

# 98<sup>th</sup> Annual AGC Convention Education Sessions

**Tuesday, March 7<sup>th</sup> 9:30 am – 10:30 am**

**Title:**

1. How to Win the War for People

**Description:**

For generations, in the Construction Industry, the biggest battle and focus has been to find, win and deliver projects. However, this generation of industry leaders and professionals is dealing with a much different war: finding, winning and retaining talented, motivated people. This war is being fought between competing firms, between owners and professional firms, and even between competing industries like Oil, Gas and Power. How is your organization responding? We must give people something to fight for, something that makes their job more than a place to collect a paycheck and motivate our teams to have an impact on the communities in which they serve. At what point are we as an industry going to lead with factors other than project deadlines, budgets and scope? Professionals in our industry and society deeply desire to connect with what they do, who they build with and for. This session offers leaders key insights on how to attract, lead and build a firm around the heart and soul of their culture - their purpose and vision - and how to connect their people and markets to it.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Discuss the biggest challenge in our industry- attracting, winning and retaining talented, motivated people.
- Define the top six reasons why people stay in a construction company.
- Define five Critical Elements leaders must deploy into their companies to be the firm professionals desire.
- Complete a self-assessment to allow each leader to see how well they and the other leaders of their firm are currently performing in each of the five Critical Elements.

**Speaker(s):**

DeWayne Ables  
Pioneer IQ

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Personnel/Human Resources  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

2. Not Your Father's Construction Company: Marketing & Business Development Approaches Required for the Competitive Edge

**Description:**

Several forces are in play in the new economy that have demanded the best and most successful construction companies rethink their business approaches to maintain a competitive edge and be relevant in the industries they serve.

Danielle Feroletto and James Paul Murphy will outline and discuss what the market is demanding related to marketing and business development activities. Both presenters have experience working with small, mid and large-sized contracting firms at various stages of growth, bringing that knowledge into the discussion for various-sized companies to appropriately anticipate their marketing and BD needs. Together they will cover four Vital Marketing/BD Phases critical to achieve maximum results: 1) build your firm's brand awareness, 2) anticipate and respond to growth, 3) identify potential opportunities and 4) properly retain existing clients.

Now more than ever, firms are experiencing a need to re-invent their marketing approach, rebrand to bring clarity to their changing services and even reposition as they have evolved through acquisitions and changing market sectors. This session will bring clarity, new ideas and a GC's perspective on best practices.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Analyze the changing demands of business for contracting firms that specifically impact the way in which marketing and business development are approached, communicated and executed.
- Determine the most effective uses of a variety of marketing activities and how to measure these activities to assess cost-benefit of each.
- Examine the trends of interactive marketing activities GC's are employing to build awareness, including social media, interactive collateral, and responsive websites.
- Build a marketing and business development strategy to successfully execute and win work.

**Speaker(s):**

Danielle Feroletto, MA, CPSM  
Small Giants

James Paul Murphy, MS  
Willmeng Construction

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Communications and Marketing  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:****3. Lean into BIM: BIM Only Works if it is Profitable****Description:**

BIM isn't a game. Senior Management has to make sure that the Virtual Design and Construction efforts are actually reducing risk and increasing profitability. However, many individuals still see BIM as a novelty, an added service or even a cost burden. This session is designed to help Senior Managers to understand how to implement BIM using Lean practices, where the real financial benefits are, and what has to change to see the increased profitability they want and our industry needs.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Determine how BIM, when done right, doesn't cost anything.
- Explore the financial benefits of BIM and how to tap into them.
- Describe why it is better to use BIM on smaller projects.
- Determine what efforts to target when implementing BIM in a Lean way.

**Speaker(s):**

Benjamin Crosby  
Yates Construction

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Specialized Knowledge  
1.0 AIC CPD Unit  
1.0 SMPS CEU  
1.0 CM-BIM CE Hour  
1.0 CM-Lean CE Hour

**Title:****4. Best Practices for Mitigating Risk on Construction Projects****Description:**

What are you doing to mitigate the inherent risks of your construction projects? How does your risk mitigation approach compare with the rest of the industry? This session will build upon the latest data from Dodge Data & Analytics on risk evaluation and mitigation. The most significant risks, both by frequency and cost, will establish a baseline of the main challenges facing the construction industry. The most effective risk evaluation and mitigation procedures reported by nearly 400 contractors participating in the study will then be provided, including the stages in the project lifecycle at which these are deployed. In addition, the session will identify the most important triggers and obstacles to increased investment in risk planning and mitigation.

