



December 2-4 2024
Phoenix, AZ

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Attract In-Demand Project Talent, Champion Mental Wellbeing & Diversity & Develop the Next-Gen Workforce to Position Yourself as a Future-Focused Construction Organization

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Who Will I Hear From?

LEAP HR: Construction
December 2-4 2024
Phoenix, AZ



Karen Bridbord
Chief Talent Officer
Alberici
Constructors Inc.



Tony DeStefano
Vice President - HR
& Safety
Flintco



Steve Cunningham
Chief People Officer
TDIndustries



Kevin Henry
Executive Vice
President & Chief
People Officer
PulteGroup Inc.



**Rebecca
Moussazadeh**
AVP/Sr. People &
Culture Business
Partner
Limbach Co.



Jaime Elgas
Sr. Director & Vice
President of Talent
Management
JE Dunn



Rod Branch
Chief Human
Resources Officer
Arcxis



Janell Schmidt
Chief Human
Resources Officer
Lexicon Inc.



Wendy Montgomery
Talent Management
Director
**Southland
Industries**



Willy Pegues
Vice President -
Diversity, Equity &
Inclusion
**McCownGordon
Construction LLC**



Katie Peacocke
Vice President,
Human Resources
**Smith Douglas
Homes**



Myra Ebarb
Vice President of
People & Perks
**Sachse
Construction**



Mike Marcus
Director Learning &
Development
Samet Corp



Angel Handlon
Corporate Director
of Human Resources
Total-Western



Katie Cassidy
HR Business Partner
Simon



Jennifer Duarte
Senior Director -
Human Resources
**Erickson-Hall
Construction
Company**



Nancy Phelps
Vice President and
Community Impact
Director
**JE Dunn
Construction**



Zeydi Gutierrez
Vice President -
Human Resources
McGuire & Hester



Chara Gannett
Talent Management
Business Partner &
DEIB Leader
**Southland
Industries**



Leslie Schlaegel
Vice President-
Talent Development
Royal Electric Co



Erica Roth
Director of Talent
Acquisition
Interstates



Rishona Harris
Senior Director,
Human Resources
Centuri Group, Inc.



Layle Ellis
Director, Community
Relations & Inclusion
**Manhattan
Construction Group**



Catherine Berry
Senior Vice President
& Head of Human
Resources
Centuri Group, Inc.

Who Will I Hear From?

LEAP HR: Construction
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David Barnett
Recruiting Manager
Amteck, LLC



Stephen Hunt
Manager, Training
and Development
Gray Construction



Michelle Weakley
Manager of
Recruitment
**Performance
Contracting Group**



Kayla Montgomery
Diversity Equity and
Inclusion Manager
**Associated General
Contractors of
California**



Lisa Marini
Learning &
Development
Manager
**Brinkman
Construction**



Christina Chandler
Community Impact
Education Manager
**JE Dunn
Construction**



Rosemary Adams
National Director, TA
**JE Dunn
Construction**



Ana Escobar
Talent Acquisition
Partner
Skanska



Caitlan Vanas
Human Resources
Business Partner
Skanska



Alison Tripp
Head of Human
Resources
DPR Construction



Austin Brown
Project & Analytics
Manager, People &
Culture
PulteGroup



Chris Carter
Recruiting Manager
Lexcion



Christi Pilutik
CEO & President
BuilderFax



Jess Frazier
Southwest Area
Safety Manager
BrandSafway



Amanda Summers
Contracts Manager
BrandSafway



Miranda Walters, Recruiting
Manager, **Lexicon Inc.**

“The amount of material and different topics provided was so amazing. I learned so much about where I can take our company next, but also about myself. I made so many amazing connections in this industry”

PRE-CONFERENCE FOCUS DAY:

Succession Planning to Stay Ahead of the Curve

Monday December 2

Attend this future-focused session and discover how to develop career blueprints, development plans and more to create a stable flow of talent amongst the uncertainty of the future. Refine your existing succession planning strategy with the advice of our experts who have it cracked and ultimately close the skills gap between management and the senior leadership bench for good!

