

Join or Renew Your Membership in Georgia Branch, AGC's  
**YOUNG LEADERSHIP PROGRAM**

August 2011 - July 2012



**M**any of the best and brightest young industry professionals from around the state participate in Georgia Branch, AGC's Young Leadership Program (YLP). This Program offers young people a platform to enhance their leadership skills, engage in new learning opportunities, and build relationships with other young people in the construction community. Renewal of current YLP members and recruitment of new YLP members takes place in August of each year. New members are accepted into this popular program at any time during the year.

YLP has grown considerably since it was first conceived in 1996 by Raymond Moody, President & CEO of Batson-Cook Company, during his term as Chapter President. For many years, YLP members and programs were concentrated in metro Atlanta. Due to increased member interest, the Program now offers additional meetings in Albany, Columbus, Macon and Savannah.

Today, 122 individuals representing 74 Georgia Branch, AGC member firms participate in the Chapter's YLP. These individuals represent a cross-section of all types of

professionals including company presidents, vice presidents, project managers, field personnel, project engineers and administrators, accounting and other office staff.

Georgia's construction industry and Georgia Branch, AGC have prospered over the years as a result of strong leaders and effective leadership. To insure an equally successful future, it is imperative for the next generation of construction industry leaders to properly prepare themselves for the challenges and opportunities that lie ahead. The YLP is striving to make a meaningful contribution to benefit your company, our association, and the future of Georgia's commercial construction industry.

By choosing today to join or renew your membership in YLP, you can experience a full year of activities and events. Don't miss out on new acquaintances, new learning, new leadership skills, fun networking opportunities, community service initiatives, discounted services and registration fees, and much more! Sign up now by completing and returning the application form on the last page of this brochure.

**Representatives of AGC member firms who sponsor YLP participants use the following words to describe the Program:**

- Progressive
- Active
- Professional
- Up and Comers
- Energy
- Opportunity
- Growth
- Enthusiasm
- Responsibility
- Community Service
- Teamwork
- Dynamic
- Effective



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*Young Leadership Program, Georgia Branch, AGC*



***An Investment in Your Future***

# VISION & MISSION

- ◆ YLP's **VISION** is to become the driving force in developing tomorrow's construction leaders.
- ◆ In keeping with the group's **MISSION**, YLP participants are provided with the following opportunities:
  - (1) Develop and enhance your leadership skills
  - (2) Build relationships
  - (3) Learn more about and increase involvement in AGC
  - (4) Stay current on industry trends and best practices
  - (5) Make an impact in the community, and
  - (6) Share ideas about ways to handle day-to-day issues

## HOW YLP OPERATES?

Overseeing YLP operations is a Council made up of YLP participants who work closely with Chapter staff to plan and implement Program activities. Council members are appointed to serve staggered three year terms providing them with a unique leadership experience and program continuity.

Each year a new Chair and Vice Chair are named to lead the Council. The Vice Chair from the previous year moves into the Chair position and a new Vice Chair is selected. Both the YLP Chair and

Vice Chair attend the Chapter's Board of Directors meetings and report to the full Board on YLP activities. The full Board provides guidance and direction to YLP as needed.

YLP member annual dues support and underwrite most YLP activities throughout the year.

## QUICK FACT

Of the 74 member firms participating in the Young Leadership Program, 32 are general contractors. Overall, the Program doubled in size from 2005 to 2008 and since then membership has remained steady.

## WHO IS ELIGIBLE TO PARTICIPATE



Industry professionals under the age of 40 who are employed by a member firm in good standing with Georgia Branch, AGC are eligible to participate in the YLP. A member firm can sponsor as many eligible participants as it wishes by completing the YLP Application Form on the last page of this brochure. Applicants for YLP membership must have the full support of their firm's chief executive officer/president.

## WHAT MEMBERS ARE SAYING

"The YLP is a great forum to meet other up-and-coming leaders in the construction industry. I am proud to be a part of the program and its great accomplishments."

- Kristen Williams, President  
Penco Electrical Contractors, Inc., Morrow

"This program allowed me opportunities to enhance my career. Through targeted leadership seminars, networking, and participating with other members on philanthropic events, I honed my leadership skills which better equipped me to lead my company and serve our industry. As a past chair of YLP, I tell everyone, participation in this group is a don't miss opportunity for all young industry professionals."

- Trey Anderson, President  
Anderson Construction Company of Fort Gaines

“ Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish.”

- Sam Walton

# GETTING INVOLVED

## BECOMING AN ACTIVE YLP PARTICIPANT

YLP members can take full advantage of this Program by participating in several YLP special events and activities as well as numerous other Georgia Branch, AGC member programs, conferences, classes, sports outings, and networking functions. Organizing, hosting and attending roundtable forums on timely and important topics are an integral part of the Program's experience. YLP members select topics and speakers of particular interest to them which have proven to be very successful in attracting a larger Chapter-wide audience.