The findings will then provide the basis for a panel discussion with leading contractors about the biggest challenges and opportunities they face in trying to evaluate and mitigate risk earlier in the construction process. This will include an examination of how approaches like Integrated Project Delivery and Lean Construction can decrease common risks, along with exploring the risks inherent in these approaches.

Through a combination of the data and the discussion, participants will gain a benchmark of industry evaluation of risk, best practices for risk evaluation and mitigation, and practical insights on processes and delivery methods that help reduce risk.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Compare their experience of risk against industry benchmarks established in the Dodge Data & Analytics study.
- Identify the most important risks based on both frequency and cost impact, by project sector and size of firm, so that they can determine more targeted and effective risk management strategies before problems arise.
- Advocate driving change in their organization by learning about the most important triggers and obstacles to increased investment in risk planning and mitigation.
- Examine how approaches like Lean Construction and Integrated Project Delivery can help manage risk effectively in projects.

**Speaker(s):**

Steve Jones  
Dodge Data & Analytics

Bevan Mace  
Balfour Beatty

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Tuesday, March 7<sup>th</sup> 11:00 am – 12:00 pm**

**Title:**

5. Are Schools Really a Viable Talent Pipeline?

**Description:**

There are a lot of questions when it comes to establishing connections with schools. Where do you start? Who do you speak with? What kind of resources will it take? How much time will it require? Maybe even - What does this collaboration look like? What should your goals be? Or why should you get involved? Get the answers to these questions and more by hearing from two AGC Chapters that have successful industry-education programs.

Mandy Beaulieu, Training Director for the Construction Education Foundation of Alaska and Ralph Mora, Director of Apprenticeship for the AGC of New Mexico will outline their programs, provide suggestions, and answer questions about how to duplicate their efforts.

NCCER will provide available resources to all participants including a collaboration guide that details the steps in making connections, explain the online connection map that assists in finding local schools and contacts interested in working with industry, and facilitate an activity that provides a better understanding of what schools need from industry.

There has never been a better time to get involved with schools as Career and Technical Education is finally beginning to be recognized as an integral part in the American Education System.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Discuss the steps in industry-education collaboration and identify the ones their organization has done or would be able to do within the next year.
- List at least three common elements of successful industry-education partnerships.
- Complete the Career and Technical Education (CTE) vocabulary handout with at least 75% accuracy to increase their understanding of CTE and how it works.
- Develop a purpose statement about why their organization should get involved with local schools and one action item that they could do to get this started.

**Speaker(s):**

Mandy Beaulieu  
CEF of Alaska

Ralph Mora  
AGC of New Mexico

Dan Belcher  
NCCER

Jennifer Wilkerson  
NCCER

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Personnel/Human Resources  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

6. Utilizing Lean Tools and Methodologies on Small Projects

**Description:**

There seems to be a perception by some that Lean tools and processes are only relevant on large projects with integrated agreements. However, the utilization of Lean tools and processes don't have to be dictated by contractual agreements or only employed on large, complex projects. The presenting team has effectively used multiple Lean tools and processes on projects ranging from \$250K - \$10M.

They will show that smaller projects stand to benefit as much, or more, from the same emphases on adding value, saving time and dollars, and collaborating with stakeholders as do those projects with bigger budgets and longer schedules.

This session will describe how Lean ideals, tools, and practices can be scaled and modified to fit projects with shorter durations and smaller scopes of work, and illustrate the real-world results that were achieved on four challenging projects with aggressive schedules. The presenters will explain how they achieved buy-in from others on the team, including architects and trade partners. They will demonstrate how the use of adapted Lean practices resulted in a much better-organized process where client goals were met or exceeded, and they received positive feedback from team members regarding collaboration, work scheduling, and constraint mitigation. The proof includes comparisons to other comparable, concurrent system projects that didn't utilize these tools and processes.