LEAP HR: Construction
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Add On
Session

12.00

Registration & Networking

1.00

Pre-Conference Day Chair's Opening Remarks

Constructing Talent Pathways to Stabilize Your Organization

1.10

Panel Discussion: Working With Your Staff to Map Career Blueprints

As craft workforces become more multi-generational with a vast number of eligible retirees, what can HR leaders in construction do to develop their existing workforce and implement effective succession planning to secure the future of the organization? How can we measure performance accurately and set realistic criteria for success?



Steve Cunningham
Chief People Officer
TDIndustries



Michael Marcus
Director of Learning & Development
Samet Corporation



Angel Handlon
Corporate Director of Human Resources
Total-Western

1.40



Angel Handlon
Corporate Director of Human Resources
Total-Western

Discover: Building Career Blueprints for Effective Succession Planning

- How can we combat the ageing workforce and ensure that we have forecasted the future talent demands?
- Hire a L&D manager and create blue prints for each position in the company
- How Total-Western are re-assessing the way they pass down knowledge to the future workforce, creating blue prints for each role and making the resources accessible to eager employees, which has lead to an increase in retention and engagement of younger employees

2.00

Develop: How can we provide progression opportunities to our staff if our organization structure does not permit promotions?

- How can we identify competencies needed for the relevant job, and thus the relevant successors?
- How can we capture and transfer knowledge from one role to another, through mechanisms such as mentoring?
- How can we effectively deal with leave absence management?



Angel Handlon
Corporate Director of Human Resources
Total-Western

2.10

Action: How are you going to change the way you develop your staff?

Output Focused Action Session Facilitated by the Chair

2.30

Networking Break

4

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Succession Planning to Build a Stable Future

Monday December 2

Succession Planning for a Successful Future

3.00



Michael Marcus
Director of Learning & Development
Samet Corporation

Discover: Succession Planning to Close the Management Skills Gap

- How can we tackle lack of middle managers, particularly assistant project managers and assistant superintendents, and prevent this from causing a strain on career progression in the industry?
- Build leadership development and soft skills training in addition to technical competencies in the construction industry.
- How Samet Corporation have created a senior leadership development program that includes vital soft skills to close the gap in their organization

3.20



Steve Cunningham
Chief People Officer
TDIndustries

Discover: Succession Planning for the Senior Leadership Bench

- With organizational growth comes the challenge of filling additional and expanding leadership roles.
- We must create a tailored pathway to senior leadership for high potential employees
- How TDIndustries identified a cohort of high performers and have created tailored development plans to accelerate their development to prepare for leadership roles

3.40

Develop: How else can we ensure that the pipeline of the future is constant and stable?

With significant talent shortage how can we unlock new talent pools to increase the amount of desirable candidates for the future? How can we ensure that these pools have early exposure to construction or transferable skills?



Steve Cunningham
Chief People Officer
TDIndustries



Michael Marcus
Director of Learning & Development
Samet Corporation

4.00

Action: How are you going to change the way you succession plan when you return to your organization?

Output Focused Action Session Facilitated by the Chair

Bonus Session

4.20



Karen Bridbord
Ph. D., Chief Talent Officer
Alberici



Tony DeStefano
Vice President for Human Resources & Safety
Flintco






Discover: Addressing Burnout through Constructing a Culture of Care & Mindfulness

- How can we help our workforce avoid burnout?
- Provide resources and break down harmful barriers to help
- How Alberici have sponsored a program whereby Flintco are placing certified mental health first aiders on each project and piloting a daily meditating program to equip their staff with the resources to help themselves and each other








