



Industry Focus. Powerful Results.™

# Emerging Managers Institute

For program dates and registration information, visit us at

[www.fminet.com/EMI](http://www.fminet.com/EMI)



BUILDING MANAGEMENT TALENT TO DRIVE THE FUTURE GROWTH OF YOUR FIRM

# 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?

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

- Project executives
- Project managers
- Project engineers
- Estimators
- Departmental managers

“ Many of the managers in my company have been through this program, and I see how this has benefited them and benefited me as an employee with them. I feel that the tools that I have learned here will benefit me and those who I work with that report to me. ”

— **Jeff Petrini**  
**Energy Manager**  
**A-C Electric Co.**

# 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.

“ I thought all of the topics were not only relevant to the industry but also extremely helpful for me moving forward in my career. At times, it really pushed me back and made me look at what and how I'm currently doing things. [The program is designed with a] very relaxed, open platform. Getting the group involved was great. ”

— **Zach Branham**  
**Project Engineer**  
**Barnard Construction Company, Inc.**

“ I found this to be an outstanding training, which provided me with an assortment of tools to effect positive change in both my personal performance and that of my teams. Both presenters were engaging and well-versed. I will highly recommend this training moving forward. ”

— **Andy Carpenter**  
**Estimator**  
**ConeTec Inc.**

# 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.

### Developing the Leader Within

- Clarify the difference between management and leadership
- Define your leadership style, motivations and what energizes you
- Lead the process of change within your organization
- Define the qualities and attributes of influential leaders
- Introduce the Peak Leader Model

### Building Organizational Excellence

- Enhance interaction and motivate your team by understanding generational and personality differences
- Discuss a culture of being held accountable, gaining respect and developing people into superstars
- Employ internal and external networking strategies that yield results
- Develop effective networking techniques

### Creating a Highly Motivated, High-Performance Team

- Define effective communication 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
- Use mentoring to motivate effective change

### Managing Your Time, Priorities and Projects

- Take a critical look at how you manage your time during the day/week
- Discuss obstacles to improved productivity
- Identify specific ways you can improve your time management, productivity and personal effectiveness with the support of the Time Mastery Profile

### Defining Critical Customer Relationships

- Build long-term client relations by developing self-awareness of effective communication techniques and 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
- Develop an attitude for unsurpassed customer service
- Learn how market research leverages your competitive advantage

### Action Planning

- Write specific action items that will be tracked and monitored over a specified period of time
- Differentiate between personal action items and items that will be addressed organizationally as suggestions to your firm

## 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:

\$3,900 for the first attendee  
\$3,600 for each additional attendee from the same company

## For registration and more information:

[www.fminet.com/EMI](http://www.fminet.com/EMI)  
or call 800.669.1364

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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 \$395 cancellation fee per registrant. Cancellations after five (5) business days will result in a \$600 fee. \*Please submit written notice to [registrations@fminet.com](mailto:registrations@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 three (3) weeks prior to the start of the program. We must receive your written notice. \*Please submit written notice to [registrations@fminet.com](mailto:registrations@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.

Address Corrections — If your contact information has changed, or you would like to add someone to our mailing list, please call 800.669.1364 and ask for the database account steward, or email us at [corporatemarketing@fminet.com](mailto:corporatemarketing@fminet.com).



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](http://www.nasba.org)

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