



# **EMERGING EXECUTIVE LEADERSHIP FOR CONSTRUCTION**

*Program Overview*

## Program Goals & Overview

The Emerging Executive Leadership for Construction program prepares and develops leaders for executive roles within their organizations. Student Leaders will be equipped with the foundations for sustainable growth as leaders and trained in technical skills essential for an executive leader in the construction industry.

The 12-week training covers the following categories of topics:

- Character-Based Leadership
- Self-Leadership & Awareness
- Empathic Team Leadership
- Communication
- Self-Organization
- Sense-Making
- Problem Solving
- Culture Building
- Change Management
- Strategic Thinking
- Persuasion & Influence
- Safety & Security
- Quality Control
- Project Management
- Financial Intelligence
- Customer Service
- Technological Intelligence
- Trade Tools & Practice
- The Five Practices of Exemplary Leadership

The learning experience is cohort-based and interactive. Workshops, group discussion, group-problem solving, scenarios, case studies, and professional coaching are the primary teaching tools in the program. **Ideal candidates for the program are mid-level leaders/managers with promise and potential to perform well in an executive role.**

## Program Details

### Price

\$1,875 per learner (beta program discount)

### Cohort Size

10-12 student leaders

### Length

11 weeks

### Time

Fridays, 7:30am - 9:30am

### Location

ROBEX Headquarters

180 Linden Oaks # 100

Rochester, NY 14625

### Instructor Roster:

#### **Chris Phillips**

**Former President/Owner, Lecesse Construction Services**

Experienced leadership insights from field to office

#### **Bob Morgan**

**President, Upstate Roofing & Painting**

Interacting with senior-level management

#### **Janet Halasinski**

**Vice President, Pike Construction**

Developing effective executive skills

#### **Melissa Geska**

**President, US Ceiling Corp./Chair, Rochester Builders Exchange**

Understanding and developing effective team culture

#### **Denise Murphy McGraw**

**Government Relations Specialist**

Understanding internal and external political environments

#### **Laura West**

**Academy Director, US Ceiling Corp.**

Advanced communication skills

#### **Dr. John Hodgson**

**Interventional Cardiologist & Leadership Specialist**

Keeping focused in high-stress environments

## **Session Facilitators:**

### **Don Riling**

#### **President, LeaderBuild Institute**

Over 40 years of experience in strategic leadership development for companies and associations, including executive coaching with senior leaders, enabling them to strengthen their skills, vision, and long-term strategic development for their organizations.

### **Josh Grant**

#### **Executive Vice President, LeaderBuild Institute**

Practitioner and consultant in marketing, strategy, and leadership development. Josh has created leadership development models and curriculum for leaders in multiple industries.

## Sessions Overview

### ★ **Session 1 - Program Orientation & Overview**

Trust and clear expectations are established during the orientation. Student leaders are introduced to all of the participants in the program, including training facilitators, subject matter experts, fellow student leaders, and guests. The format and style of cohort learning are explored as well as an overview of the program topics and content.

### ★ **Session 2 - Character-Based Leadership: Worldview & Values**

Character is the foundation on which all leadership development builds upon. During this interactive session, student leaders identify and assess the worldview and values by which they each operate and manage their lives and work.

### ★ **Session 3 - Self-Leadership & Awareness: (DiSC® Workshop)**

Self-leadership is fundamental for great leadership. You cannot lead others well if you do not lead yourself well. This workshop session is a hands-on learning experience where student leaders learn their individual work and stress style/preferences and gain the necessary tools to lead themselves and teams with excellence.

### ★ **Session 4 - Team Leadership (Five Functions of Effective Teams Workshop)**

Effective teams are an element of exponential effectivity. During this interactive session, participants learn exactly what effective teams look and act, and how to create and lead an effective team of their own.

### ★ **Session 5 - Leading Safe & Productive Work Environments (P5® Workshop)**

In construction, safety is a top priority - and so is productivity. Many leaders find themselves having to choose between them as project managers. In this

workshop session, student leaders learn what the five top priorities are in any project, and how to effectively manage them for maximum results.

### ★ **Session 6 - Essential Leadership Skills**

Great leaders are proficient in specific leadership skills. In this interactive session, participants focus on sharpening their communication skills, problem-solving skills, and self-organization skills. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

### ★ **Session 7 - Essential Leadership Skills 2.0**

In this extended session, participants continue to focus on sharpening their essential leadership skills, including change management, culture building, and strategic thinking. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

### ★ **Session 8 - Essential Technical Skills**

A leader both competent and confident will inevitably have followers. There are technical skills for every trade a leader works within. In this interactive session, student leaders are introduced to the eight essential skills for construction executives. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

### ★ **Session 9 - Essential Technical Skills 2.0**

In this extended session, participants continue to sharpen their technical skills, including skills in finance, project management, safety, quality control, technology, trade tools, customer service, and more. **(Note: every cohort has a mix of skill proficiencies, therefore, the program facilitators will modify these sessions to best serve each cohort accordingly.)**

### ★ **Session 10 - The Five Practices of Exemplary Leadership (LPI® Workshop)**

Exemplary leaders focus on doing five things well. This capstone session brings all of the content of the program together with a workshop that provides student leaders with assessment on their current practices as leaders and clear, ongoing development plans for each individual.

★ **Session 11 - Review and Graduation Ceremony**

This session is dedicated to reviewing and applying the training, resources, and tools explored in the program, as well as honoring the accomplishments of each individual student leader. The session will also feature the presentation of certificates.