4.40

Chair's Closing Remarks

Reading the Agenda

| | | | | | | | |
|---|--|---|--|---|--|--|--|
|  Discover | 20-minute presentation from organizations sharing their LEAP |  Action | 20-minute audience roundtable discussion |  Speed Networking | In this quick-fire networking session meet the other attendees |  Meal | Hot food |
|  Develop | 20-minute Q&A between speakers and the audience |  Panel Discussion | 30-minute dedicated panel discussion covering both prepared and audience questions |  Speed Learning | Discuss, debate and get inspiration on how to approach specific challenges with your fellow colleagues |  Refreshments and Snacks | Coffee, tea, cold beverages and snacks |


Conference Day One Tuesday December 3

| | | |
|-------------|--|---|
| 7.00 | Registration & Networking | |
| 7.55 |  Lana Dale Program Director | What it Takes to Make a LEAP a Reality |
| 8.00 | Chair's Opening Remarks | |
| | Attracting Top Construction Talent | |
| 8.10 |  David Barnett Recruiting Manager Amteck | Discover: Recruiting the Amteck Way, Attracting Talent Through Your Story <ul style="list-style-type: none"> How can we find candidates who are genuinely passionate about the work we are doing, who are more likely to stay long term? Attract talent rather than find it How Amteck have created a list of values and are using these in recruitment marketing, honing in on their story and creating interest around the company, rather than head hunting talent |
| 8.30 |  Alison Tripp Head of Human Resources DPR Construction | Discover: The Importance of EVP Branding Across ALL segments of your construction organization: Why Your Benefits and Values Matter <ul style="list-style-type: none"> DPR will discuss their efforts over the last 2 years to develop an Employer Value Proposition (EVP) that is comprehensive and tailored to address the unique needs of all segments within our construction organization. From entry-level positions and skilled trades to project management and executive leadership, our EVP reflects the benefits, growth opportunities, and values that resonate across every role in the company. This ensures that all employees, regardless of their position, can see themselves in our vision and understand the reasons to build their career with us. enhance their compensation and benefits program for all employees including their Craft population. Highlighting the importance of branding and how to effectively communicate your company's benefits and reasons to work with you. |
| 8.50 |  Lisa Cleary Chief Executive Officer Propel People | Discover: Supercharge Recruiting with the AI-Powered ATS <ul style="list-style-type: none"> Speed Meets Precision: Slash recruitment time by automating repetitive tasks—you can focus on building relationships with top talent, not sifting stacks of resumes Cutting Costs, Not Corners: Reduce recruitment costs and ensure you're hiring faster, without compromising quality or fit Empowering HR, Not Replacing It: Free up to focus on the strategic and high-impact –engagement, retention, culture—while still keeping the human touch in your process |
| 9.10 | Develop: How Else Can We Ensure That We Are Recruiting Passionate, Quality Talent? <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  David Barnett Recruiting Manager Amteck </div> <div style="text-align: center;">  Alison Tripp Head of Human Resources DPR Construction </div> <div style="text-align: center;">  Lisa Cleary Chief Executive Officer Propel People </div> </div> | |
| 9.30 | Action: What Are You Going To Change About The Way You Find Quality Talent? Output Focused Action Session Facilitated by the Chair | |
| 9.50 | Speed Networking Break | |

