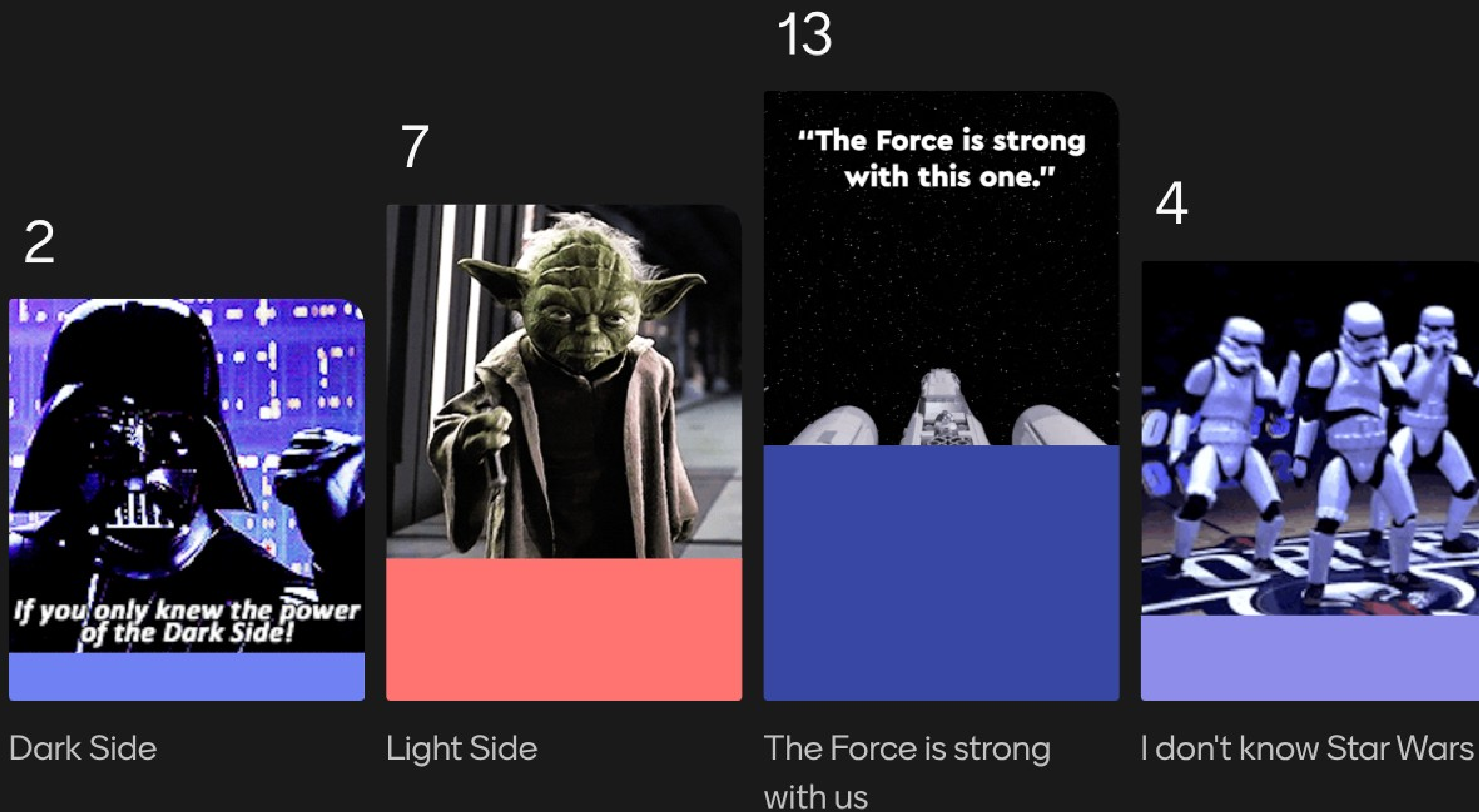




Welcome to the Bootcamp

From Technologist to Business
Leader: Mastering the Language of
Leadership in Construction

How do you feel about the future of construction?



