

Developing Your Leadership Skills Through Coaching

- Who holds you accountable for improving your ability to lead?
- Who guides you through difficult leadership, personnel, and career decisions?

Study after study confirms that long-term, periodic professional coaching is the only way to create sustainable leadership growth.

WHAT IS COACHING ADVANTAGE?

Coaching Advantage is a one-on-one partnership between you and your **FMI professional coach** to meet your specialized needs and goals.

Our FMI professional coaches bring with them the specialized knowledge we have gained from 50 years of management consulting to the construction industry.

We strive to provide professional coaching that is:

- Specifically tailored to help you execute workplace strategies.
- Explicitly built around your work experiences and challenges.
- Distinctively designed to help you leverage your abilities within your organization.



WHO HIRES COACHING ADVANTAGE?

Professional coaching is ideal for any middle- or senior-level leader who is interested in accelerating his or her leadership development.

Our coaching client mix consists of CEO's, presidents, vice presidents, operations managers, project managers, senior estimators, senior superintendents, and others who are committed to maximizing their leadership potential.

In addition, several of our larger client companies also use FMI's *Coaching Advantage* as part of a formalized program to develop their next generation of emerging leaders.





COACHING ADVANTAGE

WHY COACHING ADVANTAGE? Because it is **effective**.

- **Coaching Advantage** is perfectly suited for the new generation of leaders who have a drive for personal and professional growth.
- **Coaching Advantage** can increase productivity by creating coaching accountability.
- **Coaching Advantage** targets sustained change and leadership growth creating competent and capable leaders over the long-term.
- **Coaching Advantage** is intentional, purposeful, and personal —
 - **Intentional** — there is accountability and conscious commitment to a process that sustains change and leadership growth.
 - **Purposeful** — tied to strategic objectives, specific organizational results and individual developmental needs and goals
 - **Personal** — tailored to an individual's real business challenges, customized to specific scheduling needs, and implemented through confidential one-on-one conversations.

WHY FMI'S COACHING ADVANTAGE? Because we **know** the business.

- Our vision and commitment is to transform the worldwide construction industry by building exceptional leaders, one at a time.
 - Our professional coaches are partnered with the construction industry.
 - Our coaching models, assessments, and expertise are uniquely focused towards this industry.
 - Our professional coaches understand that coaching success is based on a strong relationship, not just a process.

WHAT DO OUR COACHING ADVANTAGE CLIENTS FOCUS ON?

FMI's *Coaching Advantage* revolves around the one-on-one relationship between our clients and our professional coaches. Each professional coaching relationship is exclusively designed to meet each one of our client's specific needs. **Some common coaching focus areas include:**

- Developing leadership and management skills
- Enhancing communication and interpersonal skills
- Developing the ability to effectively coach and mentor others
- Building and leading high-performance teams
- Planning and managing career growth
- Delegating for peak results
- Improving ability to evaluate and take business risks
- Setting and achieving short- and long-term goals
- Growing personally and professionally



**FMI, Leadership
and Organizational
Development Group**

ABOUT FMI

Founded in 1953 by Dr. Emol A. Fails, FMI provides management consulting and investment banking for the worldwide construction industry.

FMI LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT Group Approach

Whether working with leadership teams or individual leaders, we take a one-on-one approach to leadership development that includes professional coaching and mentoring techniques enhanced by the use of personal assessment tools. We combine this approach with FMI industry perspectives and experience to provide leadership training and development based on research, current leadership and coaching best practices, and practical experience. Our goal is to create well-rounded, capable leaders based on best-of-class practices.

COACHING ADVANTAGE Registration

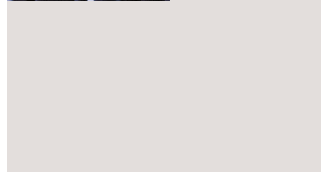
If you have any questions regarding **Coaching Advantage**, please contact **Jennifer Jones** at **303.377.4740** between 8:30 am and 5:00 pm, MST.

You may also learn more online at www.fminet.com/leadership.



**Leader
Development**

The Leadership Institute, Developing Exceptional Leaders, leader assessment and development, and evaluation for individuals and organizations.



Coaching

Coaching Advantage customized professional coaching program to address specific work concerns and challenges.



**Management
Succession**

Management succession assessment, strategy, transition planning, and development.



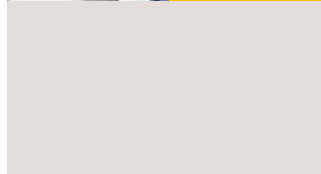
**Personal &
Organizational
Assessments**

360° feedback, organizational assessments, DISC, Myers-Briggs, and Natural Ability Battery.



**Consulting &
Custom
Programs**

Customized leadership and coaching programs and speeches for companies, associations, and industry events.



**Field
Leadership**

Leadership Academy for field leaders.



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COACHING ADVANTAGE

Connect With A

Professional Coach

To Develop

Your Leadership

In A More Intentional Way



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