Conference Day One Tuesday December 3

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| TRACK A | TRACK B | TRACK C |
|---|--|---|
| <h2>Psychological Safety Workshop</h2> | <h2>Developing Home Grown Construction Craft Workers</h2> | <h2>Building the Next Generation of Construction Talent</h2> |
| <p>10.30 Discover: Brain Training for Emotional Regulation</p> <ul style="list-style-type: none"> How can we build better leaders who are able to support their staff? Teach employees how to emotionally regulate themselves How Brinkman Construction are creating awareness on the affects of stress and helping employees to understand how to manage their nervous system to enable them to function as happier and better employees <p> Lisa Marini, Learning and Development Manager, Brinkman Construction</p> | <p>10.30 Discover: Constructing an Internal University Program Tied to Homegrown Career Frameworks</p> <ul style="list-style-type: none"> How do we increase engagement with our training and development programs? How Gray has built a human-centered internal university that utilizes personalized career frameworks and course catalogs tailored to each role in the company, displaying the skills required and recommended training pathways to advance in the organization, and how these efforts have led to a 70% increase in team member engagement while benefitting talent acquisition efforts and retention. <p> Stephen Hunt, Manager of Training and Development, Gray</p> | <p>10.30 Discover: Partnering with Schools to Workforce Plan for the Future</p> <ul style="list-style-type: none"> How can we build a stable pipeline with the necessary skills for our future workforce? Partner with schools and nonprofits to build awareness of construction careers through hands-on engagement How JE Dunn expanded their Community Impact strategy to develop a K-12 construction education initiative, led by a workforce readiness manager <p> Nancy Phelps, Vice President and Community Impact Director, JE Dunn Construction</p> <p> Christina Chandler, Community Impact Education Manager, JE Dunn Construction</p> |
| <p>10.50 Discover: Being Intentional about Mental Health Initiatives</p> <ul style="list-style-type: none"> How can we increase mental health awareness? Create a mental health awareness month How Lexicon have pushed mental health initiatives from the top down, creating a mental health awareness month, utilizing a communication app for support while sharing practical resources <p> Janell Schmidt, Chief Human Resources Officer, Lexicon Inc.</p> | <p>10.50 Discover: Developing Programs to Upskill Our Craft Workforce</p> <ul style="list-style-type: none"> How can we move our workforce to different roles within the company and work more diligently on development programs for superintendents? Assess field talent, develop competency models and utilize mentoring How Royal Electric have developed a manufacturing/prefabrication program that creates career paths to meet the needs of their growing business <p> Leslie Schlaegel, Vice President-Talent Development, Royal Electric Co</p> | <p>10.50 Discover: Mapping Out the Next Gen Talent Funnel</p> <ul style="list-style-type: none"> How can we grow and scale and ensure we are ahead of the pipeline? Map out where your current pipeline is current from and be intentional about sourcing from a range of areas How Centuri Group have mapped out their current pipelines and are tapping into hidden workforces while diversifying their current workforce <p> Catherine Berry, Senior Vice President & Head of Human Resources, Centuri Group</p> <p> Rishona Harris, Senior Director of Human Resources, Centuri Group</p> |
| <p>11.10 Develop: What Other Mental Health Support Can we Provide?</p> <p> Lisa Marini, Learning and Development Manager, Brinkman Construction</p> <p> Janell Schmidt, Chief Human Resources Officer, Lexicon Inc.</p> | <p>11.10 Develop: How Else Can We Capture Knowledge From Our Most Senior Employees?</p> <p> Stephen Hunt, Manager of Training and Development, Gray</p> <p> Leslie Schlaegel, Vice President-Talent Development, Royal Electric Co</p> | <p>11.10 Develop: How Else Can We Build And Develop The Next Generation Of Talent?</p> <p> Catherine Berry, Senior Vice President & Head of Human Resources, Centuri Group</p> <p> Rishona Harris, Senior Director of Human Resources, Centuri Group</p> <p> Nancy Phelps, Vice President and Community Impact Director, JE Dunn Construction</p> <p> Christina Chandler, Community Impact Education Manager, JE Dunn Construction</p> |