Participants will be provided with inspiring ideas, real-life lessons learned, and examples of practical tools that can be implemented on all projects, regardless of size, in order to lead change within the industry.

**Learning Objectives:**

By the end of this session, participants will be able to:

- List and describe Lean tools, philosophies, and processes, and identify their applications.
- Develop a cohesive work program so that all project processes are similar, regardless of project size.
- Manage their projects more efficiently and effectively, and to the benefit of their internal and external clients.
- Differentiate themselves and their companies by leading change on their projects via employing Lean practices.

**Speaker(s):**

Keyan Zandy  
Skiles Group

Jeff Schroder  
Methodist Health System

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Specialized Knowledge  
1.0 AIC CPD Unit  
1.0 SMPS CEU  
1.0 CM-Lean CE Hour

**Title:****7. The Benefits of Effective Financial & Operational Benchmarking****Description:**

This session will discuss the importance of using financial and operational benchmarking to improve a company's performance. Participants will learn how to analyze their financial statements looking for warning signs, calculate key financial and operational ratios, and learn how to implement changes that will drive improved performance.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Describe the different types of benchmarking.
- Analyze financial statements looking for warning signs.
- Identify key financial and operational ratios that they should be calculating to benchmark their company against peers.
- Implement changes to drive improved financial and operational performance.

**Speaker(s):**

Anthony M. Hakes, CPA, CGMA, CCIFP  
CBIZ & Mayer Hoffman McCann, P.C.

Kevin M. Burnett, CPA, CCIFP, CRIS  
Sundt Construction, Inc.

Michelle Walker, CCIFP, SPHR  
SSC Boring

**CEUs:**

0.1 IACET CEUs

1.0 AIA Learning Unit

1.0 CPE Credit in Finance

1.0 AIC CPD Unit

1.0 SMPS CEU

**Title:****8. The Leading Edge: The Con Tech Disrupting our Industry Today****Description:**

Construction is one of the last great industries to be fully tapped by technology. As we enter 2017, the pace of growth of construction technology rapidly advances as the latest technical innovations begin to envelop our industry. As margins become tighter, technological innovation and process automation can help firms find margins internally to gain an advantage in a highly competitive playing field.

This session will cover the latest innovations in all sectors of construction, from drones to scanning, BIM to job site tracking, and from big data to augmented and virtual reality. Attendees will be educated on a range of construction technology innovation, and be left with what tools can be implemented in the

next year to drive innovation in their firm. In a highly competitive market where all contractors face unique challenges, construction technology presents an exponentially growing web of solutions.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Discuss the latest innovations in all sectors of construction, from drones to scanning, BIM to job site tracking, and from big data to augmented and virtual reality.
- Examine a wide range of construction technology innovations.
- Determine what tools can be implemented in the next year to drive innovation in their firm.
- Identify the challenges that all contractors face within the realm of construction technology.

**Speaker(s):**

Graham Leslie

JBKnowledge, Inc.

**CEUs:**

0.1 IACET CEUs

1.0 AIA Learning Unit

1.0 AIC CPD Unit

1.0 SMPS CEU

1.0 CM-BIM CE Hour

**Wednesday, March 8<sup>th</sup> 9:00 am – 10:00 am**

**Title:**

9. Building Your Future Leadership Pipeline

**Description:**

When it comes to achieving strategic growth objectives, many closely-held firms tend to be constrained by the limitations of their internal talent pool. Even though we recognize that we now have four generations in the construction industry workplace, we are not doing a very good job of integrating Millennials as productive team members. Learn about some examples of firms that have become more proactive in addressing this challenge in order to grow effective leaders and managers to support future needs.

However, i+icon USA has taken a more creative approach to accomplish their strategic goal of growing the company over the next five years. Join CEO Les Snyder for an interactive session to learn how he has worked with his internal leadership team to implement a customized management development program targeting high potential managers. Our company has established a culture of transparency and accountability with specific metrics so they can make a measurable and immediate impact on the overall performance of the company.

