



Emerging Managers Institute

FROM GREAT AT THE WORK TO GREAT AT LEADING IT

Construction professionals are often promoted into management because they're exceptional at their technical work. The Emerging Managers Institute (EMI) is where they learn to lead. This immersive program gives new and aspiring construction managers the people skills, self-awareness, and management tools they need to make the transition from individual contributor to confident leader.

Built exclusively for the construction and engineering industry, EMI combines personal assessment work, facilitated leadership discussions, and peer learning exercises grounded in the real challenges of managing people on projects and in the field. You'll build the skills most critical for first-time managers: building relationships, delegating effectively, managing time and priorities, and developing the accountability habits that define high-performing leaders.

IS EMERGING MANAGERS INSTITUTE RIGHT FOR YOU?

EMI is designed for construction and engineering professionals who are stepping into, or preparing to step into, management for the first time.

- New or potential managers
- Departmental managers
- Project managers
- Assistant project managers
- Project engineers
- Estimators
- Field leaders/foremen/superintendents

WHAT YOU'LL BUILD AT THE EMERGING MANAGERS INSTITUTE

Each FMI program is anchored in a set of competencies drawn from FMI's Peak Leader Model, a framework built specifically for leaders in the construction and engineering industry.

These competencies define the specific behaviors and skills you'll develop, and give you a common language to carry back to your organization.

01 | ESTABLISHES PURPOSE

Forge authentic, productive connections with team members, clients, and colleagues that drive long-term results.

02 | MAINTAINS CUSTOMER FOCUS

Develop the service mindset and communication skills that turn project relationships into trusting partnerships.

03 | COMMITTED TO PERSONAL DEVELOPMENT

Build the self-awareness and growth habits that define effective leaders at every stage of their career.

04 | DELEGATES EFFECTIVELY

Learn to assign work strategically, develop your team's skills, and free yourself to lead rather than do.

05 | MANAGES TIME & PRIORITIES

Master the personal productivity and prioritization habits that high-performing managers rely on every day.

06 | CRITICAL THINKING

Approach challenges with structured, analytical thinking — making better decisions faster under real-world pressure.

EMI is a cohort-based immersive experience drawing participants from across the construction and engineering industry.

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BENEFITS FOR YOUR ORGANIZATION

- Reduce the risk of promoting high performers into management without the right preparation
- Develop the next generation of leaders and create clear paths to career advancement
- Build management skills that strengthen project delivery and team performance
- Create a more consistent management culture across your organization

BENEFITS FOR YOU PERSONALLY

- Gain clarity on your communication and behavioral style through the DiSC assessment
- Build the delegation, feedback, and accountability skills that define effective managers
- Develop an individual action plan you can implement immediately after the program
- Learn how to shift from doing the work to leading the people who do it

TRADITIONAL THREE-DAY AGENDA

DAY ONE	DAY TWO	DAY THREE
FMI's Management Model	Communication Skills	Problem-Solving Skills
Managing Your Personality and Others	Delegation Skills	
Client Management	Team-Building Skills	
	Time Management	



**THE INDUSTRY NEEDS
MORE GREAT MANAGERS.
BE ONE.**

Join peers from across the construction industry for an experience that will change how you lead.

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