Conference Day One Tuesday December 3

| | | |
|---|--|---|
| <p>11.30 Action: What Mental Health Support Can you Implement at Your Organization? Output Focused Action Session Facilitated by the Chair</p> | <p>11.30 Action: How Are You Going To Steepen The Learning Curve In Your Organization? Output Focused Action Session Facilitated by the Chair</p> | <p>11.30 Action: What Are You Going To Do To Attract The Next Generation Of Talent Into Your Workforce? Output Focused Action Session Facilitated by the Chair</p> |
| <p>11.50 Networking Lunch</p> | | |
| <p>TRACK A</p> | <p>TRACK B</p> | <p>TRACK C</p> |
| <p>Retaining Top Manufacturing Talent</p> | <p>Constructing Connectivity Between Our Floor & Corporate Workforce</p> | <p>Re-Assessing Organizational Structure to Increase Efficiencies</p> |
| <p>12.50 Discover: Retain to Gain: Promoting Team Member Loyalty</p> <ul style="list-style-type: none"> Overall strategy to increase retention – employer branding WIIFM – evaluating the employee proposition Keeping Talent Engaged – Career pathing and succession planning <p> Jennifer Duarte, Senior Director – Human Resources, Erickson-Hall Construction Company</p> | <p>12.50 Discover: Driving Change in HR – Moving Away from the ‘Admin Team’</p> <ul style="list-style-type: none"> How can we drive positive perceptions of HR and effect real change, aside from administrative processes? Change your HR departments structure, hire a ‘People & Culture’ Business Partner role How Limbach have invested in a People & Culture Business Partner role which has enabled them to meet with employees, forward plan make accommodations, enhance overall culture and reduce attrition <p> Rebecca Moussazadeh, AVP People and Culture, Limbach Co.</p> | <p>12.50 Discover: Strengthening Middle Management to Create Reliable Future Leadership</p> <ul style="list-style-type: none"> How can we develop our middle management effectively? Create a comprehensive array of resources How Arcxis have developed focus groups, leadership groups, mentorship programs, book clubs and more to develop their middle managers <p> Rod Branch, Chief Human Resource Officer, Arcxis</p> |
| <p>1.10 Develop: How Else Are We Able To Decrease Turnover And Retain Valued Talent?</p> <p>Where home grown construction talent is becoming ever more important to build knowledgeable leadership and project managers, how can we develop programs to retain skilled labor and increase engagement to reduce turnover?</p> <p> Jennifer Duarte, Senior Director – Human Resources, Erickson-Hall Construction Company</p> | <p>1.10 Discover: Accounting for Culture to Impact Positive Change</p> <ul style="list-style-type: none"> How can we create a positive culture that aligns with our companies values? Operationalize your companies values and track measurements closely on a dashboard How Pulte Group have developed a detailed ‘Culture Dashboard’ that assesses the companies live data against the companies values, informing strategic action needed to match the desired culture <p> Kevin Henry, Executive Vice President & Chief People Officer, Pulte Group</p> <p> Austin Brown, Project & Analytics Manager, People & Culture, Pulte Group</p> | <p>1.10 Develop: How Else Can Our Organization’s Structure Increase Or Decrease Efficiency?</p> <p>As more women and parents enter the frontline workforce, as well as our increasing desire to onboard next gen talent, how can we change our future focused strategy to make the construction industry a more desirable place to work?</p> <p> Rod Branch, Chief Human Resource Officer, Arcxis</p> |
| <p>1.20 Action: Discuss in your round tables ways you can take these learnings back to your own organizations such as:</p> <ul style="list-style-type: none"> How can we retain our hourly craft workforce? What can we do in the first 3-6 months to decrease high turnover in the first year? What can we do to retain our younger generation employees who often prefer flexibility to stability? | <p>1.20 Action: What will you change about the way your organization functions to increase efficiencies?</p> <ul style="list-style-type: none"> How can we implement technology to increase flexibility? How can we implement job sharing where possible? How can we re-examine the manufacturing shift schedule? Can we mimic the gig economy’s ability to offer casual shifts for our production line work? | |

Conference Day One Tuesday December 3

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1.40 Panel Discussion: Strategic Debate: How Can we Retain Our Craft Workforce?



Katie Peacocke, Vice President, Human Resources,
Smith Douglas Homes



Janell Schmidt, Chief Human Resources Officer,
Lexicon Inc.

1.30 Develop: How Else Can We Control And Impact Our Organization's Culture?

How can we decrease disconnect between our craft and salaried workforce? How can we utilize culture pulse checks to ensure that our employees have positive relationships? How are other construction organizations set up for connectivity – do they have staff members dedicated to culture?



