

Young Contractors Professional Institute 2020

YCPI: 12 Results-Focused Seminars January - October

MCAP Fund reimburses 75% of tuition. see page 4



Learn the strategies, build the skills you need most now to:

- Accelerate your career progress
- Take on new tasks and responsibilities
- Improve job performance and productivity
- Learn current best practices
- Win work with existing and new clients
- Add greater value in your company

Now in our 19th successful year with 400+ alumni, YCPI features:

- Building the skills most important now
- Industry leader instructors
- Hands-on learning methods
- Six joint sessions with BSA Young Architects
- Scheduled for your convenience, 2 – 5 pm
- Organized for immediate and lasting results

Join the best New England construction organizations that have sent their best people

to YCPI: Bond Brothers, Brandeis University, Callahan, JC Cannistraro, CCB, Central Ceilings, Charter Environmental, Colantonio, Columbia, Commodore, Consigli, Dacon, Deuilis Brothers, Dimeo, Elaine, Erland, CE Floyd, TG Gallagher, Gilbane, G Greene, Greenscape, E Guigli & Sons, Hart Engineering, Hinckley Allen, ML McDonald, Mill Creek, NE Waterproofing, North Shore Mechanical, Daniel O'Connell's Sons, Royal Steam, WT Rich, Salem Glass, Sea Dar, Security, Siena, Skanska, Sully Mac, Tightlines, Underhill, RF Walsh, Walsh Brothers, Weston & Sampson, Turner, Wright Millworking ... and many more

Your Job Is Changing! Do You Have The Skills You Need?

Construction jobs are changing! As a young professional, your job responsibilities change quickly to involve increased involvement in communications and management tasks. Companies and clients expect more professionalism, better communications skills, improved ability with scheduling and financial management, lean methods and higher performance overall. YCPI enables you to master the skills you need most now, perform your job at optimal levels, increase the value you add to your company and build a strong foundation for long term career and professional development.

Special YCPI Program Features Make It especially effective

- 12 sessions spread over ten months increase your ability to apply program tools
- 2 - 5 pm session scheduling enables you to meet job responsibilities
- Session locations at different companies provide valuable behind-the-scenes insights
- Joint sessions with architects build networking and perspective
- All sessions are co-located with architects' sessions, enabling networking after hours
- All sessions use dynamic hands-on teaching methods
- Industry expert instructors include construction company CEOs, clients, and architects

Who Should Attend / Young contractors who:

- Are taking on increased management, marketing and communications tasks
- Want to add more value, make a greater contribution to their company
- Have been in the industry for at least three years
- Are working more with clients and architects
- Want to take on new responsibilities and tackle new opportunities

Outcomes/ Benefits For Companies and Participants

- Reduced employee turnover
- Improved bottom-line performance and productivity
- Increased effectiveness winning new work
- Increased ability to be promoted and take on new responsibilities
- Up-to-date understanding of current industry best practices
- Increased ability to contribute to their company's bottom-line

Institute Leadership

Institute Director **William Ronco** initiated this program in 2001 in collaboration with AGC/Massachusetts staff and Young Contractors Executive Committee. President of Gathering Pace Consulting (www.gatheringpace.com) Dr. Ronco has 25+ years experience consulting on strategic planning, construction partnering, leadership development and custom training. He works extensively with design, construction, engineering and technology organizations. New this year, **Colin Milberg** and **Toni Loiacano** will assist with Institute leadership. A founding partner of ASKM Consulting, Colin is a construction industry expert in lean methods, facilitation and change management. Toni is a senior vice president at Cannon Design. She has extensive experience and interest in mentoring, presenting new design concepts to client associations.

AGC MA 2020 Young Contractors Professional Institute (YCPI)

Seminars run 2-5 pm, with light supper, host organization tour, informal networking afterwards

