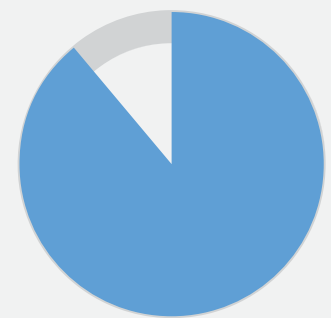


# FMI PROFESSIONAL DEVELOPMENT EXPERIENTIAL LEARNING PROGRAMS

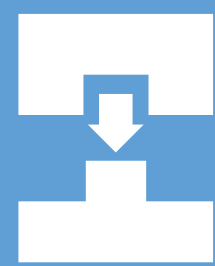
For more information, please visit [www.fminet.com/programs](http://www.fminet.com/programs)

## 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



PROJECT MANAGERS CONTROL AND INFLUENCE MILLIONS OF DOLLARS IN PROJECT DECISIONS. THEIR LEADERSHIP CAN BE THE DIFFERENCE BETWEEN PROJECT SUCCESS AND FAILURE



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

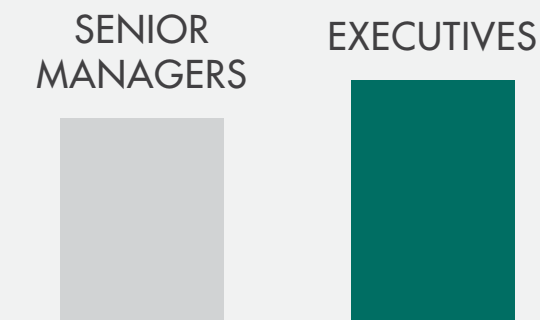
### EXAMPLES

- PROJECT MANAGERS
- PROJECT ENGINEERS
- PROJECT EXECUTIVES
- SUPERINTENDENTS

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

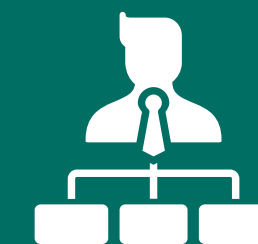
Source: FMI 2017 Talent Development Survey

## 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

ENHANCE FINANCIAL UNDERSTANDING AND CONTROL OF A CONSTRUCTION BUSINESS FOR LONG-TERM SUCCESS THROUGH THIS INTENSE SENIOR LEVEL COURSE.

Source: FMI 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 leaders

### 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