



Emerging Managers Institute

BUILDING MANAGEMENT TALENT TO DRIVE THE FUTURE GROWTH OF YOUR FIRM



For program dates and registration information, visit us at
www.fminet.com/programs



About the Program

Who will run your construction company when you're gone? What are you doing to prepare your emerging managers to become your successors to manage and lead your company into the future?

Just being a technically skilled builder is not good enough in today's competitive construction market. Industry research shows that the construction industry has done a good job of developing the knowledge base and technical skills of employees, but a poor job of developing management skills. Although people need to have a solid foundation of technical knowledge, the most successful leaders of the future will have also developed strong management, leadership and business skills in order to grow their company's profitability.

- Identify your own communications style and learn practical skills for dealing with different types of individuals
- Learn the difference between leadership and management
- Understand how to create a culture of accountability, gain respect and develop people to achieve superior performance
- Build productive, long-term client relationships with a strong commitment to customer satisfaction that will help turn your clients into "raving fans"
- Learn new behaviors to improve your time-mastery skills and your personal productivity
- Develop your individual action plan that can be tracked and monitored over time to ensure lasting benefits from attending this program

Who Should Attend?

Emerging Managers Institute is designed for new managers or those identified as having supervisory responsibilities in the future. Examples include:

- New or potential managers
- Departmental managers
- Project managers
- Assistant project managers
- Project engineers
- Estimators
- Field leaders/foremen/superintendents

“ The [Emerging Manager Institute] program was very informative and well presented. Well-paced, fun and challenging. ”

— **Jacob Clarke**
Piping Design Engineer
Stevens Engineers & Constructors, Inc.

Benefits

Industry demographic trends show an inevitable shortage of competent managers to take over the next generation of construction management positions. The FMI Emerging Managers Institute has been one of our most successful, interactive programs for more than 25 years. This program is designed to provide practical business management skills to build effective leaders for the future.

Why FMI?

For over 65 years, FMI has served the engineering and construction infrastructure and the built environment as a trusted advisor. FMI designs all of its programs and courses with you in mind. Instructors use both traditional classroom methods and real-world interactive exercises, which represent problems and challenges faced in everyday work environments. Our consultants provide a unique perspective as they draw on FMI's 65 years of experience working with construction and engineering firms. In addition to designing and leading these programs, our instructors are well-respected consultants, authors and thought leaders in the construction industry.

“ Went into to this with reservations on the value and came out of it shocked at how valuable my experience was with the training and environment. I am so glad I made time out of my schedule to attend and look forward to the construction executive course. Thank you Ed & Greg [instructors] and all who attended the training. ”

— **Michael Sanchez**
Operations Manager
A-C Electric Company

“ I'm honestly blown away by how great this course was. It was super relevant to my course of work and life. It is going to definitely change the way I work and the way I live. ”

— **Michael Hart**
Safety Manager
Tutor Perini Building Corp.

AGENDA

DAY 1

8:00 a.m. – 4:30 p.m.
Reception 5:00 p.m. – 6:30 p.m.

DAY 2

8:00 a.m. – 4:30 p.m.

DAY 3

8:00 a.m. – 3:00 p.m.

The Essentials of Management

- Clarify the difference between management and leadership
- Define your managerial style, motivations and what energizes you
- Define the qualities and attributes of influential managers
- Learn nine critical areas of management

Personality and Management

- Enhance interaction and motivate your team by understanding personality differences
- Discuss a culture of being held accountable, gaining respect and developing people into superstars
- Develop effective communications techniques

Creating a Highly Motivated, High-Performance Team

- Define effective team building skills and necessary actions to enhancing feedback
- Identify the unique characteristics of your people and ways to treat each of them in the way they want to be treated
- Develop ways of making your team more effective

Managing Your Time, Processes and Projects

- Take a critical look at how you manage your time during the day/week
- Discuss problem solving techniques
- Identify specific ways you can improve your personal effectiveness with the support of your team

Defining Critical Customer Relationships

- Build long-term client relations by instituting customer-focused networking
- Leverage your management role into a key client relationship anchor
- View every service interaction as an opportunity to build customer loyalty

Action Planning

- Write specific action items that will be tracked and monitored over a specified period of time
- Practice communicating your goals for more effective accountability

Registration Information:

The tuition includes all program instruction, materials and certificate of completion for continuing education credit. **Lodging is not included.** Please see website for logistical information, including course location, lodging, transportation and meals provided during the program.

Hotel Information:

FMI has reserved a block of rooms at the host hotel. We urge you to make your reservations as soon as you register for the program, as the room block does fill quickly. Please check our website for details.

Pricing:

\$4,300 for the first attendee
\$4,000 for each additional
attendee from the same company

For registration and more information:

www.fminet.com/programs
or call 800.669.1364



for the Built Environment

Cancellation — If you need to cancel your registration, we must receive your written cancellation at least five (5) business days prior to the start of the program. Your cancellation will result in a \$400 cancellation fee per registrant. Cancellations after five (5) business days will result in a \$600 fee. *Please submit written notice to fmiregistrations@fminet.com.

Please note: If FMI cancels the event, your registration fee will be refunded. However, FMI cannot be held accountable for nonrefundable airline tickets or other expenses related to your travel to the event.

For questions regarding FMI's cancellation policy, please call 800.669.1364.

FMI reserves the right to change, add or cancel programs according to the needs of the industry.

Substitutions — If payment is received at the time of written notice, you can substitute a participant for a cancellation up to two (2) weeks prior to the start of the program. We must receive your written notice. *Please submit written notice to fmiregistrations@fminet.com.

FMI Guarantee — If for any reason you are not satisfied with the program, please inform us by calling 800.669.1364. We will refund your tuition or give you a credit to use for another FMI program.



You can earn up to 18 hours of continuing education credits by completing the program. A certificate of completion will be awarded to you at the conclusion of the program. You may use this certificate for self-reporting purposes to many state and local continuing education entities.

FMI Corporation is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual programs for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN 37219-2417.

Website: www.nasba.org

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