



CONSTRUCTION LEADERSHIP COUNCIL

## The 2015 AGC CLC Leadership Development Conference Breaks Records in Pittsburgh!



The CLC Leadership Development Conference (LDC) was held in Pittsburgh, PA, September 17 – 19, 2015. Co-hosted by the Associated General Contractors of America (AGCA), Constructors Association of Western Pennsylvania (CAWP) and Master Builders' Association of Western Pennsylvania (MBAW), the event brought together a record breaking 250 emerging construction leaders from across the country in various constructors sectors to network, learn and share.

After an open air welcome reception on the South Terrace of the David L. Lawrence Convention Center, the event kicked in to high gear on Friday, with several educational sessions. Sarah Miller, of The Lane Construction Corporation and the CLC National Committee Chair, welcomed the group to Pittsburgh. Jason Sinay, of Joseph B. Fay Co. and CAWP CLC Steering Committee Chair and Dustin Giffin, of Giffin Interiors & Fixtures and the MBA Young Constructors Committee Chair also took a moment to welcome the attendees.

A highlight of the day was the presentation by Jessica Trybus, Simcoach Games and Jason Koss of CAWP entitled, Using Gaming Technology to Promote Careers in Construction. Jessica and Jason discussed the benefits of using gaming technology to capture the next generation of the construction workforce and demonstrated Future Road Builders, A Virtual Pre-Apprenticeship Program as well as the Traffic Control and Reinforcers apps.

After an evening aboard the Gateway Clipper, the group assembled the next morning for a Community Service Project to end the event. Partnering with Trek of Pittsburgh and Safe Kids Allegheny County, attendees assembled children's bikes for donation to Special Olympics of Pennsylvania and the YMCA's Camp Kon-O-Kwee. Both organizations were on hand to accept the donation of the bikes and pre-assembled helmets. The attendees were excited to learn that due the donations of the bikes, both organizations would be creating brand new cycling programs for their athletes and campers.



During the event another record was broken – under the leadership of the CLC Charitable events sub-committee over \$20,000.00 was raised benefitting the CLC scholarship fund, nearly double the CLC endowment. Thanks to the generosity of conference attendees and affiliated businesses, the CLC will be in a position to award an annual scholarship to a deserving student from a construction management or engineering program.

AGCA looks forward to another great CLC LDC in 2016! 2016 CLC LDC will be cohosted with AGC Georgia. Dates are tentatively set for October 27 – 29, 2016. Congratulations to AGC GA for being selected to co-host!

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## AGC of America's Board of Directors Vice President, Art Daniel, Reflects on AGC's Future Leaders and the 2015 Leadership Development Conference



Serving as AGC of America's Vice President, one of my official duties is to act as a liaison between the National CLC Steering Committee and the Board of Directors. That role took me to San Antonio for the 2014 CLC LDC and to this year's CLC LDC in Pittsburgh. Even before the 2014 CLC LDC came to a conclusion I could sense an

anticipation for the 2015 CLC LDC in Pittsburgh. I wondered what is it about Steelers, Pirates, and Penguins that could generate excitement in a group filled with Millennials and a smattering of Gen-Xers. Walking into the hotel, I'm struck with the thought that I could have been intimidated by my lack of skin ink, as everyone else seemed to have tattoos on every square inch of visible skin plus a wide array of piercings. I did not want to even think, much less see, what was not visible! I wondered is this the new AGC? Thankfully I learned that there is a tattoo artist event going on and these were not participants in the CLC LDC. However, that arrival thought did spur me to think about what makes the CLC LDC participants different from my generation of AGC members.

Generational experts tell us that the Traditionalist in the workforce came of age in a "chain of command", my Baby Boomer generation focused on "change of command", while the Xers that followed us fight for "self-command", and today's Millennials think more of "Don't command – collaborate". Sitting in on the CLC Steering Committee meeting I hear a report on the accepted challenge to raise approximately an additional \$25,000 over the course of the next year to fully fund an endowed CLC scholarship in the AGC Education and Research Foundation with a goal of raising \$5,000 during the CLC LDC. Ultimately \$20,000 was raised during the LDC demonstrating this generation's collaboration in a very Traditionalist/Baby Boomer institution of AGC's Foundation.

Also during the Steering Committee meeting, a request was directed to me that the CLC desired to participate in the programs at the 97<sup>th</sup> Annual AGC Convention, March 9-11, 2016, in San Antonio, TX. This request was not a request to show off their skills or to take center stage but

rather to act in collaboration in the planning and participation of programs.

