

A photograph of two men in business attire. The man on the left is older, wearing glasses and a patterned tie, smiling. The man on the right is younger, with a beard, wearing a grey cardigan over a light blue shirt, looking down at a tablet. A dark blue semi-transparent banner is overlaid across the middle of the image.

FMI Executive Coaching



for the Built Environment

Why Invest in an Executive Coach?

Our coaching practice provides leaders with a deep and meaningful experience to leverage their leadership skills. All of our coaches have **extensive** A/E/C industry experience and expertise. Partnering with an FMI coach, industry leaders set and work towards achieving strategically aligned developmental goals. Our coaches stretch leaders to gain deep personal insight, set challenging goals and reflect on progress.



Industry-focused coaches accelerate growth

Our coaches combine advanced knowledge of the complexities of the industry and the science of executive coaching to give leaders an unparalleled developmental experience.

Coaching reveals blind spots and hidden strengths

Coaching increases awareness of one's leadership and management style, strengths and weaknesses.

Our coaching drives commitment

Coaching often sparks a higher degree of commitment to improve in the areas identified for development.

Coaching helps you execute on strategy

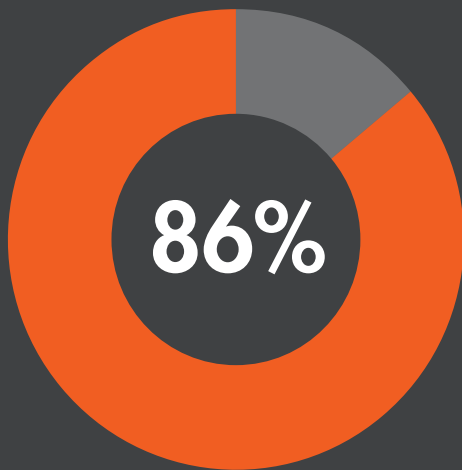
Leaders and teams, when optimized through executive or cadre coaching, help the senior-most leaders in your firm maintain alignment with strategy. Because our coaches are aligned with your strategic needs, they can coach to the needs of the individual and your organization.

Leaders with coaches provide real value and ROI

Greater awareness, stronger leadership skills, performance improvement, enhanced work relationships, training retention, greater commitment increase the value individuals contribute within an organization.

Impacts of Coaching

The majority of companies investing in Executive Coaching say they made their investment back.



Source: ICF Coaching Study, 2017

Top areas where CEOs utilize coaching to drive greater business results

- 1 Strategic delegation
- 2 Managing conflict
- 3 Team building
- 4 Mentoring future leaders

Source: Stanford Business, 2013

Organizations that have made coaching part of their culture report higher engagement than their industry peers



50%



62%

Source: ICF Coaching Study, 2016

Organizations that have experienced greater revenue generations than their industry peers



38%



51%

Our Approach



Match

Coaching recipients interview potential coaches for the right fit. A connection and sense of trust between the client and the coach are foundational to a successful coaching engagement.



Discover

Coaching clients go through a battery of assessments to deepen self-awareness, reflect and to inform the right goals.



Align

Coaches meet with the coachees, stakeholders and FMI client managers to understand organizational context and goals. Coaching that is aligned around overall organizational goals is strategically focused.



Develop

Coaches and coachees work together to form a development plan with clear strategically aligned goals. As coaching progresses, one-on-one sessions are focused around the development plan.



Reflect

As coaching proceeds, both the coach and coachee continually evaluate progress and the impact coaching has made on the coachee's behavior, business relationships and achievement of goals.

"The process gave me insight on how to look inward as well as outward. The personal, one-on-one conversations created a trusted relationship. From the trust, I was challenged to question how I viewed myself, situations and other individuals. A defining moment in the process occurred when I asked, "Do I have to change who I am to successfully achieve my goals?" The answer was, "That depends on who you want to be." From that point forward, I was able to open my mind and challenge myself to be the person I wanted to be. The Executive Coaching process impacted me in a very positive manner."

Mark T. Trickey
Executive Vice President
COO, Comfort Systems, USA, MidAtlantic

Executive Coaching



Our Executive Coaching service matches senior-level and C-Suite leaders with coaches who have expertise in the following areas: executive leadership, strategy development and alignment, deep knowledge of the complexities of leading business teams, disciplines and organizations.

Cadre Coaching



Our Cadre Coaching service accelerates a group of organizational leaders around a common strategy through one-on-one coaching. Coaching recipients are matched with coaches based on personality fit and strategic goals. To ensure business leaders stay up to date on leaders receiving coaching, our cadre client managers coordinate and manage the group's coaching experience from start to finish.

"My executive coach is excellent. I find great success in reviewing specific situations with him as well as learning general principles through his relevant examples. His perspective, knowledge and vast experience provide a wealth of information. His approach, demeanor and character make a true impact. He has armed me with the tools and guiding principles to be a great leader."

