027
Federal Lobbying 101/Hill Visits
NRMCA Staff

FOURTH SESSION
(ROANOKE)
Fall 2027
Plant & Quarry Site Visit

FIFTH SESSION
(CHARLOTTESVILLE)
Late March 2028
*High Performance Team Training/
Case Study Assignments*
John Whitlow

FINAL SESSION
(SPRING MEETING)
May 2028
Case Study Presentations
John Whitlow



CONCRETE LEADERSHIP PROGRAM

BUILD VIRGINIA STRONG.®

VIRGINIA READY MIXED CONCRETE ASSOCIATION

PROGRAM APPLICATION CLASS OF 2026-2028

Please submit the following materials to christina.sandridge@easterassociates.com no later than July 17, 2026.

- Completed application
- Letter of recommendation from your sponsor/employer
- Electronic head-shot photograph
- Copy of your resume

PERSONAL INFORMATION

Name *(as you prefer to be called)* _____

Company _____

Business address _____

City _____ State _____ Zip _____

Business phone _____ Cell phone _____

Evening phone _____ Email _____

No. of years in the industry: _____ *(Two years minimum required)*

SUPERVISOR/MANAGER INFORMATION

Name _____

Company _____

Business address _____

City _____ State _____ Zip _____

Business phone _____ Cell phone _____

Evening phone _____ Email _____

General Manager Signature _____ Date _____

EMPLOYMENT

What is your present position with this company? _____

List major duties/responsibilities in present position: _____

EDUCATION/EXPERIENCE

INVOLVEMENT

List your current and previous involvement in the concrete industry.

Name of Organization	Position	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

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KNOWLEDGE OF THE INDUSTRY

What do you believe are the 5 most pressing issues facing the concrete industry today?
Select one issue and discuss why this is a pressing issue and your approach to implement changes.
(Please attach your write up to the application. Up to 200 words)

HOW ARE YOU A LEADER?

What makes you an ideal candidate for this program?
Please consider leadership achievements, future plans and both professional and community goals.
(Please attach your write up to the application. Up to 200 words)

ATTENDANCE POLICY

Each participant is expected to attend 100% of all functions sponsored by the VRMCA Concrete Leadership Program. All participants are expected to attend each session from beginning to end. Arriving late to a session, leaving early from a session or missing any portion of a session may be considered an absence. The curriculum committee will review all late arrivals and early departures to determine if they should be considered a full absence. Active participation in group planning meetings is also expected of all participants. You are expected to complete all assignments on a timely basis and participate at a high level, as measured by your attendance and activity level.

COMMITMENT POLICY

Each participant is expected to volunteer for a VRMCA committee and/or participate in their local VRMCA chapter meetings and events.

PAYMENT & ACCEPTANCE POLICY

The application fee for the VRMCA's Concrete Leadership Program is \$3,000. If accepted into the program, your company will be invoiced and the fee will be due by August 28, 2026. If no payment has been received by the payment deadline, an alternate participant will be chosen as a replacement. Participants who wish to withdraw after submitting payment must do so in writing.

SIGNATURE

- ☐ I have read the Attendance Policy for the VRMCA Concrete Leadership Program.
- ☐ I have read the Payment and Acceptance Policy for the VRMCA Concrete Leadership Program.
- ☐ I have read the Commitment Policy for the VRMCA Concrete Leadership Program.

Signature

Date