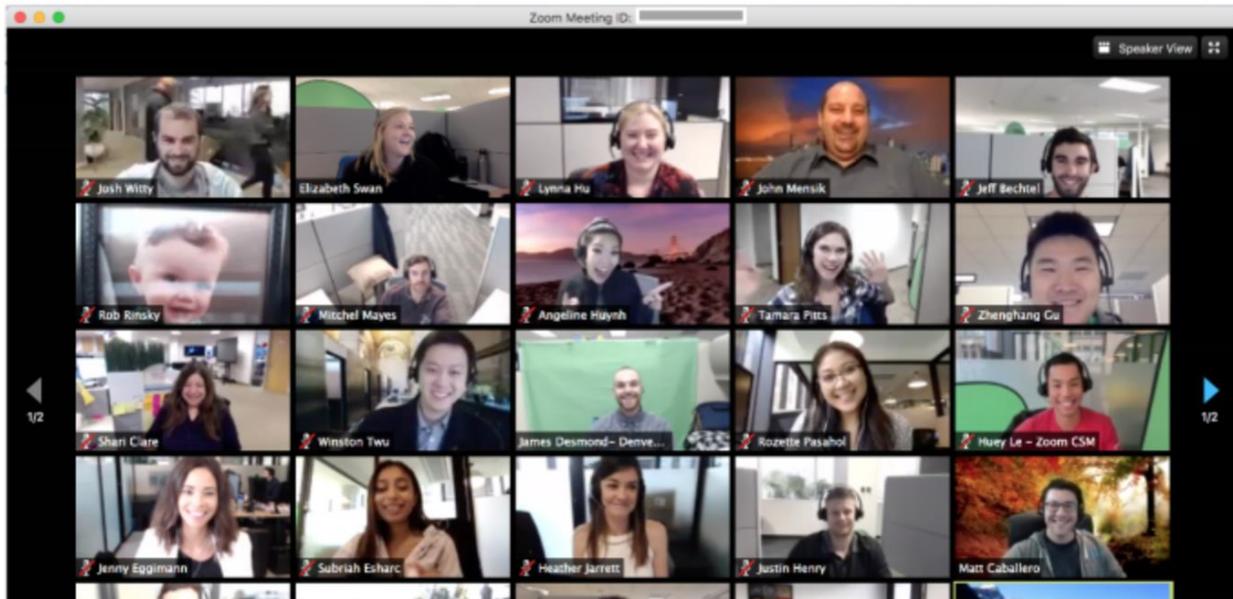


AIA San Francisco and Gathering Pace, Inc.

Young Designers Professional Development Institute

# YDPDI 2022



## YDPDI enables you to:

- Take on new tasks and responsibilities
- Improve job performance and productivity
- Comfortably build relationships with peers and contractors
- Increase the value you add to your company

## The YDPDI program features:

- Industry leader instructors
- Focus on the most important skills for 2022
- No one-way lectures - small groups and hands-on learning
- Engagement with AGC Young Contractors in all sessions
- Convenient scheduling 12 sessions January - September

“Our investment over many years in training our young staff in the BSA’s Young Designers Professional Development Institute has contributed significantly to the firm’s success. I heartily encourage any firm that is not yet investing resources in this program to do so.”

*Jim Collins, Past President and Partner, Payette*

## Why YDPDI Continues To Thrive and Improve: The Need / Our Guest Instructors

**The Need.** Through building booms and recessions, YDPDI has continued to thrive because there's a need for it in the construction industry. Early in your career, job expectations enlarge. You're no longer just a designer. Your company now wants you to take on new tasks: more project management more communicating with others, writing, managing finances, negotiating, presenting. You don't need another degree, but you do need serious exposure, training and development --- and that's exactly what YDPDI delivers.

**Our Guest Instructors.** One of the great benefits of working in the Boston area is our access to some of the best thinkers and thoughtful design professionals in the world. 20+ session instructors - architects, contractors, engineers, owner/clients - all specialists in their topic, assist in teaching and leading small breakout group discussions. You not only listen to, but connect and engage with them to explore the issues and ideas most important to you.