Rebecca Moussazadeh, AVP People and Culture,
Limbach Co.



Kevin Henry, Executive Vice President & Chief People Officer,
Pulte Group



Austin Brown, Project & Analytics Manager, People & Culture,
Pulte Group

1.40 Track Closed Early – Please Head to Another Track

1.50 Action: How are you going to enhance your organizations culture?

The industry is harshly divided into corporate and floor workers, how can we change this us VS them mentality to build a culture of trust and harmony between our two distinct categories of workers?

- How can we create synergy or shared goals between corporate and blue collar workers?
- How can we create proximity between these workers?
- Can we re-examine the way hourly workers are treated/ have exposure to be more similar to those in the corporate environment?

2.20 Break

Conference Day One Tuesday December 3

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Supporting Our Craft Workers with Mental Health & Wellbeing

2.50



Daren Jennings
Chief Commercial Officer
Speakap



Jess Frazier
Southwest Area Safety
Manager
BrandSafway



Amanda Summers
Contracts Manager
BrandSafway

Q&A roundtable with Speakap & BrandSafway about how they leveraged their Employee Experience Platform to promote safety and wellness for 45,000 craft workers

3.10



Myra Ebarb
Vice President of People &
Perks
Sachse Construction

Discover: Designing a Comprehensive Wellness Program that Truly Helps Employees

- How can we recognize the problems employees in the construction industry face and provide support that is truly helpful to them?
- Design an intentional, multi-faceted wellness program
- How Sachse have developed a 6 pillared wellness program that covers: health, wealth, mind, body, connection and community wellness as well as an optional 'Enterprise Connect Fund' to help employees in need

3.30

Develop: How can we modernize internal cultures and open dialogue for mental health discussions?

With a growing concern around mental health coupled with rising health care costs, mental and physical wellbeing needs to be on the radar of everyone involved in the industry. Construction workers are five times more likely to die by suicide than the average worker. Addiction issues also affect many of them, leading to high overdose rates.



Myra Ebarb
Vice President of People & Perks
Sachse Construction



Daren Jennings
Chief Commercial Officer
Speakap



Jess Frazier
Southwest Area Safety Manager
BrandSafway



Amanda Summers
Contracts Manager
BrandSafway

3.50

Action: How are you going to provide more care for your employees and their families?

- How can we modernize their internal cultures and open dialogue for mental health discussions?
- How can we increase financial education to help our employees feel financially empowered?
- How can we provide care for our employees families?
- How can we increase a culture of health and wellness that acts as preventative healthcare which can decrease business costs?

4.10



Dan Lester
Vice President - Field Culture
& Inclusion
**Clayco Construction
Company**

Workshop: Psychological Safety in Practice

- How can we support our field employees with their mental health?
- Learn about psychological safety beyond overarching theory
- Attend Clayco's session to learn how to deal with real case studies where psychological safety practical knowledge is vital

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4.50

Speed Networking: Searchlight Lightning Round

Meet our Searchlight members. In this quick fire session, members will share what they have learned as part of our Searchlight membership. Engage in round table discussion of thoughtful HR Strategy



Alison Tripp
Head of Human Resources
DPR Construction



Jaime Elgas
Vice President - Talent Management
JE Dunn Construction



Erica Roth
Director of Talent Acquisition
Interstates



Lynn Shaw
Vice President of People
Brinkman Constructors



Leslie Schlaegel
Vice President-Talent
Development
Royal Electric Co



Ana Escobar
Talent Acquisition Partner
Skanska

5.30

Chairs Closing Remarks

Conference Day Two Wednesday December 4

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8.00 Registration & Networking

9.00 Chair's Opening Remarks

9.10



Christi Pilutik
CEO & President
BuilderFax

Discover: Building the Future: Empowering Craft Workers with Technology to Prevent the Workforce Cliff

- Empowering Craft Workers with Everyday Technology: Learn how leveraging tools that workers already use can enhance engagement and productivity.
- Attracting Gen Z to the Construction Industry: Discover strategies to appeal to the next generation of workers who expect technology integration.
- Preventing the Workforce Shortage with BuilderFax and Lumber: Explore how these platforms support workers and secure your company's future.