As the CLC LDC sessions began there were over 270 attendees registered, an amount that ranks this meeting as one of the highest attended of any non-topic specific AGC meeting this year. Observing the crowd I was pleased to see about 20% were female, a high percentage in AGC meetings of the past. This striking demographic is indicative of another trait that generational experts identify with Millennials, the desire for diversity. This diversity desire extends beyond race, gender, or ethnic background to include a desire for generational diversity.



Leaving the CLC LDC, I recognized that I had observed a group that realized the benefits of coming together to work on issues that affect their profession was as important as the networking opportunities presented at the Conference. This desire of these young leaders to be part of the team that "lifts the load" is exciting and although the group may look different than the one I was a part of thirty years ago I was leaving the LDC with no tattoos or piercings and was tremendously excited about the future of AGC.

### Thank you to our CLC LDC local sponsors:

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## Building the Community: Leadership Through Service



### AGC NW Ohio Hosts First Ever PAC Fundraiser and Golf Outing

AGC NW Ohio golfers and volunteers converged on the first ever CLC Nine Hole PAC Fundraiser and Golf Outing held in August. After covering all expenses, the outing brought in enough funds to meet PAC needs for the remainder of 2015 and all of 2016. "We have city council and mayoral races this fall, followed by more local government races next fall. We're in good stead, but we're already planning a spring shooting outing for those who don't golf," said President Vander Hooven.

In addition to PAC fundraising, many members of the CLC of AGC NW Ohio, serve on a variety of AGC NW Ohio committees, and are heavily engaged in workforce development via jobsite tours, mock interviews, as well as speaking engagements at area schools.

### Glow Ball Tournament Helps Build Futures

The CLC from the AGC of Missouri held a Glow Ball golf Tournament, benefitting Building Futures, a not for profit organization that helps inspire and teach youth of the city through design build workshops. Building Futures participants learn about construction and the exciting uses of their math skills and creativity as they build.

The tournament had 64 registered players and proceeds of \$2,275 from the tournament were donated to Building Futures.

### Celebrating Another Successful YLP Community Project

Members of AGC Georgia's Young Leadership Program attended a ribbon cutting event for renovations at the Georgia Center for Child Advocacy in the Grant Park neighborhood of Atlanta. The Georgia Center for Child Advocacy (GCCA) is a non-profit organization that champions the needs of sexually and severely physically abused children through prevention, intervention, therapy and collaboration. Members of AGC Georgia's Young Leadership Program (YLP) took full ownership of this charitable construction project.

During the project, YLP worked with crews to increase the size of an interview room, added walls to the deck with acoustical sealant for soundproofing, re-wrapped fabric panels, painted, placed new floor and baseboards and provided new furniture and light fixtures. These improvements directly impact the quality of video recordings the center must capture when interviewing victims. They also help improve the victim's experience by offering surroundings that feel warmer and more secure.

This project exemplifies one of YLP's core strategic objectives to volunteer time in their community and offer professional services on meaningful projects.



### Join the National CLC's Listserve!

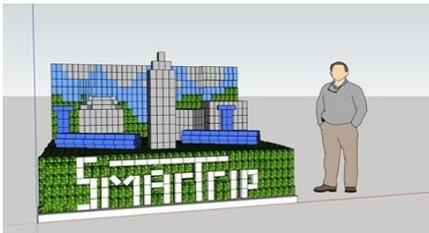
Log in or create a profile and check the CLC eforum box. For more information, email [paige.packard@agc.org](mailto:paige.packard@agc.org)

## Leadership Through Action: CLC Programs and Events

### CLC of Western Kentucky & Student Chapter Host Mock-Bid

The CLC of Western Kentucky has partnered up with the Murray State Engineering students for the past 3 years for a Mock-Bid. The Mock-Bid is a friendly competition that educates students who have not had the opportunity to be exposed to the pace, workflow and best practices of reviewing bids, compiling a proposal submittal in the environment of a hard bid on bid day, and receiving and reviewing trade contractor bids from their client's perspective. Whichever team is the closest to the actual bid number is awarded 1st place.

### AGC of DC's YCF Participates in Canstruction®



For the third year in a row, AGC of DC's YCF is once again participating in Canstruction® on November 22, 2015. Canstruction® is a unique charity which hosts competitions, exhibitions and events showcasing colossal structures made out of full cans of food. After the structures are built, the Cansculptures® go on display at the National Building Museum as a giant art exhibition. At the end of the event, all food is donated to the Capital Area Food Bank. The theme of the 2015 Canstruction® DC competition is "Transportation" and the Canstruction® Committee decided to build a sculpture inspired by the DC Metro SmarTrip Card.