Nearly everyone has come to the realization that the industry is recovering and now is the time to take advantage of expanding market opportunities. How many firms are executing plans for the long term by developing a strong bench of leaders capable of running the company in the future? Come hear about real-world examples of how your fellow members are making this happen and getting results today.



**Learning Objectives:**

By the end of this session, participants will be able to:

- Assess talent and select the right high potential candidates for long-term investment.
- Engage senior leaders to transfer knowledge and experience to the next generation of leaders.
- Train future leaders to understand financial metrics and how they can impact the real performance of the company.
- Translate classroom learning into real-world improvements in company operations.

**Speaker(s):**

Andrew Patron  
FMI Corporation

Les Snyder  
Infrastructure and Industrial Constructors USA, LLC (i+icon USA)

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Personnel/Human Resources  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

10. Building Positive Project Cultures Faster: Partnering Teams, Projects and Generations

**Description:**

The term partnering isn't new; we've heard it for almost 30 years now. In this session we will explore the current best practices of Structured Collaborative Partnering ("Partnering") and the seven elements that have been proven to lead to successfully partnered projects.

Why "freshen up" your partnering implementation? According to International Partnering Institute (2015), in a recent study of teams that claimed they had "successfully partnered projects"; they reported a savings of \$114 for every \$1 spent on partnering expenses. Where can you find a better return on your investment?

In this session we will explore the keys to building a stronger culture faster, how to succeed with consultant engineers, how to "partner" through the generation gaps and tips for more effective project meetings. Come join us for some home baked chocolate chip cookies and an insightful tour through the elements of the Collaborative Partnering Model. Regardless of your role on the project, we will give you tips for improving trust and communication that can be applied to every team both internal and external.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Discuss the importance of setting up a Partnering Program for success.
- Identify the power of surveys and explore different options for easy implementation.

- Examine how to create more value and collaboration in project meetings, follow-up sessions and lessons learned close-out sessions.
- Describe tips for "partnering" through the four generations currently in our workforce.

**Speaker(s):**

Bryan Griffith  
Granite Construction, Inc.

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Business Management & Organization  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

11. Banking Updates Every Contractor Should Know

**Description:**

Update on the banking environment to include: interest rate outlook, availability of credit, terms and conditions important for borrowers to negotiate on, and overall credit trends in the construction industry. All data is tailored to Construction firms.

Wes Anderson is a director of commercial banking and leads the Engineering & Construction Banking Practice for BMO Harris Bank's emerging markets. He is a 25 year banking veteran and also serves on the board of the AGC of Minnesota.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Discuss the interest rate outlook.
- Determine the availability of credit in the construction marketplace.
- Recognize terms and conditions every contractor should negotiate for in their loan agreements.
- Analyze overall credit trends and how contractors should think about their banking needs today.

**Speaker(s):**

Wes Anderson  
BMO Harris Bank

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Economics  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:****12. Why Construction Companies Need to Know About Mental Health and Suicide Prevention****Description:**

Mental health is the next frontier in building a best in class safety culture. The construction industry is the #1 industry in deaths by suicide and #2 in rates of deaths by suicide. There are unique industry and workforce demographics that make this a leadership imperative for the construction industry.

- In 2014, there were 42,733 suicide deaths in the US.
- Suicide is the 10 leading cause of death among all ages in the US.
- Suicide is the 2nd leading cause of death for men between the ages of 25-54.
- Between 1999 and 2014 there was a 22% mortality increase among white, middle-aged males with less than a college education.
- The construction industry has the highest use of prescription opioids for chronic pain.

When mental health is added to a Safety 24/7 culture the goal is no longer to get employees home safe at the end of work shift. For high risk workers the goal should be getting these employees back to work safe from home. Two construction executives will share why companies need to take a hard look at this subject, incorporate a caring culture in their organization that removes the stigma surrounding mental illness and seeking treatment, and understand how to best use or modify existing EAPs, policies and procedures to safeguard the entire well-being of their employees.