### Online or Live Programs in 2022?

Given the Covid-19 uncertainties at this time, we're planning most sessions to be online. To mitigate the constraints of online programs, last year we added a Group Projects feature and included two participants from outside New England. The Group Projects, with each group featuring a mix of designers and contractors, enabled participants to easily build relationships with peers. The participants from outside New England – a landscape architect from Florida and a drywall subcontractor from North Carolina – added useful perspective and depth to all our sessions.

### Program Leadership

President of Gathering Pace, Inc., **William Ronco, Ph.D.**, founded YDPDI 20+ years ago. He directs the program, partnering with AGC Massachusetts. Dr. Ronco also founded and directs the Young Designers Professional Institute, partnering with the Boston Society of Architects.

Dr. Ronco consults on strategy, leadership and partnering with design, engineering, owner / client, construction, and biotech and science organizations. He is author of *The Partnering Solution* (Career Press) and *Partnering Manual For Design and Construction* (McGraw-Hill). A former professor in Northeastern University's MBA program, Dr. Ronco earned his B.A. at Rutgers University, his Ed.M. at Harvard and his Ph.D. at the Massachusetts Institute of Technology.

**Colin Milberg** and **Toni Loiacano** assist with Institute leadership. A founding partner of ASKM Consulting, Colin is a construction industry expert in lean methods, facilitation and change management. He teaches in the AGC's programs on Lean Construction. Toni is a senior vice president at Cannon Design. She has extensive experience and interest in mentoring, presenting new design concepts to client associations.

*"I've been a raving fan of AGC|MA Young Contractor's Professional Institute and Bill Ronco for more than 15 years. We have always encouraged and enabled members of our staff to participate in this program. This is an excellent opportunity for learning and broadening career potential by introducing our emerging leaders to the fundamental skills needed to succeed. The format facilitates developing professional relationships that'll last a lifetime and inspires participants to be actively involved in our industry throughout their career." Bill Aalerud, Senior Vice President, Columbia Construction*

## **YDPDI Benefits and Outcomes for Participants**

Training and development are intangible but they produce very tangible results. Key participants' outcomes from participating in the YDPDI program include:

- Improved ability to add value in their company
- Increased skills taking on new, challenging tasks
- Increased performance and comfort in areas that matter most for the company's performance
- Improved ability to develop meaningful relationships with clients
- Increased understanding and ability to connect with other disciplines in their own company
- Increased performance and comfort in marketing, business development and networking
- Development of essential skills, e.g. communicating, writing, presenting, managing projects, managing finances, marketing
- Acquisition of perspective resulting from interaction with peers from other companies, instructors, and interaction with contractors in the AGC Young Contractors program
- Increased focus, job satisfaction and motivation resulting from all the above

## **YDPDI Benefits / Outcomes for Sponsoring Companies**

Beyond the individual participants, sponsoring companies also benefit from participating YDPDI:

- Improved retention and development of key talent
- Increased marketing and business development activity and success
- Improved morale and company spirit resulting from clear demonstration of the company's commitment to professional development for young designers
- Acquisition of current ideas and fresh perspective on best practices being developed by other companies and industry experts participating in the program
- Improved employee alignment with the company's strategic plan
- Raised expectations for job performance and productivity from program participants
- Use of the program to strengthen the company's efforts at mentoring and coaching
- Recognition of the company as an Excellent Employer

*"Elaine's investment in our employees through YDPDI is not only a smart investment in our business, it's a reflection of our commitment to our clients through continuous improvement.*

***William Morash Executive Vice President, Elaine Construction***

*"Many individuals from TG Gallagher have attended the YDPDI program and benefited greatly not only from the variety of skills attained but, more importantly, from networking with other young professionals from the architectural, engineering, and construction industry."*

***Shawn Guertin, Chief Operating Officer, TG Gallagher***

*"Bond participates in the program to give our young professionals a chance to learn from some of the best and the brightest in the industry in a meaningful way. The opportunity to share knowledge and experiences has proven invaluable to our people.*

