



CONSTRUCTION LEADERSHIP COUNCIL

## Who's The Boss? Meet Your Chair for 2015, Lane Construction's Sarah Miller



With Annual Convention in San Juan, Puerto Rico on our heels, I have been given the opportunity to serve as the National CLC Steering Committee Chair with a renewed sense of drive and excitement knowing what this group has done and has the opportunity to do in the next year and beyond. Members of our Steering Committee had the

opportunity to speak at several National AGC events over the past year and I believe with the drive our Events Subcommittee we will continue to grow that participation in the future. This experience has provided a pathway for several members of our Steering Committee to become more involved with National AGC endeavors. We are confident this experience will continue to help with our goal of CLC members continuing involvement with the AGC organization after completing our years on this committee. I invite all of you to share in our Community Service Subcommittee endeavor to share your local chapter's endeavors using #One\_CLC on Twitter and Instagram, and to continue to engage in all of our social media platforms. I look forward to an exciting CLC Leadership Development Conference (LDC) hosted by my home chapter in Pittsburgh from September 17-19, 2015. Finally, I hope to get the leaders of as many local CLC chapters as possible engaged starting with the 2015 CLC LDC, and with a few ideas that we have brewing, I hope to extend our outreach beyond the LDC conference and involve the local CLC Chapter leadership in the future!

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## Featured Columnist: Tom Foss on Preparing for Leadership

*Editor's Note: Continuing our effort to share insight from nationally-recognized leaders of our construction industry, the CLC is proud to present this edition's featured columnist, Tom Foss, President and CEO of Griffith Company.*

If you are reading this article, you are either a budding young leader or someone that wants to become one. The Construction Leadership Council is a great place to start. It is an environment where you will be able to interact with your peers as you begin to develop your career. Participate as you can in your local events and then as your management allows, you may be able to attend State or National events. Participation in this type of event will help you raise your vision of the industry beyond the day to day tasks of your full time job.

If you worked for me, you would hear me say, "Do the discipline of the business." What I mean by that is, for example if you are an estimator, there are no short cuts.

1. Read your Specs and take notes.
2. Read your plans, every page, every note and take notes.
3. Visit the job site. Walk the job in the morning and the afternoon.
4. Do your take-off the same way that you plan on building the project.
5. Finally after all of this you are ready to begin to bid the job. Discipline is the beginning of leadership because it will separate you from those around you.

There are many good leadership books that you should read. Don't ever stop learning. Good to Great by Jim Collins is a good place to start. This book will help you to begin thinking about leadership, both in the areas of discipline and getting and managing the right people.

A second book that I recommend is The Art of the Long View by Peter Schwartz. This is a thinking book. It is a *(continued on page 3)*

## CLC Alumni Abbott and Apodaca Assume AGC Leadership Roles

At our Puerto Rico meeting, the CLC Steering Committee said goodbye to members completing their three-year service, and hello to new ones. Congrats to Ryan Abbott and James Apodaca who will chair the AIA - AGC Joint Committee and Project Delivery Forum!

## Around the Horn – What Good Deeds Are Your Future Leaders Up To?



### Michigan's CLC Gives At-Risk Youth Have Sweet Dreamzzz™

The AGC of Michigan's CLC hosted a networking and fundraising event for non-profit Sweet Dreamzzz™, raising over \$4,500. Sweet Dreamzzz' mission is to improve health and academic performance of at-risk, school-age children by providing sleep education and bedtime essentials. Children who attend the Sweet Dreamzzz program receive a sleep kit containing a sleeping bag or blanket, nightshirt, socks, toothpaste, toothbrush, crayons, stuffed animal and reading book.

### Colorado's FLF Pledges \$50,000

The AGC of Colorado's FLF has funded \$25,000 endowments at Colorado State University and University of Colorado. How to top it? Commit \$50,000 to the Colorado State University CM Cares program to promote service learning through leadership training, team building, and ethics through community service. It teams students, faculty, staff and industry partners on construction-related projects for those with special needs or local community service agencies. FLF members also participate in project workdays. The secret to their success is a popular annual Clay Shoot fundraiser.

### Western PA's Master Builders' Association Donates Toys for Tots

Western Pennsylvania's Young Constructors hosted a holiday party that raised over \$1,000 for the Mario Lemieux Foundation and 300 toys to Toys-for-Tots.

