



Announcing the **4th Annual**  
**Professional Development Program**  
Hosted by the Young Leaders  
Committee of ABC Baltimore



# Professional Development Program

## 2016 Curriculum, Schedule, and Criteria

The ABC Young Leaders Professional Development Program is a year-long program designed to provide a series of educational seminars, network opportunities, mentoring and community service projects for the developing young professional.

Through this program the participant will:

- Further their leadership skills and professional development.
- Grow in their understanding and appreciation of the industry and the merit shop.
- Further their desire and ability to serve as a leader in the industry.

The program will run over the course of one year where points will be earned for required sessions and also for any additional ABC events, seminars, committee meetings or classes that a young professional attends.

You will earn a certificate of achievement at the end of the year at either a silver, gold, or platinum level, based on your earned points.

- Silver Level:** 30-35 pts
- Gold Level:** 36-42 pts
- Platinum Level:** 43+ pts

The graduate who accumulates the most points overall for the year will receive FREE registration to the 2017 Leadership & Development Conference, location TBD (Includes flight, hotel, and tuition fee). The next two (2) runners-up will receive \$250 and \$200, respectively, in 'ABC Bucks' to be used for future events and classes.

Tuition will cover the cost of all mandatory sessions; however those students who choose to attend additional sessions will have to pay an additional fee, look for the Professional

*" The Professional Development Program is a valuable program for up-and-comers and for mentors as well. "*

—Dick Lombardo, Harkins Builders, Mentor

Development price on event/training flyers.

**Tuition Cost for the 2016 Session:**

\$925 per student\*

\*There will be a 5% discount for all applications received before October 9, 2015. Payment plans are available. The deadline to apply is Wednesday, November 25, 2015.

For this tuition fee each individual will receive the following:

- Harrison Assessment test, analysis, and debriefing (a \$300 value)
- Presentation Skills Training
- Financial Management Training
- One-on-One Coaching with Industry Leaders
- Elite Executive Training Provided by Sage Group Partners, Wellspring Advantage and FireStarter Consulting
- Better Understanding and Appreciation of the Industry and of the Merit Shop

Past Mentors include industry leaders from widely known companies such as:

- Lewis Contractors**
- DPR Construction, Inc.**
- Harkins Builders, Inc.**
- Hirsch Electric**
- Steinhardt Financial Group**

*" ABC's Professional Development Program is a great opportunity to meet peers in the industry and have focused conversations with industry mentors. "*

— Mark Quick, Student

# 2016 Education & Development Sessions

Each participant will start with 30 points, THREE (3) points will be deducted for each session missed. The individual is removed from the running to earn the trip to the Leadership & Development Conference after one (1) missed mandatory session. Students can earn additional points with the supplemental sessions.

## Session 1, December 2014

**Harrison Exam**, Each student will take the online Harrison Assessment and will set up a one-on-one session with Harrison professional Ken Zeigler to review the individual test results.

## Session 2, Wednesday, January 13th, 2016; ABC Baltimore, 3 pm to 6 pm

**Program Orientation, Mentor/Student Meetings & Speed Networking following by a Happy Hour**, Students and mentors will be introduced to the program where the guidelines and requirements will be laid out for the year. Following the brief meetings there will be timed sessions for each student group to 'speed network' their way through meeting each of the mentors. An informal network to follow.

## Session 3, Wednesday, February 10th, 2016; ABC Baltimore, 8 am to 10 am

**Generations in the Workplace**, Presented by Wally Adamchik of FireStarter Consulting. In this fascinating and informative session participants will gain a better understanding of how different generations are motivated in their jobs and their career goals. You will also learn how to communicate and work more effectively with those who are just starting out and those who are further along in their careers.

## Session 4, Wednesday, March 9th, 2016; ABC Baltimore, 8 am to 10 am

**Strategic Planning & Goal Setting**, Planning, goal setting and accountability. Three parts of a bigger concept called strategic planning that are often overlooked. Would you start a project without a plan in place? So why would you start your career, year, week or day without a specific plan in place? Join Doug Sandler in this informative session on coming up with the right strategic plan for you.

