



## PROGRAM OVERVIEW

### Introduction

#### **Setting the Stage for Success**

You made it! Now it's time to get settled in, relax, and get ready for three days of intensive, exhilarating work that will impact your life and your career in ways unimaginable. This Boot Camp is an opportunity for women leaders in construction to come together, in a safe haven, to share their unique experiences, learn from one another, and gain wisdom as they generate a future for themselves and the industry they serve, in a way that is both practical and transformational. We look forward to welcoming you to an opportunity of a lifetime.

**Anytime after 3:00 p.m. Boot Camp Check-In – Venue Lobby**

|                  |                                     |
|------------------|-------------------------------------|
| <b>4:00 p.m.</b> | <b>Outdoor Activity (TBD)</b>       |
| <b>6:00 p.m.</b> | <b>Dinner</b>                       |
| <b>6:45 p.m.</b> | <b>Orientation and Introduction</b> |

### Day One

#### **Communication, Motivation, and Discovery**

Day One is all about discovering our own human natures and learning to understand and appreciate our talents and gifts with a bit of humor and humility, while at the same time beginning to embrace the power that such understanding provides us in generating a life and career that is beyond our wildest dreams.

Morning **Breakfast with the group**

##### **All Talk, No Action, No More – “Speaking into the listening.”**

This segment of the program focuses on the most powerful tool available to all leaders – communication. There is a specific design to communication that promotes enrollment and action. In this session you will discover how your “human-being-ness” interferes with your ability to communicate in a powerful fashion. Once you discover these unrecognized human traits, you will begin to see the phenomenal power that your words carry in getting what you want and need.

##### **Lunch with the group**

Afternoon

##### **Stand Up and Stand Out – “Maximizing your edge.”**

As a leader, authenticity is your most precious commodity, and you'll lose it if you attempt techniques that don't fit your strengths. In this session we will debrief your *Stand Out* results and focus on those talents that will benefit you in getting noticed

the quickest. Understanding your core talents will help you make your greatest contribution and intentionally invest your time where it will count most.

**Developing Conflict Competence – “Have a nice conflict.”**

In this session you will become clear about your underlying *Motivational Value System (MVS)* and how it drives much of your behavior and the behaviors of others. While behavior is usually a key component of conflict, once you understand the drivers for that behavior, you may be very surprised how valuable some of your more “challenging” relationships might actually be, and what you can do to find success, satisfaction, and unexpected results in the most unusual places.

Evening

**Dinner with the group**

**Movie – “Makers: Women Who Make America”**

After dinner we’ll be breaking out the popcorn for this session as we watch *Makers: Women in Business*. This episode tells the story of the exceptional women—past and present—who have taken the world of business by storm. Told by female business leaders themselves, this is a candid exploration of what it takes to make it and a celebration of the extraordinary individuals who, over the course of 50 years, have proven that a woman’s place is wherever she believes it to be.

**Day Two**

**Awareness, Navigation and Purposeful Choices**

Day Two is all about becoming more aware of who you are and how that impacts how you relate. It will also explain what might be happening around you. Once armed with this new awareness, you will begin to consciously, and intentionally choose the actions that will allow you to be the very best leader and your very best you! This session will help you begin to recognize the barriers before you and establish a strategy for navigating through them.

Morning

**Breakfast with the group**

**How Do You Show Up and What’s the Impact? – “Do you see what I see?”**

It’s time to find out! Our values, beliefs, and behaviors are learned as a result of who our parents were, what part of the country we grew up in, who our friends were and all of the experiences associated with becoming an adult. We will examine your “Portrait of Strengths” and take a look at how they are used to achieve your goals. We will also look at what happens when they are overdone, and how doing so might actually be sabotaging your efforts. We will look at some strategies to purposefully navigate through the challenges that we experience related to our own behaviors and the behaviors of others.

**Women in Construction – “Leading Strong.”**

How women experience being a leader in the construction industry is important. How men experience women in the industry is equally as important. This highly interactive session explores current research on what we have typically considered ‘women’s issues’ and evolves it to gender understanding as a leader and a woman in the industry. Using what you have learned from previous sessions, we will empower and tool each other to stand in our power – with the goal of ‘Leading Strong’.

**Lunch with the group**

Afternoon

**Focus Groups – “Our shared experiences.”**

The capstone 'focus groups' will allow you, as a 'woman leader in the construction industry' to discuss with your peers, the real everyday challenges that you face. These challenges, identified through the pre-work survey, will provide the context for your action plan. Building off of these specific challenges for women leaders in the construction industry, and utilizing the insight and learning from the boot camp curriculum, participants will have an opportunity to focus on a topic or challenge and process how to navigate through the barriers that keep us from actualizing the outcomes we want to produce.

**Preparing for the Journey -  
"Discovering what makes your heart sing."**

It's time to put yourself on a track forward that has been there all along, waiting for you—where the life that you ought to be living aligns with the one you are actually living. It's time to write the story of your own future and lay the ground work for it to materialize. It's time to prepare for a journey in which you are the hero of your own story. Ready, set, let's go!

**Dinner with the group  
Free evening**

## **Day Three**

### **Commitment Management, Action Planning & Execution**

Day Three will focus attention on completing the experience and helping each participant in the creation of an action plan going forward and the establishment of a support structure and commitment management system that will enhance the likelihood of success.

Morning

**Breakfast with the group**

**Ready, Set, Go - "Action planning with purpose."**

This final session will be a working session where you will create a reliable action plan with sticking power. You will have the opportunity to

**No Guts, No Glory - "Speaking your vision into reality."**

It's courage, not strength or intelligence that allows us to change and generate a life we love. In the final wrap-up, each participant will share their commitment, their passion, and their action plan to the group before departing.

**Lunch with the group**

Afternoon

**Final Wrap-Up and Farewells**

**Boot Camp Ends at 4:00 p.m.**

**Please note that some of the most important work happens on the last day of Boot Camp and we urge you to arrange flights and travel that allows you to attend the full camp experience.**