



Leadership Institute

DEVELOPING EXCEPTIONAL LEADERS, ONE AT A TIME

For more than 30 years, FMI's Leadership Institute (LI) has been the construction and engineering industry's premier leadership development program. More than 10,000 leaders across 1,000+ organizations have attended and returned to their firms with a deeper understanding of who they are as leaders and a sharper ability to drive results through others.

This immersive program gives senior construction leaders the insights, tools, and peer connections they need to reach their peak leadership potential. Through personal assessments, experiential team challenges, and facilitated peer discussions, you'll discover how your leadership style affects the people around you and how to leverage it for maximum impact.

IS THE LEADERSHIP INSTITUTE RIGHT FOR YOU?

LI is designed for experienced leaders who are responsible for leading teams and influencing others across their organization. It's for those who want to deepen their self-awareness and elevate their impact.

- Contractors and Subcontractors
- Architects, Engineers and Owners
- CEOs, COOs and CFOs
- Vice Presidents
- Regional Managers
- Operations Managers
- Human Resource Managers
- Equipment Managers
- Project Managers
- Superintendents
- Anyone interested in personal leadership growth

WHAT YOU'LL BUILD AT THE LEADERSHIP 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	Clarify your vision and align your team around shared goals.
02	FOSTERS ENGAGEMENT	Build an environment where people are motivated and committed.
03	COMMITTED TO PERSONAL DEVELOPMENT	Build the self-awareness and growth habits that define effective leaders at every stage of their career.
04	FOSTERS TEAM ALIGNMENT	Unite diverse perspectives, styles, and goals around a common direction.
05	PROVIDES FEEDBACK	Give and receive feedback that accelerates growth.
06	DELEGATES EFFECTIVELY	Delegate in a way that empowers people to take ownership, leverages their strengths, and allows them to achieve greater potential.

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

The program balances personal assessment work, small group facilitation, and experiential team challenges.

BENEFITS FOR **YOUR ORGANIZATION**

- Lower business risk by building a deep pipeline of strong leaders
- Enhance organizational ability to execute strategic growth initiatives
- Increase employee engagement and organizational loyalty
- Improve leaders' abilities to step into roles of greater responsibility
- Equip your organization to make the best strategic shifts in a changing economy

BENEFITS FOR **YOU PERSONALLY**

- Discover your leadership style and its impact on your organization
- Understand your strengths and growth areas through the FMI 360° Feedback Assessment and Myers-Briggs Type Indicator (MBTI)
- Obtain a clearer picture of your leadership effectiveness through coaching and peer feedback
- Develop skills in areas like feedback, delegation, and team alignment
- Develop actionable strategies to improve your performance

TRADITIONAL FOUR-DAY AGENDA

DAY ONE

Essentials of Leadership

Management Activity

DAY TWO

Feedback

Leadership Challenge Exercises

Bridge Build

DAY THREE

Bridge Build

Assessment Overview

One-on-One Feedback Sessions

DAY FOUR

Leading From Within

Action Planning



Leadership
Institute

THE BUILT ENVIRONMENT
NEEDS BETTER LEADERS.
STARTING WITH YOU.

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

FMITRAINING.COM