Tentative Schedule

Date	Topic	Instructors, Host Organization
1/29	Planning Your Best Design / Construction Career Our industry's 6 career challenges and opportunities. Clarifying and fully implementing your career goals. Identifying, building on your real strengths and addressing your weaknesses.	Bill Aalerud, Columbia Construction Toni Loiacano, Cannon Design <i>At: Columbia Construction, North Reading</i>
2/11	Building High-Performing Teams Anticipating, addressing <i>predictable</i> team problems. The wisdom of the team v. groupthink. Improving everyday meetings results and follow through. Fully, actively engaging <i>every</i> team member.	Marc Truant, MIT Colin Milberg, ASKM and Associates <i>At: Payette, Boston</i>
2/27	Improving Your Negotiations Skills Recognizing your negotiations style, strengths, weaknesses. Getting beyond Yes. "Never split the difference?" Negotiating to "win" vs. negotiating for synergy.	Robert Ferguson, Esq., Hinckley Allen Matthew Brett, Mass General Hospital <i>At: Hinckley Allen, Boston</i>
3/10	Young Professionals HR Issues, Opportunities HR knowledge young professionals must have: legal rights, boundaries, vulnerabilities. Why, when and how to ask for raise. Getting the most from your performance appraisal.	Jess Smith, Bergmeyer Shelley Kolesar, HR Consultant Diana Hasan, CE Floyd Kathy Freitas, Bond <i>At: Bond Construction, Medford</i>
3/25	Effective, Comfortable Marketing / BD Why, how to get started with marketing and BD. Getting comfortable with sales tasks. Selling without networking: alternative marketing methods and skills.	Ed Bond, President, Bond Brothers Margret Neil, Consigli Construction Kristine Gorman, Jacobs <i>At: Jacobs, Boston</i>
4/7	Improving Writing Skills. Increasing email skills, impact, efficiency, results. Writing reports more clearly, logically, quickly, thoughtfully. Blogs and print, chronicling projects, tasks, experiences.	William Ronco, Gathering Pace Chris Floyd, CE Floyd <i>At: Isgenuity, Boston</i>
4/23	What Clients Really Want. How contractors and architects misunderstand, frustrate clients. What keeps clients up at night. Responding to client needs in different market sectors. How to increase client satisfaction and repeat business.	Maggie O'Toole, LabCentral Jonathan Hayward, Partners Health Care Ralph DeFlorio, Harvard University Chris Cronin, Town of Andover <i>At: LabCentral, Cambridge</i>
5/5	Design and Construction Legal Literacy. The top 10 issues that trigger lawsuits for young design and construction professionals. Liability and Risk. What you need to know. What you need to do.	Mary Feeney, Bowditch & Dewey <i>At: Commodore Builders, Waltham</i>
6/4	Managing Finances. Increasing project cost controls and profit. Spotting, addressing project financial problems quickly. Understanding company finances, your role and impact as a young contractor.	Scott Lerner, Consigli Construction Mark Paronich, Delphi Construction David Sullivan, DGC Accountants <i>At: Consigli Construction, Milford, MA</i>
7/22	Improving Presentation Skills. Increasing skills, comfort, confidence and influence. Starting with Why. Presenting more persuasively, easily. Telling a compelling story. Presenting less, discussing more. Improving Q & A for full engagement.	Toni Loiacano, Cannon Design Kathy McMahon, National Building <i>At: Bond Brothers, Medford</i>
9/23	Leading Change. Building Forensics. The current state of Lean. Real continuous improvement. Extreme fabrication. 7 reasons why people resist change. How, when and why to initiate change in your own role.	Charles Antone, Bldg Enclosure Sciences Siggy Pfendler, Columbia Construction Shawn Guertin, TG Gallagher <i>At: TG Gallagher Fab Shop, Andover</i>
10/22	From Manager To Leader. Defining, achieving the next level in your career growth. Getting, using a 360 survey of your own effectiveness. Building both strategic and collaborative leadership competencies. Identifying and improving key leadership behaviors.	Roger Goldstein, Goody/Clancy Matthew Brett, Partners Health Care Marc Truant, MIT <i>At: Shepley, Boston</i>



YCPI Tuition and Registration

YCPI tuition for AGC members is:

- \$3,100 for the first participant from a company
- \$2,600 for each additional participant

Non-AGC members are also welcome. Tuition for non-members is:

- \$4,300 for first participant from a company
- \$3,800 for each additional participant

Note: AGC MA members that are MCAP contributors receive a 75% reimbursement of the registration fee, up to \$4,000 total, for this program after full registration is paid to AGC.

Contributing firms are those who are signatory to union contracts with carpenters and related trades, laborers, and plasterers and cement masons. Please feel free to check with Emily Sheedy or Barbara Canoni at the AGC (781-235-2680) if you have any questions.

YCPI pays for itself many times over in terms of participants' improved job performance. By several benchmarks, program fees deliver excellent value:

- Cost of a typical two-day management seminar at local universities is \$1,495
- Cost to a company of turnover is typically 1.5 times a person's annual salary
- Cost to a company of less than optimal performance = Immeasurable
- Value added to a company by employees with increased skills is enormous and ongoing

To Register

Register online at www.agcmass.org or send a check with this form to AGC MA – 888 Worcester Street, Suite 40, Wellesley MA 02482. Please copy this information as needed; use one for each registrant. Our confirmation will include program location information.

Name _____

Company _____

Address _____

City State Zip _____

Telephone and Fax _____

Email _____

Payment must accompany registration (Please check one):

Check made out to AGC Massachusetts. Enclosed is my check for: _____

**You can register online at www.agcmass.org or mail this form with your check to:
Barbara Canoni, AGC/Massachusetts, 888 Worcester St., Suite 40, Wellesley, MA 02482**