

Hello everybody. Dennis Engelbrecht with The Family Business Institute and the CEO Roundtable Program for Contractors, coming to you with a special message today.

One is to talk about what we're calling our Bootcamp. And Bootcamp is really a leadership development program designed specifically for construction professionals. And this has really sort of been a labor of love for us. I think, through the years, we always wanted to see how we could impact future leaders in particular and try to take that group of future leaders and help raise them up. And our Roundtable Programs have been doing a great job of that. But we realized that there was something perhaps missing, or more that we could do. And so, we launched into developing Bootcamp with that in mind.

So, our target of folks who are appropriate for Bootcamp is really a combination of folks. It's small company leaders who maybe don't have the peer group opportunity that some of our mid or larger size construction companies have, as well as sort of emerging leaders and next generation leaders that are really already in place in a senior position in their companies. And so, as I mentioned, this has sort of been a labor of love putting this together, and we launched about a year ago now.

And frankly, I had my own bit of skepticism as to how successful this might be. But one of the reasons we're doing this today is really I want you to know that we've been kind of blown away by how well it's gone, and the impact that it's starting to have. So, kind of halfway through our first sessions, what we've really found is the curriculum itself has really taken form. Again, that's one of the concerns if you haven't done it before. But we're really, I guess you'd say, proud of the curriculum that's come together. And in presenting this to our first couple of groups that have gone into the Bootcamp, we're seeing some pretty impactful results and just couldn't be happier with how this is going.

I think, similar to our Roundtable Program, a lot of the value comes from the interaction and the relationships. And despite the limited amount of time that folks have to commit to, to do the Bootcamp, we're still seeing that great interaction and relationships, people learning from each other, being inspired by others in some cases. And probably if I had to describe what I'm seeing best, in a sense we're seeing the lights come on. We're really seeing individuals pick up the difference and the nuances that go along with being better leaders, good leaders, even great leaders. So, we're seeing that personal leadership, as they go back to their companies, sort of take shape, and they're even elevating themselves in their organizations, even in the short term. And that's really been very heartwarming to see.

The other thing that we're seeing is they're really getting what it takes to create construction success. So, a lot of our program, it's sort of a mix of leadership and a mix of how do you really execute a successful construction company. And we're seeing folks really pick up on those keys for long-term construction success and being able to build a company. And then finally, I'd say the third thing that we're really seeing is we're seeing these folks that are in this program learn how to create that success through others. And I guess that's truly the essence of leadership, is no one person can do it all, and no one person can create that success by themselves. Success as a leader really comes on by being able to impact others and get the best out of those folks. And I think so far, halfway through the first two sessions now, again, I think that's what we're really seeing.

So really here to encourage each of you to take a close look at this program. We hate to be too braggadocio about this, but I think we have created something that is really a step above what some of the other offerings are, and really encourage you all to take advantage. We have our next group starting in February, and the next one, I think, coming right behind that in a couple of months. So be on the lookout, you'll be getting some more information on this, and really hope you take advantage, and look forward to working with those professionals in the future. Thanks a lot for tuning in today.