

**Registration Rates**

|                             | By September 15 | After September 15 |
|-----------------------------|-----------------|--------------------|
| <b>Single Conference</b>    |                 |                    |
| AGC members & chapter staff | \$495           | \$595              |
| Non-members                 | \$695           | \$795              |
| <b>Both Conferences</b>     |                 |                    |
| AGC members & chapter staff | \$795           | \$895              |
| Non-members                 | \$995           | \$1,095            |

For registration questions and concerns, email Rockkie Dunton at [duntonr@agc.org](mailto:duntonr@agc.org) or call 703-837-5304. For questions concerning the planning or content of the HR Professionals Conference, email Tamika Carter at [cartert@agc.org](mailto:cartert@agc.org). For questions concerning the planning or content of the T&D Conference, email Liz Elvin at [elvinl@agc.org](mailto:elvinl@agc.org)

**Registration Discount**

Each additional attendee from your organization will receive a 10% discounted registration fee by entering coupon code **HRTDMULTI**.

**Registration Options**

Register Online Now! | [www.agc.org/hr\\_td](http://www.agc.org/hr_td)

**Completed registration form with check or credit card information:**

Fax | 703-837-5403

E-mail | [duntonr@agc.org](mailto:duntonr@agc.org)

Mail | AGC of America  
 HR Professionals / T&D Conferences  
 2300 Wilson Blvd., Suite 400  
 Arlington, VA 22201-3308

**Registrant's Affiliation with AGC of America**

- AGC member
- AGC chapter staff
- Non-member

**I would describe my company as: (Check all that apply.)**

- Small (up to 100 employees)
- Medium (101-350 employees)
- Large (351+ employees)
- Union
- Open Shop
- General Contractor
- Specialty Contractor
- Federal Contractor
- Construction Management Firm
- Heavy-Highway
- Building
- Municipal-Utilities
- Other: \_\_\_\_\_

**Prior Attendance: (Check both, if applicable)**

- This is my first time attending the HR Professionals Conference
- This is my first time attending the Training & Development Conference

**Additional Sessions:**

- I will attend the chapter staff workshop on October 19-20.
- I will attend the HR-only dinner and networking event on October 19.  
 I understand that a fee of \$50 will be added to my registration fee.

Please type or print clearly (all information is required)

AGC Member ID Number (if available) \_\_\_\_\_

If you received this form by mail, your AGC member ID number is located on the first line of the address label.

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Nickname for Badge: \_\_\_\_\_

Title \_\_\_\_\_

Company Name \_\_\_\_\_

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Specify any special requirements/registration discount for multiple attendees from the same firm: \_\_\_\_\_

\_\_\_\_\_

Checks should be made payable to AGC of America or charge your registration fee to American Express, Visa or MasterCard. Your signature below authorizes AGC of America to charge your credit card the total payment. AGC reserves the right to charge the correct amount.

**Credit Card Information:**  American Express  Visa  MasterCard

Card #: \_\_\_\_\_

Expiration date: Mo. \_\_\_\_\_ Year \_\_\_\_\_ Security Code \_\_\_\_\_

Signature: \_\_\_\_\_

**Cancellation Policy:** Full refunds will be granted to requests sent to AGC of America by email to [yatesc@agc.org](mailto:yatesc@agc.org) by Sept.15, 2010. No refunds will be granted after this date. Cancellations will not be accepted over the telephone.

**Non-Solicitation Rule:** Registrants may not solicit business from other conference attendees during the conference or use the registration list to solicit business from other registrants following the event. Anyone who violates this will be prohibited from participating in future events and additional action may be taken.

# 2010 T&D Conference and HR Professionals Conference Schedule

Conference schedule is tentative and may be changed without notice.