## CLASS ORGANIZED SOCIAL EVENT, April 2016

The class will organize an outing for students and mentors. Could be anything from a ball game at the O's or Aberdeen Stadium to Clay Pigeon Shooting, to a team building scavenger hunt, etc...

## Session 5, May 2016

**Student Group Meetings with Industry Leader**, Students meet in their assigned groups with their appointed 2016 mentor. The group of students are responsible for contacting and setting up the meeting. This time will be used to update and discuss the progress of the Professional Development Program and Harrison assessment each person just reviewed.

## Session 6, Wednesday, June 8th, 2016; Location TBD, 11 am to 4 pm

**Jobsite Visit**, The group will meet on-site of a near-completed or just-completed commercial contracting project to discuss various topics such as Building Information Modeling (BIM), Integrated Project Deliver Methods (IPD) and other issues/problems that arise during the Design-Bid-Build/Design-Build processes.

## Session 7, Wednesday, August 10th, 2016; ABC Baltimore, 8 am to 10 am

**Negotiating Skills**, the group welcomes back Wally Adamchik of FireStarter Consulting, for this interactive discussion on how vital negotiating skills have become with the changing business structure and technology boom. Today more than ever you need to be as equally prepared as the other party in order to remain competitive in your market.

## Session 8, Friday, September 9th, 2016; ABC Baltimore, 8 am to 10 am

**Career Development**, The group will welcome back Ken Zeigler to discuss progress with the Harrison Exam and to tackle a new set of results from the exam know as the "Career Development Report"

## Session 9, Wednesday, October 5th, 2016; ABC Baltimore, 8 am to 10 am

**Politics and the Young Professional**, Presented by Bob Zinsmeister and Tom Kingston of ABC's Joint Legislative Council, the group will be given an overview of the current political environment as it pertains to the construction industry and will learn how to get involved on various levels.

## Session 10, Wednesday, November 9th, 2016; ABC Baltimore, 8 am to 10 am

**The Art of the Start**, Presented by Dan Dorazio of Sage Group Partners. In this session you will learn the 10 questions that every presenter, whether a formal presentation or over lunch, should know how to answer and deliver. This is an interactive class, where groups of students will make actual pitches to their peers and mentors, followed by a Q&A session with the presenter.

## COMMUNITY SERVICE PROJECT with the Believe in Tomorrow House at Johns Hopkins Children's Hospital

As a requirement of completing this program each student will need to participate in one (1) of the two (2) scheduled dates at the Believe in Tomorrow House at JH's Children's Hospital. There will be a summer date (May/June) and a Winter Date (Dec) to choose from. The group will need to organize a dinner menu, prepare and serve the dinner to families staying in the house while receiving care at the hospital.

## Session 11, Wednesday, December 14th, 2016; Location TBD, 5:30 to 7 pm

It's time to celebrate all the participants and mentors hard work and dedication throughout the year! Each student will receive their certificate of completion and the 2016 Leadership Institute trip will be awarded.

## 2016 Supplemental Sessions\*\*

Students will earn additional points for each session attended

### ANY ABC Sponsored Networking Event or Seminar

Earn 1 additional point for each

### Join a Committee!

Earn additional points for joining any of ABC's committees:

Earn 1 point for each committee meeting attended

### Volunteer at an Event

Earn 1 point per hour spent volunteering at an ABC event (selling raffle tickets at the Bull Roast, 50/50's at the abcCares events, speaking at WABC events, etc...)

### February, 2015, Attend ABC's Legislative Day in Annapolis

Earn 3 additional points

### ABC's Winter Gala, Golf Tournament, Bull Roast, Awards Program, Fishing Trip, or Annual Meeting

Earn 2 additional points for attending any of the above!



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