

IMPACT LEADERSHIP EXPERIENCE

Building Exceptional Leaders, One at a Time

Kevin J. Hilton
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“To open your eyes and mind to become a better leader. Working with the Ironworkers Business Managers to show a united goal to get more market share.”

David Bice, President
Bald Eagle Erectors, Inc.

“Everyone can get something out of this program. Improve their own leadership skills translates into more market share. Knowing I can make positive changes that will help my work and private life. Getting to know my strengths & weaknesses better.”

Kevin Byrnes,
Executive Assistant to General Secretary

“If you are interested in learning some life altering strategies that are easy to understand & follow, take the program. Learning new strategies to make life, both professionally & personally, much easier.”

Eric Bohne, Dist. Rep.
Iron Workers - Intl.

“This program is designed for construction, and the lessons learned are invaluable to making me a better leader.”

Colin J Millard, President NCSDC
Iron Workers International



EXPERIENCE *the ultimate leadership development program for the ironworking industry professionals*

Complexity and change are constant challenges in today's business environment, especially in the construction/design industry. Now, more than ever, your company needs strong, effective leaders. You need skills, self-awareness and the ability to engender trust and respect from those you lead.

PROGRAM *focus:*

IMPACT's Leadership Experience is a tightly structured four-day program in which industry professionals examine themselves and their organizations through a variety of hands-on experiences.

The program focuses on six main areas:

1. Opportunities for labor and management to interact and network
2. Personal assessment and individual development
3. Experiential leadership opportunities
4. A small-group construction company simulation
5. Giving and receiving effective feedback
6. Essentials of leadership for the future of the construction/design industry

Benefits *of attending*

Organizational:

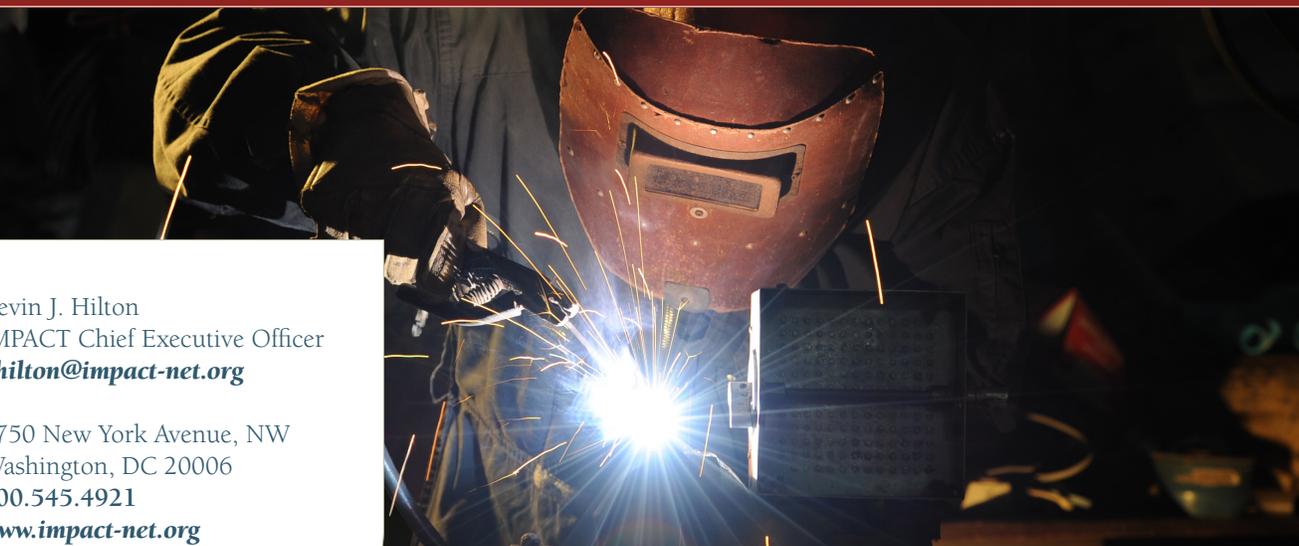
- Lower the risk of your business by building a deep pipeline of leaders
- Enhance your ability to execute strategic growth initiatives
- Increase engagement and organizational loyalty
- Develop the capacity for your organization's leaders to step into roles of greater responsibility and impact
- Equip your organization with the leadership talent needed to make the right strategic moves in a changing economy

Individual:

- Learn how you can reach your peak potential as a leader
- Gain a deep understanding of your leadership strengths and opportunities for growth through personal aptitude, personality and 360° feedback assessments
- Obtain a clearer understanding of your leadership effectiveness from coaching and feedback from FMI staff and industry peers
- Discover specific "next steps" to improving your leadership performance from a personal plan of action
- Advance your professional development when you receive a certificate of completion for continuing education credits

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COURSE OUTLINE



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“This program was a true eye opener for me personally. I would recommend this to my co-workers.”

Scott Malley, Executive Director
Iron Workers (IMPACT)

“This is a program that will enhance any individual in any position to work as a better team player so all win in the end. Meeting new people, great teaching skills ... Enjoyable, relaxing learning and eye opening on getting better as a business owner — a leader.”

Linda Beaulieu, President
Lintec, LLC

“Others should attend to give them insight. The best part was the interaction with my peers.”

Dave McEuen, President
California Erectors, Inc.

IMPACT Leadership Experience *Agenda*

MONDAY 8:00 AM TO 7:30 PM

- Welcome and Introductions
- Essentials of Leadership
- Monument Exercise
- Feedback
- Leadership Challenges
- Networking

TUESDAY 8:00 AM TO 7:00 PM

- Bridge Build
- IMPACT Partners Social

WEDNESDAY 8:00 AM TO 7:00 PM

- Bridge Build
- Assessments Overview

THURSDAY 8:00 AM TO 6:00 PM

- Leading From Within
- One-on-One Feedback Sessions
- Action Planning
- Closing