***Kathleen Freitas, SPHR, SCP Director of People Strategies, BOND***

## **2022 Young Designers/Contractors Professional Institute**

*Seminars run 3-8 pm Pacific with informal networking after all sessions*

*Draft for discussion 11/2021 to be updated in December*

Date	Topic	Guest Instructors
1/27	<b>Accelerating Your Design / Construction Career.</b> Clarifying and fully implementing your career goals. Building on your strengths, addressing your weaknesses. Form YDYCPI Project Groups.	Bill Aalerud, Columbia Construction Leila Kamal, HGA
2/11	<b>Building High-Performing Teams.</b> Addressing <i>predictable</i> team problems. The wisdom of the team v. groupthink. Improving everyday meetings results. Fully engaging every team member.	Marc Truant, MIT Jason Nicastro, Isgenuity
2/24	<b>Improving Your Negotiations Skills.</b> Recognizing your negotiations style, strengths, weaknesses. Getting beyond Yes. "Never split the difference?" Negotiating to "win" vs. negotiating for synergy.	Matthew Brett, Mass General Hospital Scott Petit, WSP
3/8	<b>HR Issues, Opportunities</b> HR knowledge young professionals must have: legal rights, boundaries. Why and how to ask for raise. Getting the most from your performance appraisal.	Chris Lind, Payette Diana Hasan, CE Floyd Kathy Freitas, Bond
3/31	<b>Improving BD, Marketing and Writing Skills. 7 ways to improve your emails.</b> Why, how to get started with marketing and BD. Getting comfortable with sales tasks. Selling without networking: alternative marketing methods and skills.	Ed Bond, President, Bond Karen Robichaud, Karen Robichaud Assoc
4/21	<b>Legal and Ethical Issues Now</b> The top 10 issues that trigger legal and ethical problems for young professionals. Liability and Risk. Negotiating a contract. What happens when you go to court.	Alexandra Gordon, Esq, Hinckley Allen Rebecca Raphaelson, Esq, Mintz
5/10	<b>What Clients Really Want.</b> How contractors and architects frustrate clients. Learning and responding to what keeps clients up at night. How to increase client satisfaction and repeat business.	Maggie O'Toole Jonathan Hayward, MGH
6/2	<b>Managing Finances.</b> Increasing project cost controls and profit. Spotting, addressing project financial problems quickly. Understanding company finances, your role and impact as a young contractor.	Mike Glynn, Glynn Electric Mark Paronich, Ver-Tex
6/21	<b>Improving Presentation Skills.</b> Increasing skills, comfort, confidence and influence. Starting with Why. Telling a compelling story. Present less, discuss more. Improving Q & A for full engagement	Kathy McMahon, National Development Tom Buie, Commodore Building
7/14	<b>Leading Change.</b> Building Forensics. The current state of Lean. Real continuous improvement. Extreme fabrication. 7 reasons why people resist change. How, why to initiate change in your own role.	Siggy Pfendler, Columbia Construction Shawn Guertin, TG Gallagher
8/2	<b>From Manager To Leader: Your Next Steps</b> Using a 360 Leadership Survey to clarify your strengths and weaknesses. Exploring alternate development paths. Setting, <i>achieving</i> your key goals.	Jason Jewhurst, Bruner Cott Mark Caulfield, FL Caulfield
9/14	<b>Group Projects: Present, Discuss, Celebrate</b> Project Groups present their topics, facilitate discussion with participants, discuss lessons learned, IMHOs and action steps	Participants' invited colleagues, managers and clients

Program Leaders William Ronco, Ph.D., Colin Milberg and Toni Loiacano, AIA facilitate all sessions

## **Register Now for YDPDI 2022 to Reserve Your Place**

YDPDI tuition for AIASF members is:

- \$3,500 for the first participant from a company

Non-AIASF members are also welcome. Tuition for non-members is:

- \$4,500 for first participant from a company

YDPDI pays for itself many times over in terms of participants' improved job performance. By several benchmarks, program fees deliver excellent value:

- Cost of a typical two-day management seminar at local universities is \$1,995
- Cost to a company of turnover is typically 1.5 times a person's annual salary
- Cost to a company of less than optimal performance = Immeasurable
- Value added to a company by employees with increased skills is enormous and ongoing

**[Register Here](#)**