### The CLC Of AGC Austin hosts a Resume Builder Workshop

Each semester the Construction Science & Management students at Texas State University spends time preparing for the Construction Industry Career Fair. Resumes are prepared weeks in advance in hopes of getting noticed by future employers. Although the students are confident in their construction knowledge, they may be less confident in their ability to create a resume that is appealing to employers. The Construction Leadership Council out of Austin has been a great resource to students by hosting the Construction Student Association's Resume Builder for the last three semesters.

### AGC of San Antonio Creates YouthBuild Curriculum Program in Response to Skilled Labor Shortage



AGC's Construction Leadership Forum (CLF) in San Antonio was instrumental in one of the chapter's most exciting education initiatives this year. The effort was in response to research released by AGC of America and the shortage of the skilled labor force that is affecting the construction industry across the country.

In July, the San Antonio chapter of the AGC added a new program in partnership with the George Gervin Youth Center; YouthBuild San Antonio is part of a nationwide mission aimed at community leadership and development by providing its trainees with marketable construction skills as well as career planning. The role of the CLF was to plan the eight-week curriculum and recruit local industry experts to train the students. The development of the curriculum and outreach by the CLF service committee was instrumental in the success of the program.

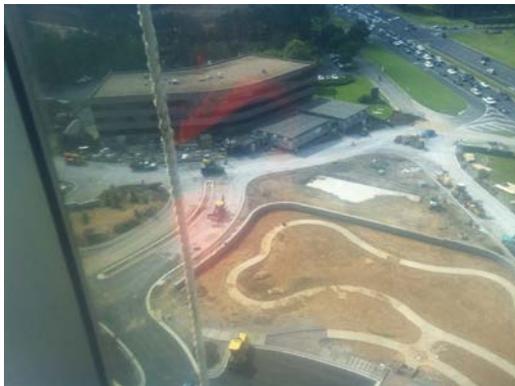
Twenty YouthBuild participants graduated in August from the eight-week Introduction to Construction program; these young men and women are 20 potential workers for the construction industry that were not previously available. A job fair was held by the AGC San Antonio chapter in September to absorb the new talent and a new group of students will benefit from this wonderful initiative in January due to continued funding. For the new round of training, veterans have been identified to participate and benefit from this program.

## Leadership Through Action: CLC Programs and Events Continued

### Birmingham Young Constructors Wrap Up Project Life Cycle Series with YAEC

The Young Constructors Forum (YCF) for the Birmingham Section of Alabama AGC recently completed the Project Life Cycle Series with local participants of the YAEC. The YAEC is an unofficial partnership between members of the YCF and young professionals from the local chapters of AIA, ASCE, CFMA, and SEA that provides networking, social, and professional development events.

The Grandview Medical Center on Highway 280 in Birmingham was selected to be studied and analyzed in the initial series. This project was originally conceived as a digital hospital more than a decade ago, only to be shuttered before its completion due to legal and financial troubles of the building's previous owner.



*A Birdseye View - looking down on Highway 280 as work continues on project. Grandview Medical Center is slated to open in Fall of 2015.*

The combination of a new buyer for the building along with the collaboration of the project's General Contractor, Brasfield & Gorrie, its many subcontractors, project designers, surety and legal representatives involved, the project is scheduled for completion in the fall of 2015.

The leaders of each respective organization designed and created the Project Life Cycle Series - following and observing a specific project from its earliest development phase to the actual completion of the project. At each stage, various leaders from the AEC (and CFMA) communities involved in the project would provide a real life study and function of his/her specific role on the project. The objective of the series is to provide each member of the YAEC a look into the careers of each other's counterparts and gain a better understanding of the responsibilities and work required for each discipline, as well as an in-depth look into the financing, design, construction, and legal overview of a particular project.

Beginning in January, the YAEC hosted 4 seminar style lunch & learn sessions to look at the project and its challenges from construction, engineering, architectural, financial, and legal perspectives. The series concluded with a site visit of the hospital followed by an After-Hours Social at Blackwell's on June 4. For all 5 sessions, there were well over 220 attendees combined.

### CLC Subcommittee Chairs

#### **AGC of America Board of Directors Committee**

Committee: Miller, Snow, Tabelaing

#### **Chapter Communications & Social Networking**

Committee: Kelley, Myers, Walker

#### **Charitable Events & Scholarship**

Committee: Oakes, Pennington, Wright

#### **Events**

Committee: Horn, Phelps, Tabelaing, Walker

#### **Industry Liaison**

Committee: Hesdon, Pollard, Vivio

#### **Mentor Program**

Committee: Tabelaing

#### **Executive Leadership Council Liaison**

Phil Thoden, President & CEO AGC of TX, Austin

