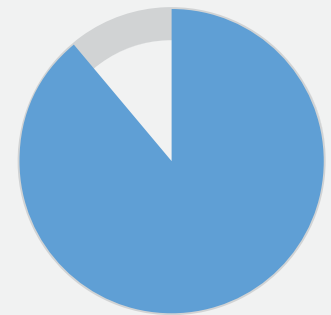


FMI SIGNATURE PROGRAMS

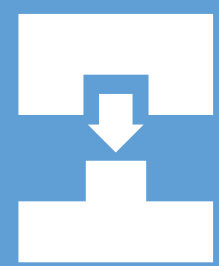
For more information, please visit www.fminet.com/programs

EMERGING MANAGERS INSTITUTE



89%*

OF CONSTRUCTION FIRMS FACE TALENT SHORTAGES, SHOWING THAT FIRMS FAIL TO PLACE TALENT DEVELOPMENT AS A STRATEGIC PRIORITY



Designed for new managers or those identified as having supervisory responsibilities in the future

EXAMPLES

- PROJECT MANAGERS/ENGINEERS
- OPERATIONS/FIELD STAFF
- DEPARTMENTAL MANAGERS
- ESTIMATORS

UNDERSTAND MANAGEMENT BEHAVIOR, PERSONALITY TYPES AND GENERATIONAL CHANGES. MANAGE TIME MASTERY SKILLS, PRODUCTIVITY AND CLIENT RELATIONS

Source: FMI 2017 Talent Development Survey

FIELD LEADER INSTITUTE



TOP-3*

TRAINING OPPORTUNITIES ARE RATED IN THE TOP-3 MOST POPULAR STRATEGIES FOR RETAINING HIGH-POTENTIAL INDIVIDUALS IN CONSTRUCTION



Designed to build strong leadership skills and self-awareness for field staff

EXAMPLES

- GENERAL SUPERINTENDENTS
- SUPERINTENDENTS
- GENERAL FOREMEN
- LEADERS WITH RESPONSIBILITIES AT THE FIELD LEVEL

EXAMINE YOURSELF AND THE IMPACT YOU HAVE ON YOUR ORGANIZATION THROUGH A VARIETY OF HANDS-ON, INTERACTIVE EXPERIENCES

Source: FMI 2017 Talent Development Survey

PROJECT MANAGER ACADEMY



1/5*

ONE-FIFTH OF CURRENT FIELD MANAGERS ARE EXPECTED TO BE LOST THROUGH ATTRITION OR RETIREMENT WITHIN THE NEXT FIVE YEARS



Designed for those in a project delivery role who wish to discover how to set a higher standard for performance

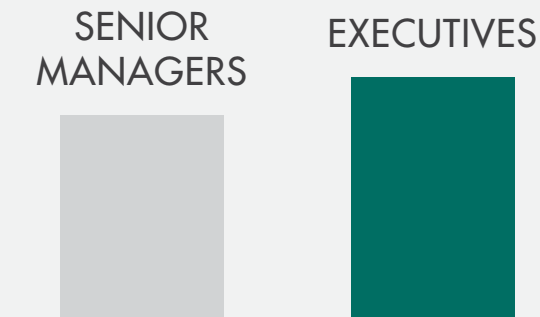
EXAMPLES

- PROJECT MANAGERS
- PROJECT ENGINEERS
- OPERATIONS/FIELD STAFF
- ESTIMATORS

EXPLORE CUSTOMER RELATIONSHIPS, PROJECT TEAMS AND FINANCIAL CONTROL. UNDERSTAND PLANNING FOR PROFITS AND CUSTOMER SATISFACTION

Source: FMI 2017 Talent Development Survey

CONSTRUCTION EXECUTIVE PROGRAM



16% 19%*

16% OF SENIOR MANAGERS AND 19% OF EXECUTIVES ARE EXPECTED TO LEAVE THE INDUSTRY THROUGH ATTRITION AND RETIREMENT IN THE NEXT FIVE YEARS



Designed to develop individual business acumen that will drive financial results for the business unit and company

EXAMPLES

- RECENT/FUTURE C-LEVEL STATUS
- DIVISION MANAGERS
- ADVANCED PROJECT MANAGERS
- BUSINESS UNIT MANAGERS

AN INTENSE SENIOR-LEVEL COURSE DESIGNED TO ENHANCE FINANCIAL UNDERSTANDING AND CONTROL OF A CONSTRUCTION BUSINESS FOR LONG-TERM SUCCESS

Source: FFMI 2017 Talent Development Survey

LEADERSHIP INSTITUTE



55%*

OF CONSTRUCTION COMPANIES DO NOT HAVE ANY FORMAL PROCESSES IN PLACE FOR IDENTIFYING AND DEVELOPING HIGH-POTENTIAL EMPLOYEES



Designed for those wanting to increase their effectiveness and reach their peak potential as a leader

EXAMPLES

- C-LEVEL STATUS
- REGIONAL/DIVISION MANAGERS
- DEPARTMENT MANAGERS
- PROJECT MANAGERS

GAIN PERSONAL INSIGHT TO YOUR UNIQUE LEADERSHIP STYLE THROUGH PERSONAL ASSESSMENT AND INDIVIDUAL DEVELOPMENT

Source: FMI 2017 Talent Development Survey