WHO SHOULD ENROLL
This program is for office level employees who are moving into higher level roles, transitioning from working in the business to working on the business. This includes general managers, new or soon to be company owners, CEOs, CFOs, and COOs.

SCHEDULE
12-day program
September 22, 2022 to May 25, 2023
2022-2023 EMERGING LEADER

PROGRAM OVERVIEW
The ABC of Wisconsin Emerging Leader program has been designed for future construction business leaders. This proven program offers sessions on relevant topics selected by a taskforce of next generation construction business owners and leaders. It is for individuals preparing for leadership or ownership roles.

- Twelve, day-long, sessions led by contractor industry leaders
- Includes sessions at the ABC of Wisconsin HR & Accounting Conference and SuperCon
- Networking opportunities with industry peers

All classes, unless noted, will be held at the ABC Professional Development Center at 5330 Wall Street, Madison, WI.

DAY 1
SEPTEMBER 22, 2022
Transitioning from Employee to Leader: The Big Picture
Greg Crader
There is no doubt that “moving up the ladder” in a company takes a different set of skills than are required on the job site. Emerging leaders will learn the transitional skills needed to become successful business professionals.

DAY 2
SEPTEMBER 23, 2022
Employee Relations/Labor Law – Dan Barker
The Secret of Leading Others – Greg Crader
The morning session will focus on employee relations and labor law. The afternoon session will provide participants with skills required to lead to their companies to continued success. We will also discuss the importance of interpersonal skills and how they can be applied in a person’s work life. This session will also cover understanding and valuing style differences and using the power of relationships to complete projects.

DAY 3
OCTOBER 26, 2022
Company Culture and Employee Engagement – Mark Marsden
Glacier Canyon Lodge, Wisconsin Dells
Creating a “culture that excels” is a key leadership skill. Engaged employees performing at their best have the greatest impact on company outcomes. This session will cover how to develop a company culture that encourages employees to thrive while bringing their best to work every day.
In addition to the main session, participants will choose to attend one of two late afternoon 90-minute sessions, the HR Boot Camp and Employee Handbook.

DAY 4
OCTOBER 27, 2022
HR and Accounting Conference – Select Your Own Topic
Glacier Canyon Lodge, Wisconsin Dells
The HR and Accounting Conference offers more than two dozen sessions taught by industry experts. Participants can select topics most relevant to their role with the company.

DAY 5
NOVEMBER 16, 2022
The Great Leader – Mike Somers
Becoming a great leader will result in better performance for the entire company. In this session, participants will learn the leadership skills they need to become top performers and to help others do the same. Topics include construction leader qualities, team leaders, leadership is hard, and the great leader.
<table>
<thead>
<tr>
<th>DAY</th>
<th>DATE</th>
<th>SESSION NAME</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>6</td>
<td>DECEMBER 15, 2022</td>
<td><strong>The Profitable Contractor</strong> – Aaron Mills</td>
<td>You and others have successfully built a construction company, but you’re not making as much money as you think you should. You might be going broke and don’t even know it. Don’t be a part of the contractor’s dilemma. This session will share secrets to independence and start growing your company profitably. Sessions include financial basics, financial KPIs, comp rate basics, budgeting, and revenue recognition.</td>
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<td>7</td>
<td>JANUARY 17, 2023</td>
<td><strong>Contract Law/Breachless Execution</strong> – Josh Levy</td>
<td>Emerging Leaders often deal with disputes. At times these can reach the level of arbitration or litigation. This session will discuss the concept of breachless execution. Topics include contracts &amp; terminology, issues &amp; resolutions, progress billing &amp; the payment process, and performance issues, default, &amp; termination. It will then cover dispute resolution &amp; avoiding disputes. The emphasis will be on best practices each step of the process.</td>
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<td>8</td>
<td>FEBRUARY 8, 2023</td>
<td><strong>Your Professional Presence</strong> – Brad Humphrey</td>
<td>You are continually building your credentials within your own organizations. In this session, participants will learn ways to boost their presence as leaders within their organizations by building leaders around them.</td>
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<td>9</td>
<td>FEBRUARY 9, 2023</td>
<td><strong>SuperCon Conference</strong> – Select Your Own Topics</td>
<td>SuperCon offers dozens of management and safety sessions taught by industry experts. Participants can select topics most relevant to their positions.</td>
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<td>10</td>
<td>MARCH 15, 2023</td>
<td><strong>Insurance, Bonding</strong> – Diana Schmidt and Jay Zahn, <strong>Risk Management</strong> – Jared Weber</td>
<td>Emerging Leaders need to have a comprehensive understanding of bonding, insurance, and the importance of developing a safety culture. Participants will be provided a basic overview of surety bonds, including history, types of bonds, underwriting, decision making and financial analysis. This session will offer insight in the world of construction insurance. In the second half, participants will cover the importance of safety and risk management from a business operations perspective.</td>
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<td>11</td>
<td>APRIL 12, 2023</td>
<td><strong>Connecting the Dots Between Branding, Marketing, and Sales</strong> – Scott Truehl</td>
<td>This session addresses the differences between branding and marketing and how they work together to drive customer engagement and, ultimately, sales. We will explore the brands and the steps to create a marketing plan designed to generate new business and strengthen relationships with existing customers. We will also discuss the power of culture in leveraging employee influence to advocate for a company and promote the brand.</td>
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<td>12</td>
<td>MAY 25, 2023</td>
<td><strong>Succession Planning</strong> – Aaron Mills</td>
<td>This session will discuss succession planning. It will also challenge participants to use the skills and knowledge gained in the Emerging Leaders program. There will be an Emerging Leader graduation ceremony at the conclusion of this session.</td>
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Construction U programs were developed by industry experts for construction employees at all levels. Construction U instructors don’t teach. They provide participants with opportunities to learn. This allows your team to reach higher levels of safety, quality, and productivity.

*Registration Fee: $2,800 for first registrant; $2,500 for each additional registrant from the same company

FOR MORE INFORMATION
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