|                                    | T&D sessions  | HR sessions   | Joint sessions   |
|------------------------------------|---|---|--|
| <b>Sunday, October 17, 2010</b>    |   |   |  |
| 6:00 p.m.                          | Happy Hour – Loggia Lounge (Cash Bar)   |   |  |
| <b>Monday, October 18, 2010</b>    |   |   |  |
| 7:00 – 8:00 a.m.                   | Continental Breakfast & Registration for T&D Conference   |   |  |
| 8:00 – 9:15 a.m.                   | Welcome & Education Excellence Awards Presentations by AGC Past President Doug Pruitt   |   |  |
| 9:15 – 9:30 a.m.                   | Break   |   |  |
| 9:30 – 10:15 a.m.                  | How to Use Subject Matter Experts who Aren't Great Communicators  | Turning Generational Diversity into a Competitive Advantage                       | Training on Trial Workshop   |
| 10:15 – 10:30 a.m.                 | Break   |   |  |
| 10:30 – 11:15 a.m.                 | Talent Management Technology: Linking Performance to Learning   | Implementing Career Readiness Assessments & Certificates                          |  |
| 11:15 – 11:30 a.m.                 | Break   |   |  |
| 11:30 a.m. – 12:15 p.m.            | Project Team Training: A Case Study of a Unique Training Concept  | Hot Topics: Roundtable Discussion on Current T&D Issues                           |  |
| 12:15 – 12:30 p.m.                 | Break   |   |  |
| 12:30 – 1:30 p.m.                  | Lunch & Welcome – Arizona Chapter AGC and Arizona Builders Alliance   |   |  |
| 1:30 – 1:45 p.m.                   | Break & Exhibitors  |   |  |
| 1:45 – 3:15 p.m.                   | Effective Partnerships Between Industry and Academia  |   |  |
| 3:15 – 3:30 p.m.                   | Break & Exhibitors  |   |  |
| 3:30 – 4:15 p.m.                   | Education Excellence Award – Grand Winner   | From Ho-Hum to High Impact Presentations  |  |
| 4:00 – 5:00 p.m.                   | Registration open for HR Professionals Conference   |   |  |
| 4:15 – 4:30 p.m.                   | Break & Exhibitors  |   |  |
| 4:30 – 5:15 p.m.                   | Education Excellence Awards – Member Winners  | Education Excellence Awards – Chapter Winners                                     |  |
| 6:00 – 7:00 p.m.                   | HR Professionals and T&D Networking Reception – <i>Sponsored by the National Center for Construction Education &amp; Research</i> |   |  |
| <b>Tuesday, October 19, 2010</b>   |   |   |  |
| 7:00 – 8:00 a.m.                   | Continental Breakfast & HR Registration   |   |  |
| 8:00 – 8:15 a.m.                   | Welcome   |   |  |
| 8:15 – 9:30 a.m.                   | Keynote: Coaching for Leaders: Transforming Potential into Performance  |   |  |
| 9:30 – 9:45 a.m.                   | Break & Exhibitors  |   |  |
| 9:45 – 10:30 a.m.                  | Drug Testing & Substance Abuse Management on the Jobsite  | Investigating Complaints of Harassment & Discrimination in Construction           | Courageous Training: Guaranteed Business Results from Training (9:45 – 11:15 a.m.) |
| 10:30 – 10:45 a.m.                 | HR only – Break & Exhibitors  |   |  |
| 10:45 a.m. – 12:15 p.m.            | Modern Technology: Maximizing Benefits and Minimizing Risks   |   | T&D Conference Wrap-up (11:15 – 11:45 a.m.)  |
| 12:15 – 1:15 p.m.                  | Lunch for HR Professionals Conference attendees   |   |  |
| 1:15 – 1:30 p.m.                   | Break   |   |  |
| 1:30 – 2:15 p.m.                   | No Raises...Again?: Ideas for Keeping Morale High in Tough Times  | Training and Relying on Field Supervisors as an Extension of HR                   |  |
| 2:15 – 2:30 p.m.                   | Break   |   |  |
| 2:30 – 4:00 p.m.                   | The ICE Age: Preparing for the New Era of Worksite Immigration Enforcement  |   |  |
| 5:30 – 7:00 p.m.                   | HR Dinner (separate registration and fee required)  |   |  |
| <b>Wednesday, October 20, 2010</b> |   |   |  |
| 7:00 – 8:00 a.m.                   | Continental Breakfast   |   |  |
| 8:00 – 9:20 a.m.                   | Mixed Greens: Using a Variety of Compensation Options to Retain and Hire The Best   |   |  |
| 9:30 – 10:15 a.m.                  | All About Travel: Relocations, Vehicle Reimbursements, Allowances & More  | Hot Topic: Open Discussion On Current Issues Facing Construction HR Professionals |  |
| 10:15 – 10:30 a.m.                 | Break   |   |  |
| 10:30 – 11:50 a.m.                 | Let's Grow Together: Practical & Innovative Solutions for Performance Management  |   |  |
| 11:50 – 12:10 p.m.                 | AGC's HR Resources & Conference Wrap-up   |   |  |

Visit [www.agc.org/hr\\_td](http://www.agc.org/hr_td) for complete session descriptions and speaker information.



# Training & Development Conference

October 18-19, 2010



# HR Professionals Conference

October 19-20, 2010



Scottsdale | Arizona

Register Online Now! | [www.agc.org/hr\\_td](http://www.agc.org/hr_td)



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## JOIN US IN SCOTTSDALE!

The Associated General Contractors of America's 9th Annual HR Professionals Conference will be co-located with the 4th Annual Training & Development Conference in Scottsdale, Arizona. Each conference provides a unique opportunity for AGC members and chapter staff to participate in industry-focused sessions to learn innovative approaches to managing training and human capital.