“

Leaders are not born.  
They are made.  
They are made just  
like anything else . . .  
through hard work.  
That's the price  
we have to pay  
to achieve that  
goal or any goal.”

- Vince Lombardi

Participants are encouraged to serve on one or more of three Action Teams charged with implementing the Program's well-thought-out 2009-2014 YLP Action Plan. These Action Teams are led by YLP Council members.

## SERVING ON A YLP ACTION TEAM ENHANCES YOUR LEADERSHIP SKILLS

The Program relies heavily on YLP members volunteering their time, energy and talents working together with Council members to implement YLP activities and the YLP Action Plan. This Plan is designed to insure the quality growth of the Program and an outstanding experience for all YLP participants. YLP members are encouraged to participate on at least one of the following Action Teams:

### Member Development/Networking Action Team

Responsibilities include helping YLP welcome, orient and assimilate new members; organizing and planning social/networking functions; organizing and hosting a YLP information table at Chapter programs; developing a feedback process to insure YLP members are satisfied with their experience; and planning and hosting YLP member events at special Chapter functions.

### Professional Development Action Team

Responsibilities include helping to identify topics and speakers for roundtable programs; inviting speakers and making roundtable program arrangements; introducing and hosting speakers prior to and after speaking engagements; helping to promote YLP and Chapter programs and classes to YLP members; and sending out selected articles/resources of interest.

### Charitable Works Action Team

Responsibilities include helping to plan and organize the annual YLP charity golf tournament; overseeing the process to select deserving recipients of YLP fundraising monies, goods and services; organizing the group's participation in activities such as AIA's Construction food drive or remodeling a home for a wounded veteran; laying wreaths at veterans' gravesites; and collecting toys for needy families.



# COMMUNITY SERVICE

## CHARITABLE WORKS FUND

Members participating in the Young Leadership Program created the Charitable Works Fund as a meaningful way for the commercial construction industry to give back to the community, provide members with leadership and community service experience, and at the same time increase the public's awareness of Georgia Branch, AGC. The Fund continues to grow in stature and size in terms of monies raised, plus monies and materials distributed to worthy causes and organizations.

### QUICK FACT

Over the past 12 years, the Young Leadership Program has raised \$281,600 for its Charitable Works Fund.

### Charitable Works Fund recipients include the following:



Donated \$25,000 and manhours to build a Habitat for Humanity Home in LaGrange



American Red Cross

Donated \$5,000 to the September 11 Victims Fund & \$5,000 to North Georgia Hurricane Relief Fund



Donated \$73,000 in toys to children in the hospital's care over the holidays



Donated \$6,000 to Operation Homefront to help military families with daily hardships; and over \$21,700 in construction services, man-hours and supplies to renovate a wounded veteran's home



Held seven Membership Challenge Toy Drives for Toys for Tots



Donated \$5,000 to AGC's Foundation for Education Scholarships; \$3,500 to Katrina Disaster Relief for Construction Workers & \$500 to Carolyn Cooney Memorial Scholarship



Donated \$2,000 to Georgia National Guard Family Support Foundation, Inc.



Donated \$7,600 to send children with cancer to Camp SunShine



Donated \$21,200 to CEFGA offsetting expenses for Georgia high school students competing in the SkillsUSA competition



Donated \$10,350 of food to the Atlanta Community Food Bank through the AIA Construction Program



Donated over \$4,500 in materials and manhours to CHRIS Homes, Inc. to build a construction project and held two toy drives



Donated \$8,000 to FOCUS, a charity helping children with special needs and their families



Donated \$9,000 to Wreaths Across America, a charity organizing laying of Christmas wreaths on gravesites in our country's National Cemeteries



Contributed over \$3,000 and countless manhours to build and erect a marble sign and solar flag pole at the entrance of Georgia National Cemetery

## FEATURED ANNUAL EVENTS

- ◆ 2011-12 Kick-Off and New YLP Member Orientation at 755 Club preceding Braves game
- ◆ Annual Family Day at Stone Mountain Park
- ◆ Roundtable Discussions on Industry and Business Topics
- ◆ The Annual Whirly Ball Classic
- ◆ YLP Annual Holiday Luncheon
- ◆ Complimentary registration at either the Chapter's 2011 Fall Leadership Conference or 2012 Annual Convention
- ◆ Charity Golf Tournament Fundraising Kick-Off
- ◆ 13th Annual Young Leadership Program Charity Golf Tournament
- ◆ Complimentary attendance at several networking events hosted by the Chapter throughout the year

You can find a list of Georgia Branch, AGC and YLP events on our Chapter's website - [www.agcga.org](http://www.agcga.org). Also watch for event updates in the Chapter's newsletter, *The Forum*.

