



LEADERSHIP **PCI**[™]

Investing in the **FUTURE**



WHAT HAPPENS AFTER PROGRAM COMPLETION?

Leadership PCI alumni will be expected to proactively participate in PCI activities, including special *Leadership PCI* events at PCI conventions. Each new graduating class will add to an ever-growing corps of future industry leaders who will ultimately form a think tank that helps set the direction of our industry. PCI will view these individuals as prime candidates for leadership roles in all areas of the Institute's operations.

PROGRAM SCHEDULE

Every candidate should be prepared, if selected, to participate in each of the following mandatory events:

- PCI Annual Convention (Nomination Year)
- Winter Leadership Workshop
- PCI Committee Days (Leadership Track)
- Summer Leadership Workshop
- PCI Annual Convention (Program Completion Year)

“ No company, association, or industry can survive in the long term without an investment in the development of its own future leadership. *Leadership PCI* provides a framework for making that investment. ”

James G. Toscas
PCI President



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**AN INDUSTRY LEADERSHIP DEVELOPMENT PROGRAM
 CREATED TO CULTIVATE STRONG LEADERS FOR YOUR
 ORGANIZATION, FOR PCI, AND FOR OUR INDUSTRY**

“ When the *Leadership PCI* program was announced we saw it as a perfect opportunity to have one of our associates quickly learn about the workings of PCI. By attending committee meetings, board meetings, Committee Days, and the Convention, participants find out first hand what the Institute does and how much it means to its members. ”

Edwin A. McDougle
Ross Bryan Associates Inc.
LPCI Participant Sponsor

MISSION STATEMENT

Leadership PCI is committed to identifying and developing future industry leaders.

PROGRAM BACKGROUND

In 2004, on the occasion of its 50th anniversary, PCI established a program that will ensure the continued growth and success of the precast, prestressed concrete industry. *Leadership PCI* is designed to sharpen participants' skills and abilities by providing management training, industry association experience, and networking opportunities that are vital to successful leadership.

Each year a class of approximately 20 outstanding individuals will be selected from candidate applications submitted by PCI member organizations. Each new class will be recognized at the PCI Convention, during which class members will take part in program initiation, committee meetings, and other convention activities. Over the following year, class members are committed to a program of development activities, culminating with a graduation ceremony at the subsequent convention.

“ The *Leadership PCI* program was an unbelievable experience that I would recommend to anyone who would like to become more involved in the industry. *LPCI* gave me a network of peers that would have taken 10 years to develop. Instead it only took one. ”

Todd Adams
Sales, JVI Inc.
2005 Leadership PCI Class

CANDIDATE APPLICATION

Any PCI member organization can submit a candidate for Leadership PCI by completing and submitting the enclosed application. Submittals received before July 15 will be considered for the class initiating at this year's PCI Convention. Forms are also available in the "Members Only" section at www.pci.org.

QUALIFICATIONS FOR CANDIDACY

We will accept nominations from the ranks of Producer, Associate, and Professional Members. Qualified candidates will be accepted from all areas of the precast industry:

- Engineering
- Project Management
- Drafting
- Sales
- Marketing
- Plant Personnel
- Quality Control
- Erection Personnel
- Field Operations
- And more

“ *LPCI* offers the opportunity to create a network for discovering solutions to problems our company has encountered. I believe this program has the potential to bring a fresh outlook to the precast, prestressed concrete industry that will take it to new heights. ”

Brian Nance
Project Director, Heldenfels Enterprises Inc.
2005 Leadership PCI Class

Each candidate should have a minimum of three continuous years of employment within the industry and have exhibited job performance and other traits consistent with a high-potential employee. In particular, the candidate's achievements, experience, and abilities in the following areas should be addressed:

- Character
- Integrity
- Leadership
- Career growth and success
- Motivation to advance the industry
- Motivation for personal growth and development
- Civic, charitable, and humanitarian activities

REVIEW PROCESS

All applications will be reviewed by a Selection Committee appointed by the PCI Chairman. The Selection Committee will consider evidence of high potential provided in the application, as well as appropriate representation of the eligible membership categories in making its selection. All candidates will be notified of the Selection Committee's decision by **September 15**. Those not selected will be eligible to reapply the following year.



A MUTUAL COMMITMENT

The success of this program depends on each participant, his or her sponsoring company, and PCI meeting program commitments. In particular, each participant is required to:

- Attend their initiation at the PCI Annual Convention (October)
- Attend a Winter Leadership workshop (February or March)
- Participate in the Leadership Track at PCI Committee Days (April)
- Attend a Summer Leadership Workshop (June/July)
- Attend the convocation and the initiation of the new class at the next PCI Annual Convention (October)

Certificates of Completion will be awarded only to those who complete all aspects of the program. If an event is missed the candidate will need to reapply for the next class (acceptance not guaranteed).

COSTS

There is no fee for application or participation. For each selected participant, PCI will cover the costs (including meals and course materials) for:

- PCI Annual Convention: full registration (initiation and convocation)
- Winter Leadership workshop
- PCI Committee Days: full registration
- Summer Leadership Workshop

The participant's sponsoring company is responsible for travel and lodging expenses.

“ *Leadership PCI* is an excellent way to recognize deserving employees at our company. It gives them the opportunity to understand the workings of PCI while they network with people within our industry. ”

Tom McEvoy
President, High Concrete Group
LPCI Participant Sponsor

“ Exposure to PCI committees, the Board of Directors, and to PCI as a trade and technical organization has helped *LPCI* participants better understand our industry. They have developed a clear picture of the way PCI works and have established contacts with the PCI staff. ”

Saul Shenkman
Vice President, General Manager, Unistress Corp.
LPCI Participant Sponsor

BENEFITS TO SPONSORING COMPANIES

Sponsoring companies can expect *Leadership PCI* to provide their employees with:

- Knowledge of current industry issues
- Enhanced leadership skills
- Experience in networking and relationship building
- Understanding of PCI operation and available resources
- A sense of industry pride

FREE TRAINING!

Leadership PCI offers an extraordinary opportunity for your company to accelerate the growth of high-potential employees. In addition to contributing to the candidate's education and professional maturation process, the sponsoring company, through its investment, is gaining an individual who has significant exposure to industry issues, a network of peers, and problem-solving techniques that will prove invaluable to the company in the years ahead.

“ *LPCI* exposed me to many people at many companies. It gave me a broad look at how others in the industry operate, helping me to better understand my own company. ”

Scott Reay, P.E.
Engineer, Spancrete Industries Inc.
2005 Leadership PCI Class