These events will cover everything you need to know to be successful as an HR or T&D professional in the construction industry. With expert speakers providing compliance-related guidance for HR professionals, and interactive sessions that are guaranteed to help T&D professionals sharpen your skills and solve common challenges, you will learn best practices for maximizing efficiency and effectiveness.

**Who should attend?** General and specialty contractor staff, AGC chapter staff and other professionals involved in workforce and professional development, education, human resources and training are invited to attend.

This is a great year to invite a colleague along for the experience as AGC is offering discounted rates for multiple attendees from the same organization. Both conferences are open to a limited number of registrants, so register today. We look forward to seeing you in Scottsdale!



## EDUCATION EXCELLENCE AWARDS

AGC of America will present the 2010 Education Excellence Awards at this year's Training & Development Conference. The EEAs recognize the most innovative and collaborative training and development programs developed by AGC chapters and contractors. Winners will give presentations on their educational program during the conference.

## BUILD YOUR PROFESSIONAL CREDENTIALS

AGC of America is an authorized provider of continuing education credits. Continuing education credits can be important to maintaining a professional designation and accelerating your career growth. Participants who wish to earn CEUs for this program are expected to arrive on time, attend sessions of the program from start to finish and complete the program evaluation. Please visit [www.agc.org/hr\\_td](http://www.agc.org/hr_td) for details concerning each continuing education credit offered.

This program has been submitted to HRCI for review.



**International Association for Continuing Education and Training (IACET CEUs)**

The Associated General Contractors of America (AGC) has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 8405 Greensboro Drive, Suite 800, McLean, VA 22102-5120.

Visit [www.agc.org/hr\\_td](http://www.agc.org/hr_td) for complete session descriptions and speaker information.

## SESSION DESCRIPTIONS

### JOINT KEYNOTE SESSION

#### **Coaching for Leaders: Transforming Potential into Performance**

*Kelly S. Riggs, Founder & President, Vmax Performance Group* | Great leadership skills are critical to creating a high-performance organization, but surprisingly, many companies invest very little time developing effective leaders. Kelly Riggs will give participants a clear understanding of the role that coaching plays in creating more effective leaders while transforming employee potential into workplace performance.

### TRAINING & DEVELOPMENT CONFERENCE

#### **How to Use Subject Matter Experts Who Aren't Great Communicators**

*Paul Stout, Power Summit* | Just because someone has great industry knowledge, doesn't mean that person knows how to share it effectively. Learn how to turn technical experts into great teachers.

#### **Turning Generational Diversity into a Competitive Advantage**

*Cindy Crowder, Indiana State University* | *Mylon L. Stark, Associated General Contractors of South Dakota* | Get a clear understanding of how an organization can turn the challenges of generational diversity in the workplace into a competitive advantage by providing needed skills to younger workers and retaining older workers.

#### **Training on Trial Workshop**

*Wendy Kayser Kirkpatrick, Kirkpatrick Partners* | Learn how you can solidify the importance of the workplace learning organization to the company, and enjoy a secure position regardless of economic fluctuations. (Special three-hour session by the world leader in training evaluation.)

#### **Talent Management Technology: Linking Performance to Learning**

*David Muehlbauer, Sundt Construction* | Hear how one company has linked its performance management process to individual employee learning using an integrated talent management system that ties competencies, performance assessments, goals, development plans and learning.

#### **Implementing Career Readiness Assessments & Certificates**

*Jennifer Horne-Frazier, ACT* | Learn how your company or chapter can use the National Career Readiness Certificates to determine whether a person is qualified to begin training, to become an employee, or to be groomed for a promotion.

#### **Project Team Training: A Case Study of a Unique Training Concept**

*Brad L. Benhart, Purdue University* | Learn about the development, execution and measurement of a unique team training program used at a large, Midwestern contractor, which had always conducted training by job title.

#### **Hot Topics: Roundtable Discussion on Current T&D Issues**

*Speaker TBA* | This space is reserved in case a "hot topic" comes up by conference time. If no "hot" training and development topic is identified, this session will allow attendees to have an open discussion on the current issues facing training & development professionals in the construction industry.

#### **Effective Partnerships Between Industry and Academia**

*Jimmy Sawtelle, Louisiana Community and Technical College System* | *Clay Kubicek, Crossland Construction* | *Steve Greene, National Center for Construction Education and Research* | Industry and education can establish mutually beneficial, successful partnerships that provide the industry's workforce with the knowledge and skills critical to success in the 21st century.

#### **Education Excellence Awards**

*Three breakout sessions by the Grand, Member and Chapter Award Winners* | The winners of the 2010 AGC Education Excellence Awards will discuss why each of their educational development programs was honored. Winners will be announced during the T&D Conference.