YLP members from around the state are encouraged and welcome to attend any YLP event in areas where the Program is operating.

## ANNUAL CHARITY GOLF TOURNAMENT

YLP's annual golf tournament is the group's well-attended fundraiser. The 12th Annual tournament was held in May 2011, and like previous years, event organizers welcomed over 260 golfers at a 36-hole course. While YLP members take the lead in organizing, hosting and participating in the golf tournament, all Chapter members are encouraged to participate and invite colleagues and clients to the May 2012 event.

“Leadership is the ability to get extraordinary achievement from ordinary people.”

- Brian Tracy

# BENEFITS & FEES

## PROGRAM BENEFITS

YLP participants have an opportunity to benefit in the following ways:

- ◆ Gain a platform to develop your leadership skills and abilities
- ◆ Accelerate your professional growth and development
- ◆ Build relationships with other young leaders in the industry
- ◆ Learn about and get involved in Georgia Branch, AGC
- ◆ Stay current on industry trends and best practices
- ◆ Make a personal difference in the lives of those in need through charitable activities and community service
- ◆ Share ideas and exchange information with your peers and seasoned industry leaders
- ◆ Attend select Chapter events and programs at reduced fees or for free
- ◆ Attend Chapter professional development classes at a discounted rate
- ◆ Have fun and meet new friends in relaxed, social settings



*If we're growing, we're always going to be outside our comfort zone."*

*- John Maxwell*



## PROGRAM FEE

The annual fee is \$500 for each individual participating in the Young Leadership Program. This fee covers the cost of registration, speakers and meals for several meetings, roundtable programs and events. It also covers the registration fee to attend either the Chapter's Fall Leadership Conference or Annual Convention.

To insure the overall effectiveness of the Young Leadership Program and maximize the investment by your company, YLP participants are encouraged to attend at least half of the complimentary events offered during a 12-month period starting from your join date.

## QUICK FACT

### Fall Leadership Conference

October 20-23, 2011  
The Lodge & Spa  
at Callaway Gardens  
Pine Mountain, GA

### Annual Convention

TBD  
June 2012

## WHAT MEMBERS ARE SAYING

*"My involvement in the YLP has broadened and deepened my understanding of industry-wide issues and provided me with a wide range of opportunities to actively practice essential management skills."*

*- Doug Tabeling, Attorney, Smith, Currie & Hancock LLP, Atlanta*

*"I enjoy learning from and collaborating with the diverse group of industry leaders who participate in YLP's informative roundtable programs and networking opportunities."*

*- Rebecca Gaston, Marketing Manager, Batson-Cook Company, West Point*

*"The YLP is invaluable to me. I've made life-long friendships, developed trusted business relationships and benefited greatly from the leadership training opportunities."*

*- Brandon Cleghorn, Principal, CA South, LLC, Atlanta*

# YLP COUNCIL

## 2011-12 YOUNG LEADERSHIP PROGRAM COUNCIL MEMBERS

◆ **KELLY JOHNSON, YLP CHAIR**  
Swofford Construction, Inc.  
Austell

◆ **DOUG TABELING, YLP VICE CHAIR**  
Smith, Currie & Hancock LLP  
Atlanta

◆ **DAVID MARTIN, Ex-OFFICIO**  
Hogan Construction Group, LLC  
Norcross

**JONATHAN BARDEN**  
Tebarco Mechanical Corporation  
Alpharetta

**J. CHARLIE GARBUTT**  
Garbutt Construction Company  
Dublin  
*(representing Macon region)*

**CHRIS WEST, CHST**  
Brent Scarbrough & Company  
Fayetteville

**HAL BRODNAX**  
Batson-Cook Company  
Atlanta

**REBECCA GASTON**  
Batson-Cook Company  
West Point  
*(representing Columbus region)*

**MARK WHITNEY**  
Gay Construction Company  
Smyrna

**TRENT BROWN**  
Anderson Construction Company  
Fort Gaines  
*(representing Albany region)*

**CALVIN PATE**  
Harrison Contracting Co., Inc.  
Villa Rica

**KRISTEN WILLIAMS**  
Penco Electrical Contractors, Inc.  
Morrow

**BRANDON CLEGHORN**  
CA South, LLC  
Atlanta

**CASEY POLLARD**  
R.K. Redding Construction, Inc.  
Bremen

**DEREK WORTHAM**  
H & H Insurance Services, Inc.  
Norcross

**CONN CRABTREE**  
Batson-Cook Company  
West Point  
*(representing Columbus region)*

**RICKY POWELL**  
Powell Drilling, Inc.  
Atlanta

The YLP Council is a select group of young leaders who are appointed to oversee the quality, planning and successful execution of Program activities. Working together with Chapter staff, their goal is to insure an exceptional experience for every participant.

