



CONSTRUCTION LEADERSHIP COUNCIL

Local Construction Leadership Councils Best Practices

To connect with an already established local Construction Leadership Council chapter, please consult AGC's [online database](#). To start a local chapter, please review information below and contact your [local AGC chapter](#).

More than half of AGC's 95 chapters have some form of a CLC. They go by various names - Young Constructors Forum, Leadership Development Forum, Future Leaders Forum, and Emerging Construction Professionals Forum, among others – as well as Construction Leadership Council.

Their structure, goals and governance also vary widely. Some have a formal nomination process and criteria for membership; others simply collect the names of those attending a CLC event, everyone who attends a single event is considered a CLC member. Some CLC groups charge annual dues, some have a steering committee, some have a formal liaison with the chapter's board of directors, some set annual goals for meetings and activities, some meet monthly, others are more ad hoc.

AGC has collected and [posted samples](#) of the following materials (as PDFs) from CLC groups:

- Agendas and minutes
- Bylaws
- Event brochures and fliers
- General brochures
- Membership applications & nomination forms
- Membership information
- Mission statements
- Newsletters and articles
- Steering committee guidelines
- Strategic plans

While all CLC groups hold events and activities, those, too, vary greatly from group to group. In general, the types of events can be divided into four categories (although some events may serve more than one purpose, such as a fundraising event that provides social/networking and community service):

- Community service
- Professional development
- Social/ networking
- Workforce development/industry outreach

Sample local CLC community service activities & events

- Scholarship fundraising tournaments, including: billiards, bowling, fishing, golf, poker, softball, and sporting clay shoots.
- A holiday party or other social event to benefit a charity.
- Hands-on project, including: helping build/rehab Habitat for Humanity houses, canned food drives, serving dinner at homeless shelters, etc.





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Sample local CLC professional development activities & events

- Presentations and guest speakers on general work topics: time management; communicating effectively; negotiating skills; conversational Spanish; working with different types of personalities; working with architects and subcontractors; and creating work/life balance.
- Job site tours (especially popular with high-profile projects such as sports stadiums, buildings using cutting-edge designs and/or materials, and unusual projects, such as wind farms and tunnels).
- Leadership presentations, including conflict resolution, developing leadership skills, encouraging desired results in others, and attracting and retaining employees.
- Breakfast with past chapter presidents.
- Construction industry-specific presentations and guest speakers on: ConsensusDOCS, working with change orders/claims, Building Information Modeling (BIM), insurance & bonding issues, safety, green building, ethics, construction law, the economy, the changing workforce.
- Political events, such as Political Action Committee fundraisers, meet-the-mayor events, Legislative Day at the state capitol.
- Presentations on how to get involved with the CLC.
- Visits with state and federal agencies, such as the Environmental Protection Agency, the state Department of Transportation, OSHA, etc.

Sample local CLC social/networking activities & events

- Casino night.
- Introduction social (orientation for new CLC members).
- Mardi Gras party.
- Spring Break social.
- Build-A-Brat picnic.
- Family day at amusement park.
- Attending professional sporting events (football, baseball, basketball, hockey, etc.).
- Events with other associations (Young Architects Forum, Mechanical Contractors Association, Electrical Contractors Association, Society of Marketing Professionals, etc.).

Sample local CLC workforce development/industry outreach activities & events

- Operate booths and organize speakers at career fairs
- Make presentations to middle school, high school and/or college students
- Set up and administer a CLC scholarship
- Participate in ACE Mentoring for high school students
- Sponsor state Skills USA competition
- Sponsor Construction Career Day events
- Oversee local AGC student chapter and invite student chapter members to programs and socials
- Conduct "House of Cards" competition for high school and middle school students
- Purchase and distribute AGC Build Up! kits
- Organize donations of surplus construction materials to high school construction programs





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Some local CLC groups have their own section on their chapter's web page, including:

- [Arkansas Future Leaders Division](#)
- [AGC of California Construction Leadership Council](#)
- [AGC of Colorado Future Leaders Forum Committee](#)
- [AGC of Connecticut Young Contractors Forum](#)
- [AGC of DC's Young Constructors' Forum](#)
- [South Florida AGC Young Constructors Forum](#)
- [Georgia Branch AGC Young Leadership Program](#)
- [AGC of Kansas Young Constructors Forum](#)
- [AGC Michigan Construction Leadership Council](#)
- [AGC of St. Louis Construction Leadership Council](#)
- [Kansas City Builders Association Construction Leadership Council](#)
- [Montana Contractors Association Construction Leadership Council](#)
- [AGC Houston Construction Leadership Council](#)
- [TEXO Young Constructors Council](#)
- [AGC of Washington Future Leaders Forum](#)
- [AGC of Greater Milwaukee Construction Leadership Council](#)

This is a great way to check up on the last events and activities being offered by different CLC groups around the country.





Creating a local Construction Leadership Council

1. Procedures and goals

The key to a successful group is a committed core group of members. Once you have established a core group, you will need to develop a mission statement. This should be followed up with realistic goals and objectives that follow the main tenets of the CLC: education, community service, and networking. ([Sample mission statements](#) are available online.)

2. Support from the local AGC chapter

A component critical to the CLC group's success is the support of the local chapter executive and the board of directors. While it is essential that each CLC have a dedicated group of members, a chapter staff liaison is necessary to help manage and support the CLC group, as well as serve as the main contact for CLC members. It is also important to have a few supportive local companies, which can provide early funding, if necessary, as well as send more than one employee to CLC events.

3. Participation

In your quest to form a CLC group, you will need to think about how exclusive you want it to be. Again, each CLC group is different. Some CLC groups limit (either alone or in various combinations) their participants to people who:

- Have been in the industry between 7 and 15 years.
- Are under the age of 40.
- Work for an AGC member firm.
- Have been nominated by their employer.

4. Structure

Some additional elements that you may want to establish.

- Will CLC members serve a limited term to ensure that new people are continually recruited?
- Will the CLC have a set schedule of meetings and events?
- Will the CLC focus on a single type of activity – eg professional development – or include a mix of activities?
- Will events be held during or after work hours or both?
- Will a CLC representative have a seat on the chapter's board of directors?
- How will events be promoted – newsletters, email, fliers.
- Is there money budgeted to promote events?
- Will you be able to add a section about your group to the chapter's web page and, if so, who will be responsible for keeping it updated?
- Will there be a Steering Committee, and, if so, you will need to determine:
 - How many officers – chair, vice-chair, secretary, treasurer – will there be.
 - Length of service for members and officers.
 - How shall new Steering Committee members be selected – nomination from employer, self-nomination, invitation from Steering Committee?
 - How often and how (in-person, virtually) it will meet.





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5. Finances

You will need to determine the financial resources for the group, which may include:

- Support from the chapter for the costs of the CLC events and activities.
- Annual membership dues. (Some CLC groups do not charge annual dues; some charge an annual dues fee ranging from \$50 per member to several hundred or more.)
- A charge for participation in individual events and activities.
- Hosting fundraising activities. (If so, what should they be and who will be responsible for organizing them?)
- Finding a sponsor(s) willing to underwrite events and activities.

6. Recruitment

The most effective method way to get people involved seems to be through action and word of mouth. Be sure to periodically include a report to the chapter's Board of Directors and include information in the chapter's publications. Most member companies will send their employees after you have established how invaluable the CLC group is and the good works the council is doing. Keep the core group engaged and they will be the most active recruiters for the CLC group. No matter how you recruit, it's a good idea to keep a membership roster; some chapters publish it on their website and AGC of America collects them annually for its CLC roster.

