AGC San Diego
Leadership in Construction for Constructors
3-Day Seminar
May 5, 6 & 7, 2020

EARLY BIRDS!
REGISTER BY FEBRUARY 1ST AND SAVE $395
Few industries rely on effective Leadership for success more than the construction industry. With the overwhelming number of activities on any given jobsite, it takes astute leadership to pull them all together. Without it, project safety, profitability and company reputation are at risk. Attending AGC of San Diego’s Leadership in Construction Workshop will help you enhance your individual skills and teach you how to become the most effective leader possible.

The program is designed for the participant to plan his or her own improvement—not to emulate a history book hero or some popular figure who happens to have written a book. Participants will leave the program with new insights and suggestions for their own personal journey of improvement. This dynamic three (3) day workshop uses personal assessments, including a 360 Evaluation, group exercises, instructor lead discussions and various activities to provide participants with quality leadership training. Attendance is open to all individuals in the construction industry who direct or influence other personnel to meet project goals. The program includes formal presentation, interactive discussion, film and video clips, individual assessment profiles, and group activities.

Section 1: Leadership Overview
- Define the importance of leadership in the construction industry
- Discuss importance of rate of improvement
- Discuss basic assumptions of leadership
- Identify his/her work partners and begin developing his/her Action Planning Guide

Section 2: Leadership Focus
- Examine misconceptions of leadership
- Illustrate effective leadership traits
- Compare differences between leaders and managers

Section 3: Leadership Dynamics
- Examine the concept of change
- Illustrate different styles of using influence to achieve a goal
- Analyze an effective model for conflict resolution
- Identify 10 keys to empowering employees
- Analyze intrinsic and extrinsic factors in motivation

Section 4: Leadership Styles
- Discover personal leadership styles through administration and interpretation of the DiSC Personality Profile System
- Participate in a creative team building approach to understanding DiSC Personality Profile

Section 5: Leadership Qualities
- Explore strategies for improving leadership in the construction industry on an industry-wide basis, in his/her company, and through personal dedication to achieving excellence.
- Demonstrate team building techniques using a group activity

Section 6: Leadership Assessment
- Define the importance of measuring leadership skills
- Analyze his/her CheckPoint 360 reports and measure his/her use of stated management skills
- Personalize his/her Action Planning Guide for continued professional growth

Section 7: Leadership Strategies
- Discuss strategies for improving leadership skills group activities through communication, coaching, and dealing with change
- Demonstrate use of communication skills through group activities
Who should attend?

Company Executives at all Levels  
Project Engineers and Managers  
Estimators  
Area/Branch Managers  
Project Superintendents  
Front Line Supervisors  
Operations Managers  
Safety Managers

Instructors:

CHARLES W. COOK, PH.D.  
R. S. Cook and Associates, Inc.

Tracing family history in construction over two and a half centuries, Charles W. Cook has successfully combined a career furthering the family construction business with an avocation in communications, media, and teaching.

In 2005, Charlie was elected to the Consulting Constructors Council of America, limited to 95 members nationwide. An active member of the Construction Education Committee of the Associated General Contractors of America, Charlie is currently serving as chairman of the continuing Education Subcommittee. He also serves as Education Committee chairman of the Philadelphia Builders’ Chapter and on the chapter’s board of directors. Charlie is a past president of the Carpenters’ Company, the oldest extant trade guild in America. The Carpenters’ Company built Carpenters’ Hall, site of the first Continental Congress and several other historic events in our nation’s early years.

Charlie’s credits in communication and media include publications in scholastic journals and award winning stage, video, and multi-media productions, including a recent nomination for an Emmy Award for cultural achievement. He has presented leadership, time management, communication, team building and motivation seminars for several corporations and AGC chapters and served as a media consultant for Philadelphia area political campaigns. He received his B.A., cum laude, from Cornell University, his Masters from Temple, and his Ph.D. from New York University. He also serves as a Member of the American Arbitration Association’s Panel of Arbitrators.

THOMAS J. BURLESON  
Burleson Construction Company, Inc.

Tom Burleson is president of Burleson Construction Company, a third-generation, 64-year old firm in Johnson City, Tennessee. An AGC activist, Tom is a past chairman of the Construction Education Committee of the Associated General Contractors of America. He is also a Life Director of AGC of America, a past president of AGC of Tennessee, and a member of the Consulting Constructors Council and a director of the AGC of America Education and Research Foundation.

Tom is retired from the U.S. Army Reserves with the rank of colonel and served in support of Operation Iraqi Freedom and in Desert Storm. Tom earned a B.S. degree in Building Science from Clemson University and received Certified Professional Constructor (C.P.C.) status from the AIC Constructor Certification Commission. He is a LEED Accredited Professional.
The CheckPoint 360°™ Assessment Overview

The CheckPoint 360°™ is a leadership assessment used primarily to evaluate the skills and effectiveness of your managers and leaders. This survey compiles a feedback system from direct reports, peers, and supervisors, and then creates a personalized program for developing specific leadership skills based on that feedback. The reports show you how to improve training, management techniques, and communication for greater success.

Purpose

The CheckPoint 360°™ is a 360-degree leadership assessment tool used to help managers identify and prioritize their own development opportunities and leadership skills. It can also help you discover management issues that could lead to low employee productivity, morale, satisfaction, and turnover.