**Learning Objectives:**

By the end of this session, participants will be able to:

- List the industry and workforce risk factors that make suicide risk a concern in construction.
- Determine how to protect your workforce and their families by starting a dialogue on this topic.
- Describe what leading construction companies are doing to address this issue by incorporating mental health into safety and wellness programs.
- Develop an action plan to address this life-saving topic in your company.

**Speaker(s):**

Michelle Walker, CCIFP, SPHR  
SSC Boring

David James, CPA, CCIFP  
FNF Construction

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Wednesday, March 8<sup>th</sup> 2:00 pm – 3:00 pm**

**Title:**

13. Maximize the Performance of the Pre-Construction Process through Pre and Post Bid Communication

**Description:**

This collaborative session will focus on the benefits of clear and proactive communication between General Contractors and Specialty Contractors before, during and after the bidding process. The solutions are not one sided, and we will explore the challenges from the perspectives of both GCs and SCs.

We will start by considering the “worst case scenario,” and then quickly move into roundtable discussions to uncover and share best practices; all of which can help lead to better contractor relationships and more efficient project starts.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Build upon the best practices developed by the Colorado and Kansas Chapters.
- Create open dialogue and discussion between GCs and SCs.
- Identify industry best practices they can put to immediate use.
- Enhance cross-contractor collaboration and communication.

**Speaker(s):**

Stephen Boughton  
FMI Corporation

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Communications and Marketing  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

14. From OMG to Dios Mío: Practical Techniques to Communicate with Your Millennial and Hispanic Teams

**Description:**

A recent Forbes survey revealed 91% of Millennials expect to stay in a job for less than three years. Meanwhile, OSHA reports that overall workplace fatalities have dropped 20% in the last decade, but Hispanic fatalities have risen nearly 35% in the same period.

On the surface these two challenges seem unrelated; however the underlying leadership traits (communication and cultural awareness) that can mitigate them are the same for both groups and collectively drive engagement on the job.

As the jobsite continues to become younger (driven by Millennials) and more diverse (driven by Hispanics), AGC member firms are challenged to adapt their efforts to consistently recruit, on-board, train, and retain Millennials and Hispanics.

In this engaging and interactive 60 minute workshop, the audience will learn immediate and applicable leadership strategies for the two fastest growing demographics on the jobsite.

Kara Sand of PCL Construction and Bradley Hartmann of Red Angle will interweave their passion, expertise, and humor as they reveal the core skills that are applicable to drive engagement with Millennials and Hispanics.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Recognize how biases impact engagement among Millennials and Hispanics.
- Engage Millennials and Hispanics by understanding their motivations and what drives their behavior.
- Apply specific communication strategies as a means to understand and build trust among Millennials and Hispanics.
- Adapt their leadership style to better suit the norms and expectations of Millennials and Hispanics for a safer and productive work environment.

**Speaker(s):**

Kara Sand  
PCL Construction Enterprises

Bradley S Hartmann, MBA  
Red Angle, Inc.

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Personnel/Human Resources  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

15. Leveraging Federal Funding to Grow and Train Your Workforce

**Description:**

The United States Government is committed to helping employers hire and retain skilled workers for in-demand industries such as construction. Federal funding through the Workforce Innovation and Opportunities Act (WIOA), American Apprenticeship Grants, and the Perkins Act are targeted toward students interested in technical career paths and for employers to attract new employees and provide skilled training. The construction industry's demand for workers is highlighted in AGC's 2016 Construction Hiring and Business Outlook:

- Seventy- one percent of contractors plan to hire in the next year.

- Seventy percent of firms report they are having a hard time finding qualified workers.
- Sixty- nine percent of respondents predict that labor conditions will remain as tight, or get worse, during the next 12 months.

Local Workforce Investment Boards (WIBs) are the funnels for federal funding. Chapters and members can partner with their local WIBs to develop industry-led sector strategies to help ease the workforce shortage and train employees in new skills.

This session will use the Milwaukee Bucks Arena as an example of the type of partnership that leverages Federal funds to connect contractors with the future workforce.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Explain the goals and objectives of federal workforce funds (WIOA, American Apprenticeship Grants and Perkins Funding).
- Define the role of Workforce Investment Boards in the funding process.
- Examine the emphasis on Apprenticeship Readiness and the critical need to bridge this with Registered Apprenticeship.
- Identify how AGC chapters and contractors can participate in industry-led sector strategies.