7. Additional information

- Set realistic goals for the group.
- If you choose to use some form of "Construction Leadership Council" for your group's name, AGC of America can supply you with both black-and-white and color versions of the CLC logo used in this document.
- Combine educational opportunities with varying social functions. These arrangements seem to draw the biggest and best groups.
- Get the word out to any/all potential members that there is a CLC! Reach out to people by word of mouth and personal invitations to events.
- Ask the chapter if the CLC chair can serve on the Board of Directors.
- Include the AGC membership in your events and activities. It gives them a chance to see and meet the "next generation" in action.
- Periodically plan events that the entire family can attend.
- Make sure that the CLC gets publicity. Contact newspapers, radio, and television when the CLC is involved in the community. Also, work with the chapter to promote and report on the activities of the CLC in newsletters, magazine, and special mailings. Be sure to send information about activities and events, as well as membership rosters, to AGC of America.





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Successful local CLC groups

1. [Alabama AGC Young Constructors Forum](#)
 - Five person leadership council. Chair of leadership council sits on chapter's Board of Directors.
 - Hold six meetings per year, four are business/educational and two are social events.
 - Mission is to provide education, networking opportunities, and promote the construction industry.
 - Provided 50 percent of the funding to start a high school electrical program in 2008.
 - Hosted 2006 CLC Fall Working Weekend.

- [Georgia Branch AGC Young Leadership Program](#)
 - Steering Committee
 - Annual membership dues cost \$500 per person.
 - Hosted 2007 CLC Fall Working Weekend.

- [AGC of Kansas Young Constructors Forum](#)
 - Steering Committee meets eight times per year.
 - Steering Committee members serve two-year terms.
 - Annual membership dues are \$300 per year for two memberships.
 - Several companies sponsor a year of events and receive two free memberships for all events.
 - Events include social, professional, political and community service.
 - Hosting 2010 AGC CLC Fall Working Weekend.

2. [AGC of Massachusetts Young Contractors Council](#)
 - Chairman has seat on local AGC chapter Board of Directors.
 - Yearlong Future Leaders Program.
 - Hosts social events six times a year.
 - Hosts educational courses eight times a year.
 - Hosts a regular meeting with AIA-YAF.
 - Hosted 2008 CLC Fall Working Weekend.

3. [AGC of Greater Milwaukee Construction Leadership Council](#)
 - Steering Committee holds a monthly lunch meeting.
 - Steering Committee chairman serves as a non-voting member on the local AGC chapter's Board of Directors.
 - Annual membership dues cost \$50 per person, with a cap of \$200 per company for unlimited members.
 - Holds monthly events – six are social or jobsite tours, six are industry presentations or educational sessions. Local contractor sponsors each event and provides food.
 - Hosted 2005 CLC Working Weekend.





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4. [AGC Oklahoma Construction Leadership Council](#)
 - Steering Committee holds monthly steering meetings prior to general meetings.
 - Steering Committee chairman has a voting seat on AGC chapter's Board of Directors.
 - Three local universities with construction management programs have a voting delegate on the steering committee (one-year term).
 - Annual dues of \$125 for AGC members; \$200 for non members (after two years, they must join the AGC), \$25 student membership paid for by the AGC members.
 - Holds eight to nine meetings a year, rotating between guest speakers, roundtable discussions, and social and charity events.

5. [AGC of St. Louis Construction Leadership Council](#)
 - Steering Committee (15-20 members with no more than two people from same company) meets on monthly basis.
 - Hosts social events once a month.
 - Host educational events.

6. [AGC of Tennessee Construction Leadership Council](#)
 - Steering Committee holds a breakfast meeting every other month.
 - Steering Committee has a non-voting seat on local AGC chapter's Board of Directors.
 - Raises money for scholarships.
 - Outreach to encourage students to join the industry.
 - Co-hosted 2009 AGC CLC Fall Working Weekend.

Information on these and all other AGC local CLC groups is available on the [AGC of America website](#).