The CheckPoint 360°™ helps you:
- Guide your own professional development
- Improve employee morale, productivity, and satisfaction
- Decrease staff turnover
Thomas-Kilmann Conflict Mode Instrument (TKI) Overview

Because no two individuals have exactly the same expectations and desires, conflict is a natural part of our interactions with others. The TKI is a self-scoring assessment that takes about fifteen minutes to complete. Interpretation and feedback materials help you learn about the most appropriate uses for each conflict-handling mode.

The TKI has been the leader in conflict resolution assessment for more than thirty years. This instrument requires no special qualifications for administration. It is used by Human Resources (HR) and Organizational Development (OD) consultants as a catalyst to open discussions on difficult issues and facilitate learning about how conflict-handling modes affect personal, group, and organizational dynamics.

DiSC Overview

DiSC is a personal assessment tool used to improve work productivity, teamwork and communication. DiSC is non-judgmental and helps people discuss their behavioral differences. If you participate in a DiSC program, you’ll be asked to complete a series of questions that produce a detailed report about your personality and behavior.

The DiSC model provides a common language that people can use to better understand themselves and to adapt their behaviors with others. This can be within a work team, a sales relationship, a leadership position, or other relationships.

DiSC profiles help you

- Increase your self-knowledge: how you respond to conflict, what motivates you, what causes you stress and how you solve problems
- Facilitate better teamwork and minimize team conflict
- Develop stronger sales skills by identifying and responding to customer styles
- Manage more effectively by understanding the dispositions and priorities of employees and team members
- Become more self-knowledgeable, well-rounded and effective leaders
Testimonials from Participants:

“A course for Constructors by Constructors makes all the difference. A practical approach to construction Leadership taught by those who have been there and know what it takes to lead those around them to excellence through the stresses of the jobsite is invaluable and I would recommend the course to anyone looking to improve their leadership.”
– A. Moore
(Shimmick Construction)

“This is by far the best workshop I have ever been to. It opened my eyes to the fact that any personality can be a Leader.”
– T. Dureksen
(Soltek Pacific)

“This is by far the BEST class that I have attended in my career. Tommy & Charlie are captivating, knowledgeable, motivating, entertaining and inspirational. This class gives me excitement to continue to excel in leadership throughout my career.”
– B. McCarthy
(Reno Construction)

“I came to this class mostly for the 360 evaluation, but I got a lot more out of it.”
– U. Yal
(Balfour Beatty)

“As for continuing education I can’t think of a better course to understanding ones personal leadership characteristics to help them be a more effective Leader/Manager. This class has provided the tools to become a Dynamic Leader.”
– B. Richie
(Soltek Pacific)

“This was very motivational training for me. I was able to gain knowledge about leadership through the teachings by Tommy & Charlie. This is something that I recommend everyone to be a part of.”
– T. Kamimura
(Shimmick Construction)

“At the time that I signed up for the class I thought it would be just like many other classes; a sleeper! It was the complete opposite! Totally Engaging! Totally Informative.”
– R. Phillips
(Shimmick Construction)

“I liked the feedback represented by who rated you (direct Report, Peer, Boss) this gives a clearer picture of how your interactions differ depending on who you interact with.”
– B. Zeimet
(W.M. Lyles Co)

Tuition & Location

AGC Members
$1695.00

Non AGC-Members
$1995.00

AGC San Diego Chapter
6212 Ferris Square
San Diego, CA 92121
858-731-8155
bschaffer@agcsd.org
Registration

THERE ARE FOUR WAYS TO REGISTER

1. To register online go to www.agcsd.org and click on Training & Education
2. Fill out the form below and fax back to 858-558-8444
3. Fill out the form below and scan and email to bschaffer@agcsd.org
4. Contact Becca Schaffer at 858-731-8155 to handle registration over the phone

REGISTRATION INSTRUCTIONS

Please fill out one registration form per participant. Complete the registration form and return with payment to AGC San Diego Chapter, Inc. All registrants must provide an individual email address as all pre-training communication will be done via email.

NAME OF PARTICIPANT: ____________________________________________________________

CURRENT TITLE/POSITION: _______________________________________________________

NAME OF COMPANY: ______________________________________________________________

MAILING ADDRESS: __________________________________________________________________

PARTICIPANT PHONE: _____________________________ EMAIL: ____________________________

AGC MEMBER (circle one) YES  NO  Chapter Location ________________________________

Polo SHIRT SIZE (circle one)   S    M   L    XL    XXL   Other __________

PAYMENT INFORMATION

Payment must accompany registration submission

_____ Check is included payable to AGC San Diego Chapter

_____ Visa _____ MasterCard _____ AMEX _____ Discover

NAME ON CARD:_____________________________________________________________________

CARD NUMBER: ____________________________________________________________________

EXP DATE: ______________________ SEC CODE: _________________________

SIGNATURE: ________________________________________________________________

Mail completed forms along with payment to:

The Seminar is held at

AGC San Diego Chapter, Inc. 6212 Ferris Square, San Diego, CA 92121
(858) 558-7444 Phone  (858) 558-8444 Fax