### Dallas Future Leadership Council Raises Money for Special Needs Child

A Texas family needed extra help after adopting a special needs baby. Enter the Dallas-Fort Worth FLC! It raised almost \$6,000 with a "Holiday Bash" event in November 2014 that featured a BBQ feast and live music. "I am extremely proud of the good work our young leaders are doing in Texas - both in their efforts to raise contributions for our state AGC of Texas PAC and the good they are doing in the community through their charitable efforts," said Art Daniel, 2015 AGC of America Vice President and COO of AR Daniel Construction.



### Washington FLF Has Underground Fundraiser

AGC of Washington's FLF recently hosted a tour of through the SR 99 Bored Tunnel Project (Alaska Way Viaduct), donating all proceeds to its Education Foundation's Construction Adventure Camp. The tour started at street level and traveled almost 1,000 feet, ending up in TBM Bertha's control room – approximately 120 feet underground.

### MA's CLC Helps Women & Children Center

AGC of Massachusetts CLC is working on a community service project at St. Mary's Center for Women & Children, donating skilled and unskilled volunteers, materials and time to help renovate and repair the historic building which houses families coping with crises and providing education services.

### Join the National CLC's Listserve!

Log in or create a profile and check the CLC eforum box. For more information, email [galleghoss@agc.org](mailto:galleghoss@agc.org).

## Chapter Spotlight

*To our friends in St. Louis and Puerto Rico: jobs well done!*



### **St. Louis' Construction Leadership Council**

AGC of St. Louis recently hosted a Design Competition at its Construction Career Center charter high school. Four teams presented to judges on the design and construction of projects under construction or completed in the metropolitan area. Congratulations to winners Aniyah Hinton, Jordan Jackson and team captain Stacie Ramos of Brinkmann Constructors (pictured) and runners-up Diminique Ekpo, Kenneysha Phillips, Desiree Williams, LeVontra Currie, DaVante Paster, Jordon Spruill, Evan Burnett, Kiana Grant, and Elvis Young.

### **Puerto Rico's Young Contractors Committee**

The AGC of Puerto Rico YCC plans to hold its second annual Business Matchmaking (BMM) activity. Building on the success of last year's event, this year's BMM will allow AGC members and invited guests to exchange ideas, discuss current projects and capitalize on business opportunities – all in the context of a diverse showcase of products and services offered by subcontractors and suppliers. Each participating general contractor will receive a display area identified with its logo where it can meet with subcontractors and suppliers, which, in turn, will present their products and services.

*Want to showcase your chapter? Email [galegoss@agc.org](mailto:galegoss@agc.org) for the next Leadership-LINK. Articles must be under 250 words and include high resolution photos with proposed captions. This newsletter runs quarterly and includes as much great content as we can squeeze into three pages. We look forward to hearing from you!*

## Foss: Preparing for Leadership (cont.)

book that will help you begin the process of learning how to cast a vision for your company. Discipline is the foundation for leadership, vision is the crown.

Now, on a more practical note: Preparation now is your key to move into leadership. If you facilitate a job meeting, create an agenda with a goal. Control the meeting. Keep the meeting short and only discuss the important issues. Don't let the meeting drag on especially since most issues can't be resolved in the meeting. Assign responsibility and an action item. Example: "Bill, would you take responsibility for this issue. We need to get with the owner and get clear direction. Would you report back in next week's meeting? Thank you." This will help you lead more effective meetings.

Next, if you have a chance to speak in front of a group, here are some suggestions. Write your speech out word for word so you make sure you cover every point. Work on phrases and points of interest that can be remembered. When you are satisfied, boil your talk down to an outline so that you don't come off stiff.

If you haven't noticed, both of these suggestions take discipline and preparation.

Finally, one last piece of advice: If you aspire to be a leader, learn how to be a follower first. You need to learn how to be a team member before you will get a chance to lead the team. I wish you the best of luck as you begin your career in the construction business.

## CLC Subcommittee Chairs

### **AGC of America Board of Directors Committee**

Committee: Miller, Snow, Tabelaing

### **Chapter Communications & Social Networking**

Committee: Kelley, Myers, Walker

### **Charitable Events & Scholarship**

Committee: Oakes, Pennington, Wright

### **Events**

Committee: Horn, Phelps, Tabelaing, Walker

### **Industry Liaison**

Committee: Hesdon, Pollard, Vivio

### **Mentor Program**

Committee: Tabelaing

### **Executive Leadership Council Liaison**

Phil Thoden, President & CEO AGC of TX, Austin