9.30

Panel: Future of Construction Strategy Panel

This session will equip you with the tools you need to advance your recruitment, retention, upskilling and more. Leave with immediately actionable insights on how Contractors are engaging with their workforce and increasing efficiency for the future



Jaime Elgas
Sr. Director & Vice President
of Talent Management
JE Dunn



Angel Handlon
Corporate Director of
Human Resources
Total-Western



Myra Ebarb
Vice President of People
& Perks
Sachse Construction



Katie Peacocke
Vice President for
Human Resources
Smith Douglas Homes

10.10

Develop: What More Can we Learn From HR Leaders Preparing for the Future of Work?



Christi Pilutik
CEO & President
BuilderFax



Jaime Elgas
Sr. Director & Vice President of
Talent Management
JE Dunn



Angel Handlon
Corporate Director of
Human Resources
Total-Western



Myra Ebarb
Vice President of People &
Perks
Sachse Construction



Katie Peacocke
Vice President for Human
Resources
Smith Douglas Homes

10.30

Action: How are you going to prepare for the future needs of your organization?

Discuss in your round tables ways that you can take these insights back to your own organization such as:

- Implementing flexible schedules where possible
 - Highlighting progression opportunities for our staff
 - Attracting the next generation of hourly workers
 - Creative recruitment marketing strategy
- Output Focused Action Session Facilitated by the Chair

10.50

Networking & Refreshment Break

12

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Conference Day Two Wednesday December 4

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| TRACK A | TRACK B | TRACK C |
|--|---|---|
| <h2 style="text-align: center;">Tapping into Hidden Workforces; Unlocking Pipeline</h2> | <h2 style="text-align: center;">Practicing Diversity, Equity & Inclusion in Construction</h2> | <h2 style="text-align: center;">Leveraging Technology for Operational Efficiency</h2> |
| <p>11.30 Discover: Unlocking Potential: Leveraging Existing Pipelines to Enhance Workforce Diversity and Community Impact</p> <ul style="list-style-type: none"> Enhance Workforce Diversity and Community Impact How can we tap into an existing and reliable workforce How to create a mutually beneficial relationship with local Department of Corrections and increase brand awareness and involvement in the community How Lexicon has utilized the work release program to employ individuals and create opportunity <p> Chris Carter, Recruiting Manager, Lexicon</p> | <p>11.30 Discover: What is DEI? Separating the Impact VS the Concept</p> <ul style="list-style-type: none"> How can we break the negative rhetoric around DEI and help people to understand what the concept looks like in practice? Have clarity on the DEI framework and your organizations execution of it How McCownGordon Construction are analyzing their organization thinks and acts about DE&I and paying attention to unintentional habits that may perpetuate negative rhetoric such as language on policies etc., <p> Willy Pegues, Vice President of Diversity, Equity and Inclusion, McCownGordon Construction</p> | <p>11.30 Discover: Leveraging AI tools for Effective Upskilling</p> <ul style="list-style-type: none"> How can we steepen the upskilling curve while enabling resources to be nimble and adaptable? Utilize new technologies that reduce time to create and edit upskilling resources How Smith Douglas Homes are leveraging AI to create video resources for both technical and soft skill upskilling, that has lead to an increase in engagement with training <p> Katie Peacocke, Vice President for Human Resources, Smith Douglas Homes</p> |
| <p>11.50 Discover: Creating Mutually Beneficial Relationships to Build Pipeline</p> <ul style="list-style-type: none"> How can we create a stable pipeline of talent for the future of the organization? Create an ecosystem network where the local community helps each other to develop young talent How McGuire & Hester have developed a 'community advisory panel' that allows the company to work with the local community to build relevant skills and create opportunities for the local community <p> Zeydi Gutierrez, Vice President for Human Resources, McGuire & Hester</p> | <p>11.50 Discover: Building Belonging for Women in Construction</p> <ul style="list-style-type: none"> How can we help women feel like they belong in the construction industry? Create support networks, safe spaces and allyship through the use of ERGs How Southland Industries have created their first ERG for women in construction, built out an internal marketing strategy, defined allyship and are finding success and increasing engagement while also utilizing it as a model for future ERGs <p> Wendy Montgomery, Director of Talent Management, Southland Industries</p> <p> Chara Gannett, Talent Management Business Partner, Southland Industries</p> | <p>11.50 Develop: What else can technology help the human resources department with?</p> <p>While the construction sector has been historically slow to integrate and adopt digital technologies, E&C companies need to utilize digital technologies to expand business opportunities and boost profits by reducing costs in the long run and enhancing project execution.</p> <p> Katie Peacocke, Vice President for Human Resources, Smith Douglas Homes</p> |



