



**Course Location:
AGC San Diego Training Center**

6212 Ferris Square
San Diego, CA 92121
858-558-7444 | 858-731-8155 (Education Department)
www.agcsd.org

Contact: Becca Schaffer Education Marketing Manager - bschaffer@agcsd.org

Superintendent Exit / Succession Planning
Transitions that build stronger teams
One-day session

Construction Superintendents are an integral part of most construction firms. But they can't work forever. What happens when key players retire? How do great Superintendents leave a legacy at the company? Companies have exit / succession plans for Executives and Principals, but what happens when a Superintendent retires?

This hands-on full-day workshop takes participants through the process of passing the torch to the next wave of project leadership. From exit planning, to training, to mentoring the next in line, this course helps ensure smooth and productive transitions.

Key Points:

- Commitments to the process – a working 'contract'
- Assessments
 - Roles and responsibilities - Refining the role for the 'next wave of leadership'
 - Discovering strengths - Disclosing weak points
- Crafting a plan that works
- Implementing the plan
 - Making assignments
 - Structured, layered training
 - Shadow strategies
 - Mentor / Protégé strategies
 - Letting go
 - Reaping the benefits



Upon completion participants will:

- have developed the working model for their own exit plan
- have developed some strategies for implementing their plan
- be able to engage their successors in meaningful training through focused mentoring
- be able to engage executives in meaningful debriefing and hand-off sessions
- be able to ensure that the company has received optimum ROI

Presenters/Facilitator: Paul Stout - Power Summit

Date: September 12, 2017

Time: 8:00 am - 4:00 pm

Course Tuition: AGC Members \$225 | Journeyman Upgrade Program \$0 | Non Members \$325

Registration: Online Registration Must be completed WWW.AGCSD.ORG

Cancellations and/or Changes Policy: Cancellation notification must be received in writing no later than three business days prior to the scheduled course date. Substitute registrants can be named at any time. A full refund - minus a 5% processing fee if paid by credit card - will be given if notification is received by AGC San Diego three business days prior to the course start date. If a cancellation is received within the three business day time frame, or if registrant(s) elects not to attend, attendee will forfeit the entire course fee. Those participants using AGC Journeyman Trust funds must adhere to the cancellation policy. If a late cancellation or NO SHOW occurs the participating COMPANY and not the AGC Apprenticeship Trust is liable for the tuition.

Payment: Payment can be made online by credit card or PayPal. Master Card, Visa, Discover and American Express are accepted. Checks to be made payable to AGC San Diego. Invoice option is only available for AGC San Diego Chapter members. Full course payment must accompany each registration for all attendees at least seven days prior to the course start date. Contact Inna Alizade in Accounting for payment confirmations, refunds or receipts. inna@agcsd.org