

## FMI Peer Groups: Topics

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### FMI Corporation Locations

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### Organizational Structure and Development

- Organizational structure
- Job descriptions
- Development of next-generation leadership
- Corporate culture
- Defining and maintaining values as you grow
- Growing from an entrepreneurial business to a professional business
- Ownership Transfer Management Succession (OTMS) — identifying the leaders of the future
- Strategic planning—positioning and markets
- Expanding regionally and through branch offices
- Company niche markets
- Best practices
- Board of directors (BOD) compositions
- Developing networks of contacts

### Human Resources

- Getting good people
- Compensation programs at all levels
- Payroll perks—what options exist?
- Employee surveys
- Skills matrices by position
- Benefits programs
- Performance reviews
- How to be the employer of choice
- Effective training methods
- Recruiting
- Presentation tips, tricks and techniques
- Developing management skills

### Business Development

- Sales strategies
- Marketing plans
- Business development strategies
- Target markets
- Maintaining long-term relationships
- How to get design/build work
- How to deliver pre-construction services
- Marketing budgets
- Business development staffing, roles and responsibilities

## Information Technology

- E-commerce
- Website reviews
- System reviews
- Communications
- Auto-CAD
- Capacity for growth

## Operations Management

- Safety
- Project management process
- Job-cost reports and processes
- Operations procedures
- Schedule monitoring and management
- Performance enhancement
- Project closeout
- Quality assurance and control
- Management of self-perform work
- Change-order management
- Start-up checklist
- Project control processes
- Quality programs—ISO
- Special projects—TI work
- Buyout and procurement

## Financial Management

- Financial analysis and comparison
- Margin analysis
- G&A breakdown
- Appropriate overhead percent
- Risk management
- Cash management
- Pricing and bidding strategies
- Improved margins from bid to completion
- Insurance and bonding
- How much equity to keep in the business
- How to price insurance and other recoverables
- Buying and selling considerations
- Joint ventures
- Financial reviews
- Overall financial planning—where does the business fit in?

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For more information about FMI's Peer Group topics, contact Kevin Kilgore at [kkilgore@fminet.com](mailto:kkilgore@fminet.com) or 303.398.7272.