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12.10 Develop: How do we identify relevant skill transfer to find other hidden talent pools?

With significant talent shortage how can we unlock new talent pools to increase the amount of desirable candidates for the future? How can we ensure that these pools have early exposure to construction or transferable skills?



Chris Carter, Recruiting Manager, **Lexicon**



Zeydi Gutierrez, Vice President for Human Resources, **McGuire & Hester**

12.10 Develop: How are you going to increase opportunities for minority workforces in construction?

With 80% of construction jobs being held by men, and women representing just 3% of the workforce on site, how can we fill roles by helping women to work in construction? How can we see potential in women to fill roles that were previously restricted and reserved for men?



Willy Pegues, Vice President of Diversity, Equity and Inclusion, **McCownGordon Construction**



Wendy Montgomery, Director of Talent Management, **Southland Industries**



Chara Gannett, Talent Management Business Partner, **Southland Industries**

12.00 Action: Where can technology streamline a function of your HR organization?

Output Focused Action Session Facilitated by the Chair

Discuss in your round tables ways that you can take what you have learned back to your organizations by asking questions such as:

How can we use technology to improve people processes.

- How can we use AI and new digital platforms to connect a dispersed workforce, speed up talent acquisition and improve people processes?
- How can we use people analytics to identify training and skills gaps?
- How can we use our CRM/HRIS/ATS to its full potential and increase communication across different platforms?

12.30 Action: What other talent pools are relevant to your organization?

Output Focused Action Session Facilitated by the Chair

12.30 Action: How are you going to weave DE&I into the fabric of your organization?

Output Focused Action Session Facilitated by the Chair

12.50 Networking Lunch

Conference Day Two Wednesday December 4

LEAP HR: Construction
December 2-4 2024
Phoenix, AZ



1.50

Speed Learning

In this quick-fire session, each table will be hosted by a construction HR leader who will share the secrets of their most high-impact leap; you then get the opportunity to question the host before moving on to your next table.



Succession Planning, Creating a Roadmap for the Future

Jennifer Duarte
Senior Director of Human Resources
Erickson Hall



Communicating with Your Workforce

Katie Cassidy
Human Resources Business Partner
Simon



Conducting Hiring Manager Training

Michelle Weakley
Manager of Recruitment
Performance Contracting Group



Putting Emphasis on Belonging as a Byproduct of DE&I

Kayla Montgomery
Diversity, Equity & Inclusion Manager
Associated General Contractors of California



Utilizing Small Group Conversation Practises to Address DEI Inequities in Recruiting and Retention

Layle Ellis
Director of Community Relations & Inclusion
Manhattan Construction Group

2.50

Chair's Closing Remarks & End of Conference



Donna Kowal, Construction Engineering Management,
Clarkson University

It was a great group of attendees with engaging speakers and a lot of relevance to career and good amount of networking opportunities. What stood out was timing! Great job of keeping speakers on time which can be a challenge