**KENDALL DUTTON**  
Bowen & Watson, Inc.  
Toccoa

**KANE SMITH**  
Satellite Shelters, Inc.  
Lawrenceville

## YOUNG LEADERSHIP PROGRAM CHAPTER STAFF

**MACHELL HARPER**  
Director of Member Services  
& YLP Staff Liaison  
678-298-4108  
harper@agcga.org

“Management is doing things right; leadership is doing the right thing.”

- Peter F. Drucker

# SUPPORTING FIRMS

## YLP MEMBERS FIRMS IN GOOD COMPANY

Thanks to the following Georgia Branch, AGC member firms who currently sponsor one or more participants in the Young Leadership Program:

- Acton Mobile Industries
- Allen & Graham, Inc.
- Allstate Waste, Inc.
- Anatek, Inc.
- Anderson Construction Co. of Ft. Gaines
- Aon Construction Services Group
- Applied Software
- ARC
- Athena Construction Group, Inc.
- Batson-Cook Company
- BB & T Huffines-Russell
- The Beck Group
- Bowen & Watson, Inc.
- Brasfield & Gorrie
- Brown, Nelms & Company, P.C.
- Burr & Forman, LLP
- CA South, LLC
- Carroll Daniel Construction Co.
- Collins and Arnold Construction Co., LLC
- Conditioned Air Systems, Inc.
- Construction Services
- iSqFt
- Cooper & Company G. C., Inc.
- Cork-Howard Construction Company
- Daniel Construction of LaGrange, Inc.
- Dollar Concrete Construction Co.
- Eckardt Electric Company
- Enterprise Fleet Management
- Foltz Martin, LLC
- Garbutt Construction Company
- Gay Construction Company
- Geotechnical & Environmental Consultants, Inc.
- Gilbane Building Co.
- GOODMAN
- H & H Insurance Services, Inc.
- Harrison Contracting Company, Inc.
- Hensler & Beavers G. C., Inc.
- Hogan Construction Group, LLC
- International City Builders, Inc.
- Jones Glass, Inc.
- Kajima Building & Design Group, Inc.
- Liberty Enterprises Specialty Contractor, LLC
- Liberty Mutual Surety
- Marsh USA, Inc.
- McCarthy Building Companies, Inc.
- McKenney's, Inc.
- Nelson Mullins Riley & Scarborough, LLP
- New South Construction Co., Inc.
- Nix-Fowler Constructors, Inc.
- C.C. Owen Tile Co., Inc.
- Parrish Construction Group, Inc.
- Pellicano Construction
- Penco Electrical Contractors, Inc.
- Poteet & Poteet LLC
- Powell Drilling, Inc.
- R. K. Redding Construction, Inc.
- Rogers Construction Company
- Rosing Painting & Wallcovering Contractors, Inc.
- Rutherford
- Satellite Shelters, Inc.
- Brent Scarbrough & Company
- Seyfarth Shaw, LLP
- Smith & Howard, CPAs
- Smith, Currie & Hancock LLP
- Steel, LLC
- Swofford Construction, Inc.
- Tebarco Mechanical Corporation
- Westfield Insurance Company
- Wharton-Smith, Inc. - Thamer Div.
- J. M. Wilkerson Construction Co., Inc.
- Wiregrass Electric, Inc.
- Yates Insurance Agency, Inc.
- Young Contracting/SE, Inc.
- Zurich North America Surety

“

What we are looking for are leaders at every level who can energize, excite and inspire rather than enervate, depress and control.”

- Jack Welch

### WHAT MEMBERS ARE SAYING

“Having an active role in the YLP helps me build my leadership skills, become more involved in serving my community, and network with other industry leaders. The program drives me to accomplish my personal and professional goals and gives me the confidence to embrace new leadership roles within my company.”

- Kelly Johnson

*Business Development Manager  
Swofford Construction, Inc.  
Austell*

“With the amount of success exemplified by other YLP members, our community involvement, and the all around quality of this program, it is easier to get involved and rise to the top of this industry.”

- Jonathan Barden

*Service Manager  
Tebarco Mechanical Corporation  
Alpharetta*

Don't miss out on having your company represented in the Young Leadership Program.  
Call Machell at 678.298.4108 and learn how you and your employees can benefit from participating in the YLP.