



Emerging Leaders **PROFESSIONAL DEVELOPMENT PROGRAM.**

The construction industry is evolving, and its future depends on leaders who can think strategically, lead people well, and navigate complexity with confidence.

About the Program

The ABC Western Michigan Emerging Leaders Peer Group is a year-long leadership development program designed for emerging leaders in both trade and general contracting companies who are actively managing up and down within their organizations.

This program combines expert-facilitated leadership sessions, peer-driven roundtable discussions, and ongoing micro-learning to help participants grow personally, professionally, and as leaders within the construction industry.

Why This Program is Different

Most leadership programs separate trade contractors and general contractors. This program intentionally brings them together.

By learning alongside peers from both sides of the jobsite, participants gain:

- Broader perspective on how decisions impact the full project lifecycle
- Deeper understanding of challenges faced across the industry
- Stronger relationships that mirror how work actually gets done

Who This Program Is For

- Emerging leaders typically under 45
- Individuals currently managing people, projects, or key responsibilities
- High-potential professionals in trade or general contracting companies
- Those ready to invest in their leadership growth and show up fully

Program At-A-Glance

- Year-long cohort experience
- 4 in-person, full-day leadership sessions facilitated by MindFit Coaching
- Monthly peer-led meetings between sessions
- Weekly micro-lessons via MindFit's online platform
- Final combined cohort experience with alumni and current participants

Session Topics

The ABC Professional Development Program covers various topics essential for emerging leaders in the construction industry.

Session 1: Growth Mindset & Leadership Foundations | *February 11, 2027*

Develop the mindset, self-awareness, and leadership foundation needed to grow as a leader in today's dynamic construction industry.

- Explore the difference between fixed and growth mindset and why it matters in leadership effectiveness
- Increase self-awareness and emotional intelligence to better understand how beliefs and behaviors impact leadership
- Learn situational leadership principles to adapt leadership style to people and circumstances
- Examine entrepreneurial thinking, coaching, mentoring, and servant leadership as tools for influence
- Build resilience by reframing setbacks and challenges as opportunities for learning and growth

Session 2: Building High-Performing Teams | *April 20, 2027*

Strengthen your ability to lead people, manage relationships, and sustain performance under pressure.

- Increase awareness of how emotions, stress, and energy impact leadership and team dynamics
- Develop habits that support high performance, resilience, and long-term effectiveness
- Learn how to manage up and down by communicating with clarity, confidence, and diplomacy
- Build executive presence through stronger communication, decision-making, and meeting leadership
- Foster trust, accountability, and psychological safety within teams

Session 3: Strategic Thinking & Decision-Making | *September 23, 2027*

Build the strategic thinking skills required to make informed, forward-looking decisions in a rapidly changing industry.

- Understand the difference between strategic thinking and tactical execution
- Learn the three core elements of strategy: Acumen, Allocation, and Action
- Anticipate future trends, risks, and opportunities impacting construction and leadership
- Strengthen decision-making by balancing short-term needs with long-term vision
- Develop agility to pivot strategies as market conditions, technology, and customer needs evolve

Session 4: Emerging Leaders Collective (Combined Cohort Session) | *November 4, 2027*

Bring together past and current cohorts to deepen relationships, share insights, and shape the future of the Emerging Leaders program.

- Connect 2025 and 2026 Emerging Leaders cohorts for peer learning and relationship building
- Share real-world leadership experiences, lessons learned, and growth reflections
- Explore how leadership challenges and opportunities differ across trades and general contractors
- Identify themes, needs, and ideas to inform future Emerging Leaders cohorts
- Strengthen the long-term Emerging Leaders community within ABC Western Michigan

PROGRAM INVESTMENT – \$2,500