#### **From Ho-Hum to High-Impact Presentations**

*Hilari Weinstein, High Impact Communication* | Learn how the little things can make a **huge** difference. Attendees will take away tips and strategies to take their presentation delivery to the next level, as well as to help coach others to present more powerfully.

#### **Courageous Training: Guaranteed Business Results from Training**

*Timothy Mooney and Robert Hill, Advantage Performance Group* | Much has been written about how to deploy performance improvement and training efforts more effectively and with more impact. Yet despite all the advice, only 15-20% of learning actually gets applied in ways that contribute tangible results to organizations. Break away from the usual approaches and identify what is really needed and what really works.



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## HR PROFESSIONALS CONFERENCE

### **Drug Testing & Substance Abuse Management on the Jobsite**

*Michael T. Mortensen and Chad Richter, Jackson Lewis LLP* | Get advice on the legal aspects of workplace substance abuse programs, including implementing effective substance abuse policies, assessing the different types of workplace testing programs, determining "reasonable suspicion," and dealing with medical marijuana laws.

### **Investigating Complaints of Harassment & Discrimination in Construction**

*Christopher Johnson, Thompson Hine LLP* | Keep your company out of hot water by strengthening your investigation skills. Learn how to effectively conduct an investigation, from the time of the triggering events to handling remedial measures after the results have been assessed.

### **Modern Technology: Maximizing Benefits and Minimizing Risks**

*Joshua R. Woodard, Snell & Wilmer LLP* | *Ron Kubitz, Brayman Construction Corporation* | Discover critical employment and security issues posed by social networking, smartphones and other modern technology tools, and the safeguards required to protect your company and your employees.

### **The ICE Age: Preparing for the New Era of Worksite Immigration Enforcement**

*Mark Reed, Border Management Strategies, LLC* | *Maggie Doyle, Hensel Phelps Construction Company* | Talk of immigration reform and I-9 audits are all the buzz. A former senior-level immigration enforcement agent and a construction company's in-house attorney will address the key issues of immigration reform for employers and help you avoid fines and penalties in the wake of an I-9 audit.

### **Mixed Greens: Using a Variety of Compensation Options to Retain and Hire The Best**

*Terry Kramer, Kramer Management Consulting* | *Jeff Robinson, PAS Inc.* Don't let your star employees slip away in a rebounding economy. Learn about a variety of compensation trends that can be used to enhance performance while retaining and recruiting the best possible construction workforce as the industry rebounds.

### **Let's Grow Together: Practical and Innovative Solutions for Performance Management**

*Christy Uffelman, Mascaro Construction Co., LP* | *Sean Taylor, FMI Corporation* | Learn ways to identify, develop and measure employee performance using feedback and technology. Return to your company with ideas for promoting effective performance management practices among managers and employees to enhance individual and company growth.

**HR Roundtable Sessions** | Led by a member of AGC of America's HR Network Steering Committee, these interactive sessions will allow you to share questions, experiences, and best practices with other construction HR professionals. Topics include:

- No Raises...Again?: Ideas for Keeping Morale High in Tough Times
- Training and Relying on Field Supervisors as an Extension of HR
- All About Travel: Relocations, Vehicle Reimbursements, Allowances & More
- Hot Topic: Open Discussion On Current Issues Facing Construction HR Professionals

## HOTEL RESERVATIONS

### **Doubletree Paradise Valley Resort/Scottsdale**

5401 N. Scottsdale Road  
Scottsdale, AZ 85250-7090  
480-947-5400 | [www.paradisivalley.doubletree.com](http://www.paradisivalley.doubletree.com)

**Conference rate:** \$129.00/night | **Group code:** AGC  
**Reservation deadline:** Sept. 15, 2010 for the group rate.

Hotel reservations and/or cancellations must be made directly with the hotel. A credit card is required at the time of booking. Cancellations must be made 24 hours prior to your scheduled arrival.

The Doubletree Paradise Valley Resort/Scottsdale hotel, winner of the prestigious AAA Four Diamond Award, is located in Scottsdale, Arizona, only 12 miles from Phoenix Sky Harbor International Airport (airport code PHX), and just minutes from the shops, boutiques, galleries and eateries of Old Town Scottsdale and Scottsdale Fashion Square Mall. Check-in is 4 p.m. Check-out is noon.

AGC has secured a 10% discount with SuperShuttle for any roundtrip reservation made and paid online for services from the shuttle's airport markets. To take advantage of the discount, call 1-800-BLUEVAN and mention group/discount code **2CP47**.

## SPONSORSHIP & EXHIBITOR OPPORTUNITIES

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