Chad Cleveland
Project Executive
Catamount Constructors

“ FMI’s Executive Coaching provides opportunities for key leaders to identify specific areas of focus and work one-on-one with a coach to become stronger leaders. The personal time investment can be significant, but the potential benefits to the individual and firm make FMI’s coaching an incredibly valuable tool. FMI took great care in understanding the firm’s needs as well as my personal development goals in matching me to a coach who worked with me to maximize the benefits of this coaching. ”

Robert DeScenza
Advisor to Board of Directors
Thornton Tomasetti

“ I selected my executive coach after interviewing several coaches. He seemed to be well-experienced and capable... and I wasn’t disappointed in my selection. Working with him was a great experience. He had a way of challenging me by uncovering issues, getting to root causes and facilitating great solutions in a friendly way. He operated across strategic, tactical and behavioral domains to increase my self-awareness and improve my leadership skills. ”

Jim Nissen
Executive Vice President
Pepper Construction Company

“ My executive coach has deep experience in business planning, team collaboration, employee performance management, time management and decision-making. His coaching has helped me better manage my professional development as well as address various operational issues at our company. ”

Ryan Maibach
President
Barton Malow Company

“ When you have the ability to make change and improvement to someone who affects your business, growth of team members and image — can you afford not to complete something like this? My answer is no. ”

Mike McParlan
CEO and President
Jamar Company

“ The value I’ve received from coaching is priceless for me. How do you put a price tag on better relationships, stronger marriage, loving your kids, opening yourself up to your faith? I feel like I almost have part of my life back. ”

Stephen Brague
President and CEO
Casey Industrial

“ We opted to enlist the aid of FMI to provide Executive Coaching to a small group of our company leaders. The group included both the existing company principals and several of our upcoming young leaders who we are relying on to take over the management of the company in the next 5 to 10 years. While we were somewhat apprehensive going in about both the cost and the process, I can honestly say that every participant found the experience to be positive, rewarding and educational, and there is no doubt in my mind that we are today, as a company, much better-equipped to manage our future growth as a result of this group experience in leadership. ”

Paul E. Findlay
President
Robinson Construction Company

Exclusively Focused on the Built Environment

Who We Are

FMI is a leading consulting and investment banking firm dedicated exclusively to the Built Environment.

We serve the industry as a trusted advisor. More than six decades of context, connections and insights lead to transformational outcomes for our clients and the industry.

FMI CONSULTING

FMI Consulting has a deeper understanding of the built environment and the leading firms across its value chain than any other consulting firm. We know what drives value. We leverage decades of industry-focused expertise to advise on strategy, leadership & organizational development, operational performance and technology & innovation.

PRACTICE AREAS

Strategy

- Market Research
- Market Strategy
- Business Development
- Strategic Planning

Leadership & Organizational Development

- Leadership & Talent Development
- Succession Management
- High-performing Teams
- Corporate Governance
- Executive Coaching

Performance

- Operational Excellence
- Risk Management
- Compensation
- Peer Groups

Technology & Innovation

- Market Accelerator
- Partner Program
- Tech Readiness Assessment
- Sourcing & Adoption

FMI CAPITAL ADVISORS

FMI Capital Advisors, a subsidiary of FMI Corporation, is a leading investment banking firm exclusively serving the Built Environment. With more than 750 completed M&A transactions, our industry focus enables us to maximize value for our clients through our deep market knowledge, strong technical expertise and unparalleled network of industry relationships.

SECTOR EXPERTISE

- Architecture, Engineering & Environmental
- Building Products
- Chemicals
- Construction Materials
- Contractors
- Energy Service & Equipment
- Energy Solutions & Cleantech
- Utility Transmission & Distribution

SERVICES

- M&A Advisory
- ESOP Advisory
- Valuations
- Ownership Transfer

EXECUTIVE EDUCATION

- Acquisitions in the Construction Industry
- Ownership Transfer & Management Succession



for the Built Environment

TRAINING PROGRAMS

Over 10,000 industry leaders have completed FMI training programs, which span the entire management spectrum, from new managers to senior executives.

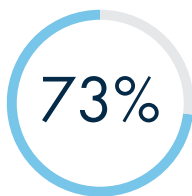
- Emerging Managers Institute
- Field Leader Institute
- Project Manager Academy
- Construction Executive Program
- Leadership Institute
- Leading Operational Excellence
- Construction Selling Skills
- Market & Selling Strategies
- Ownership Transfer & Management Succession
- Acquisitions in the Construction Industry

FMI PEER GROUPS

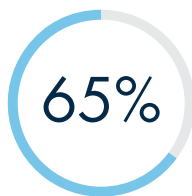
FMI manages nearly 50 individual peer groups across the industry. Connecting businesses through networking, expanding visions and providing feedback.

- Organizational Structure and Development
- Human Resources
- Business Development
- Information Technology
- Operations Management
- Financial Management

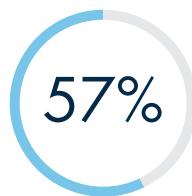
FMI CLIENT HIGHLIGHTS



ENR Top 400
**LARGEST
CONTRACTORS**



ENR Top 200
**SPECIALTY
CONTRACTORS**



ENR Top 100
**DESIGN
FIRMS**



ENR Top 200
**ENVIRONMENTAL
FIRMS**



ENR Top 100
**CM FOR
FEE FIRMS**



for the Built Environment

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