



Leadership Accelerator Series

GREAT LEADERS BUILD OTHER LEADERS

The best leaders understand that their true measure isn't their own performance; it's how many people they've developed, coached, and mentored along the way. The Leadership Accelerator Series (LAS) gives senior construction leaders the practical tools to identify talent, develop others through coaching and feedback, delegate for growth, and foster a learning culture that retains and advances people.

LAS is FMI's newest program, developed in direct response to what the industry told us it needed most: practical, applied tools for growing the next generation of construction leaders. Sessions combine facilitated workshops, peer discussion, and applied exercises built around the real talent challenges construction firms face.

IS THE LEADERSHIP ACCELERATOR SERIES FOR YOU?

LAS is designed for senior construction and engineering leaders who manage other managers and want to develop talent more intentionally.

- Directors, VPs and managers who oversee other managers
- Leaders responsible for coaching and mentoring
- Executives responsible for building leaders

WHAT YOU'LL BUILD AT THE LEADERSHIP ACCELERATOR SERIES

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	IDENTIFIES TALENT	Recognize where potential exists in your team and know how to focus your development energy where it matters most.
02	DEVELOPS OTHERS	Build the coaching and mentoring skills that help your people grow faster and contribute at a higher level.
03	FOSTERS A LEARNING CULTURE	Create an environment where curiosity, feedback, and continuous improvement are the norm, not the exception.
04	MANAGERIAL COURAGE	Have difficult conversations, manage performance, make tough calls, and advocate for your people with confidence.
05	DELEGATES EFFECTIVELY	Assign work in ways that develop skills, leverage strengths, and build ownership — not just get tasks done.
06	BUILDS RELATIONSHIPS	Forge the authentic connections that drive trust, retention, and long-term performance across your team.

LAS is a cohort-based, two-day immersive experience drawing participants from across the construction and engineering industry.

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BENEFITS FOR YOUR ORGANIZATION

- Build a stronger talent pipeline and reduce dependency on external hiring
- Develop leaders who actively coach, develop, and retain the people around them
- Create a culture where feedback, delegation, and development are consistent practices
- Strengthen succession planning by equipping leaders to identify and grow high-potential talent
- Address construction workforce development challenges through intentional internal development

BENEFITS FOR YOU PERSONALLY

- Learn to identify, develop, and grow talent with purpose and intention
- Build the coaching and feedback skills that accelerate others' growth
- Develop the managerial skills to have difficult conversations and advocate for your people
- Master strategic delegation as a development tool, not just a time management tactic

TRADITIONAL TWO-DAY AGENDA

DAY ONE

Identifying and Developing Talent

Adapting Your Leadership Approach

Delegation and Developmental Discussions

DAY TWO

Effective Feedback

Build Challenge

Action Planning



**Leadership
Accelerator**
Series

THE BEST MEASURE OF
YOUR LEADERSHIP ISN'T
YOUR PERFORMANCE.
IT'S THEIRS.

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

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