**Speaker(s):**

Laura Cataldo  
Maxim Consulting Group

Earl Buford  
Employ Milwaukee

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 CPE Credit in Finance  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

16. Reality Capture Workflows through Plan, Build and Manage Phases

**Description:**

Hensel Phelps has developed a broad array of uses for laser scanning that makes it an essential tool for other applications as well. This presentation will focus on laser scanning workflows utilized through the following phases of the Hensel Phelps construction process:

- Plan: How Hensel Phelps’ preconstruction teams are using laser scans to easily update the as-built models to accurately reflect existing conditions before the commitment of resources to construction.

- **Build:** How Hensel Phelps' construction teams are using laser scanning workflows to perform structural analysis, as-built for constructability analysis, In-Wall installation documentation and visual information mapping for future references.
- **Manage:** How Hensel Phelps is delivering the "data rich" reality capture model that is targeted towards the Facility Managers, which quickly document existing conditions, and a facilities management model that can be used to assist in operating and maintaining the facility.

The presenters will also discuss the future outlook outlining the innovative workflows being developed in the Reality Capture industry.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Describe how laser scans are used through the project planning phase.
- Describe how laser scans are used through the project build phase.
- Describe how laser scans are used through the project manage phase (facilities management).
- Determine the next wave of innovation in "Reality Capture" related workflows.

**Speaker(s):**

Thai Nguyen  
Hensel Phelps

Rohan Jawali  
Hensel Phelps

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Thursday, March 9<sup>th</sup> 9:30 am – 10:30 am**

**Title:**

17. Perform Like the Boss: How Smart Contractors Lead Others to Think and Act Like the Boss

**Description:**

Taken out of Nic's book *Perform Like The Boss*, this program will give a contractor what they need to know and what they need to do in order to prepare their workforce for the many challenges the industry faces as the current leadership slowly begins to step down and retire.

It is no secret that with the baby boomer generation (born 1946 – 1964) leaving the workforce contractors' face changes like they have never seen before. Questions like: what will we do, who will fill the void, and what will happen to our industry are all very common questions within the construction trades.

In this program Nic will walk the audience through what he has discovered are the missing pieces between the exiting construction worker and the emerging construction worker. He will share with you what the smart contractors are doing to develop the next generation that that are setting themselves apart from their competition.

This program is filled with real life stories and examples of how contractors are currently investing in and changing the lives and direction of their current workforce. The audience will leave with what they need to know and what they need to do in order to develop and prepare the workforce to become the next industry leaders.

**Learning Objectives:**

By the end of this session, participants will be able to:

- List the four Core Competencies lacking in the emerging construction worker.
- Identify the three steps a contractor can easily take to develop these four core competencies in your crew.
- Engage the workforce in a manner that inspires change.
- Describe how to accomplish this every year on a minimal budget.

**Speaker(s):**

Nic Bittle

Work Force Pro

**CEUs:**

0.1 IACET CEUs

1.0 AIA Learning Unit

1.0 CPE Credit in Personnel/Human Resources

1.0 AIC CPD Unit

1.0 SMPS CEU

**Title:**

18. Integration of Unmanned Aerial Vehicles in Construction

**Description:**

This presentation will detail how Mortenson Construction used the Sensefly eBee Unmanned Aerial Vehicle (UAV) on a solar farm project in Ceder City, Utah to improve data accuracy analyzing benefits of UAV use vs. traditional survey and design methods.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Describe the UAV flight process in the field, including what equipment is required, how much time it takes, and what are the limitations of the technology.
- Determine best practices for UAV uses in all aspects of construction, from horizontal wind farms to vertical building construction.
- Develop framework for projecting ROI for many applications of UAV use cases based around bidding, takeoffs and quality control.



- Examine the current regulatory status of UAV uses in construction with the Federal Aviation Administration.

**Speaker(s):**

Taylor Cupp  
Mortenson Construction

Adam Gilbertson  
RDO Integrated Controls

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

19. Understanding the Construction Risk Environment

**Description:**

This session will provide an overview and discuss methodologies used to identify, transfer and control construction specific jurisdictional exposures. It will cover the basics of anti-indemnity, horizontal exhaustion, construction defect as an occurrence, third-party action-over, inadequate coverage, Statute of Repose, AI forms, and specialty trade exclusions.

This session will also highlight our view across the US showing how construction risk varies from state to state.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Identify specific construction risks and how they affect daily construction operations.
- Examine the institutionalization of insurance programs and contractual risk transfer procedures used to mitigate these construction risk issues.
- Set up controls that allow contractors to monitor and ensure compliance.
- Review policies and procedures instituted as well as continued monitoring of the construction risk environment annually.

**Speaker(s):**

Scott Trethewey  
Aon Risk Solutions

**CEUs:**

0.1 IACET CEUs  
1.0 AIA Learning Unit  
1.0 AIC CPD Unit  
1.0 SMPS CEU

**Title:**

20. Dos and Don'ts for P3s: Current State of Affairs

**Description:**

Contractors should know that P3s change the project minefield. Every project has potential problems, but P3s alter the minefield that contractors navigate in Design-Bid-Build and Design-Build work. This session will identify critical contract clauses that protect parties to a construction contract but might be missing or misinterpreted in today's construction climate. It will also consider the changing contractual role of contractors as they move from Design-Build to Design-Build-Operate-Finance. Participants will discuss changes to the communications tree and its impact on project delivery. It is important to understand perspectives to mitigate problems during a project. It will also discuss AGC's efforts to create a more uniform legal and regulatory environment for P3s across the country.

**Learning Objectives:**

By the end of this session, participants will be able to:

- Identify common problematic contract clauses.
- Discuss P3 bonding and other security options.
- Recognize P3s impact on the local market.
- Identify how AGC and its chapters are impacting the market.

**Speaker(s):**

Les Snyder

i+iconUSA

Bill Ernstrom

Walsh Group

**CEUs:**

0.1 IACET CEUs

1.0 AIA Learning Unit

1.0 CPE Credit in Specialized Knowledge

1.0 AIC CPD Unit

1.0 SMPS CEU

## Continuing Education Units (CEUs):

Delivery Method: Group Live

Program Level: Intermediate

Advanced Preparations: No Advanced Preparations Required

Technology Requirements: None



The Associated General Contractors of America (AGC) has been accredited as an Accredited Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, AGC has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Accredited Provider status, AGC is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.



The Associated General Contractors of America (AGC) is a Registered Provider with The American Institute of Architects Continuing Education Systems. Credit earned on completion of this program will be reported to CES Records for AIA members. Certificates of completion for non-AIA members are available on request.



[www.nasbaregistry.org](http://www.nasbaregistry.org).

The Associated General Contractors of America (AGC) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State Boards of Accountancy have the final authority on the acceptance of individual course for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website:



Select sessions have been approved by the American Institute of Constructors (AIC) to offer Continuing Professional Development (CPD) units. CPD credits are always earned at the rate of one credit for every one contact hour of educational content. For more information on Continuing Professional Development, visit [www.professionalconstructor.org](http://www.professionalconstructor.org).



The Society for Marketing Professional Services (SMPS) has approved AGC of America's qualifying programs. All programs that offer SMPS CEUs, award one CEU for one contact hour.



AGC of America recognizes the 98<sup>th</sup> Annual Convention as qualifying for continuing education hours towards the renewal of AGC's Certificate of Management-Building Information Modeling (CM-BIM). Each hour of BIM-related educational content is equal to 1 hour of CE credit.

Attendees may earn up to 2.0 hours of CE Credit by attending the 98th Annual Convention.



AGC of America recognizes the 98th Annual Convention as qualifying for continuing education hours towards the renewal of AGC's Certificate of Management-Lean Construction (CM-Lean). Each hour of Lean Construction-related educational content is equal to 1 hour of CE credit.

Attendees may earn up to 2.0 hours of CE Credit by attending the 98th Annual Convention.