Agenda

Introductions

Warmup 30 min

Workshop 90 min

Break 30 min

Workshop 45 min

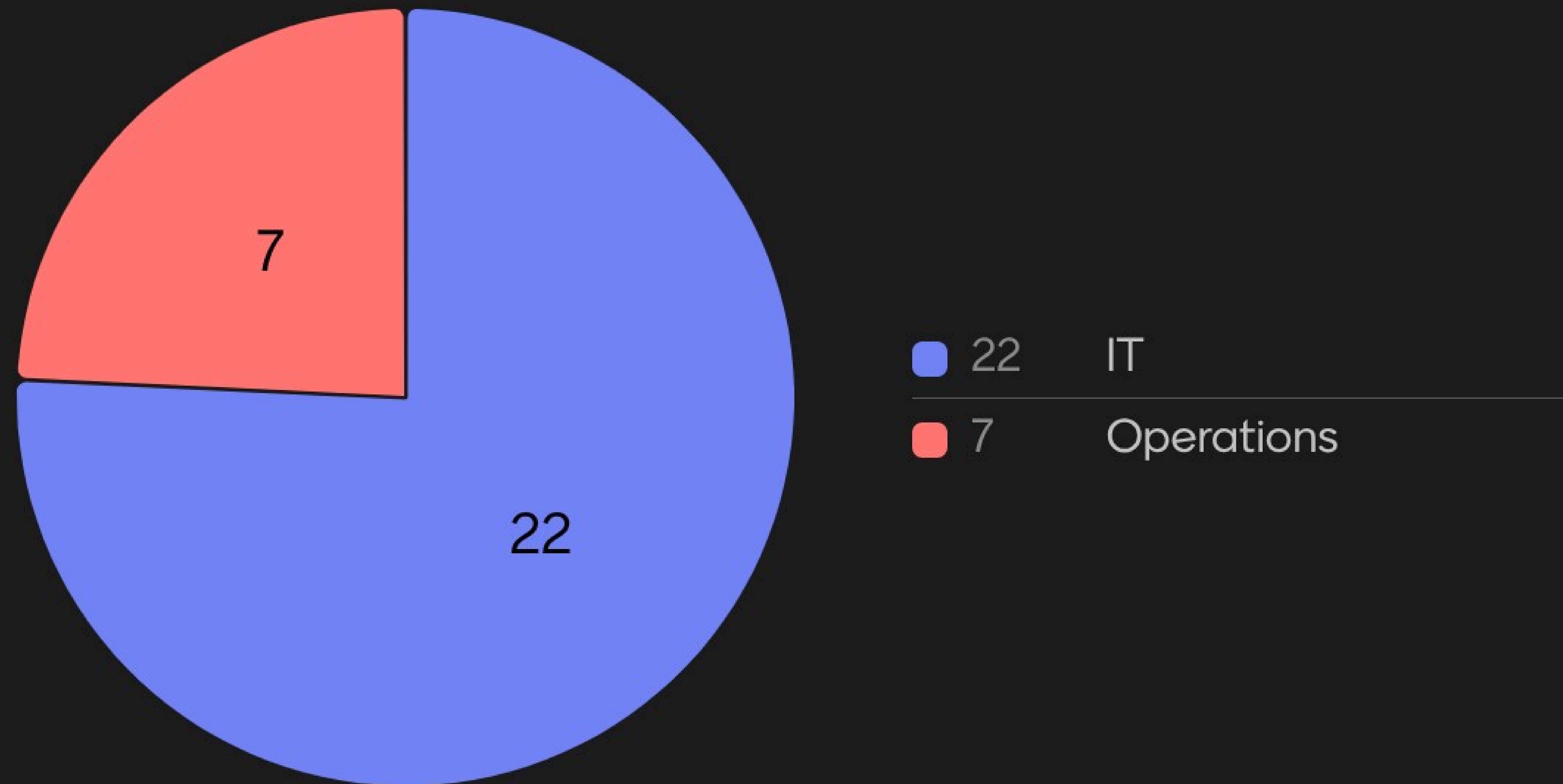
Trystorming 45 min



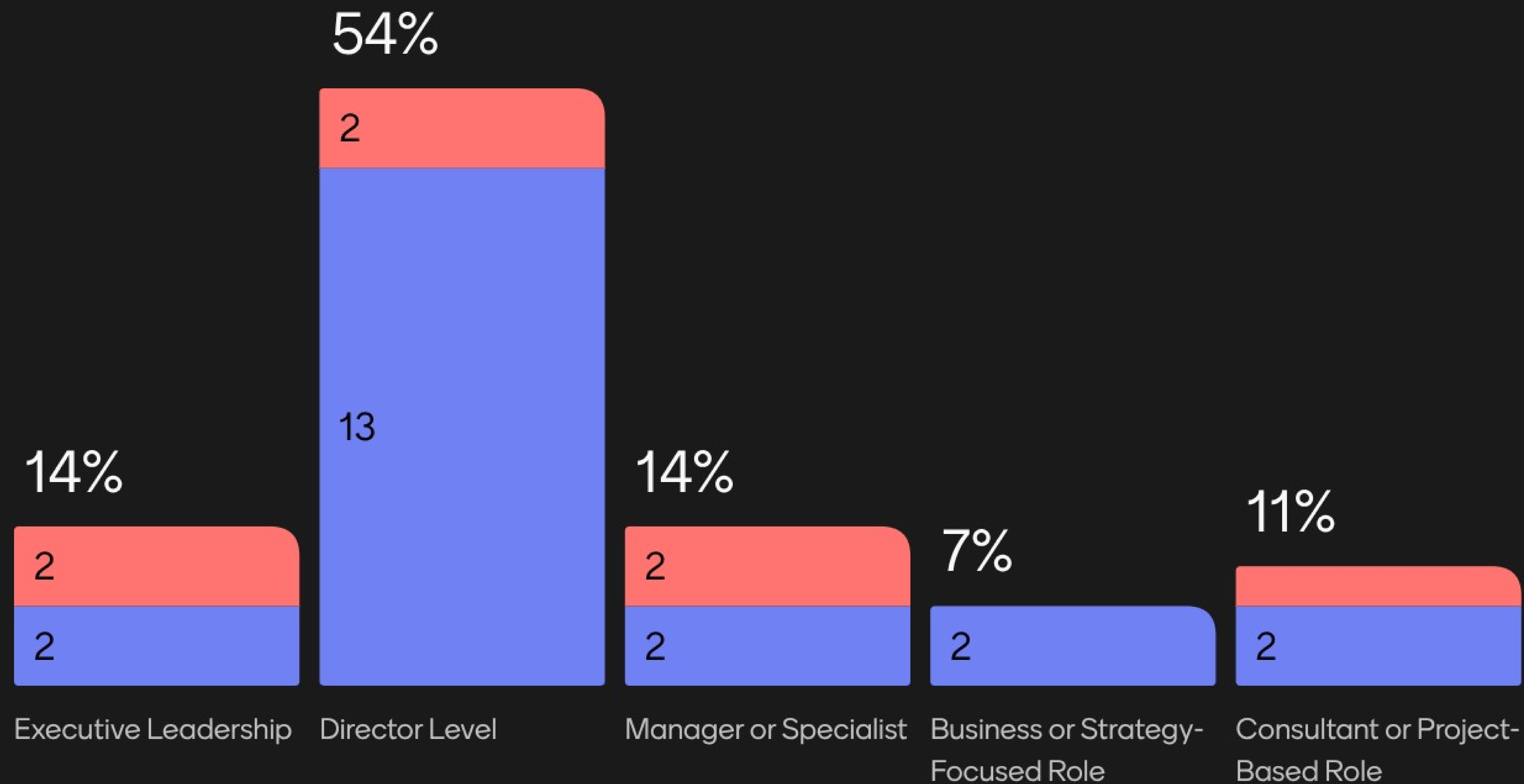
What type of organization do you represent?



Are you IT or Operations?



Which choice best represents your role?



Segment

Are you IT or Operations?

IT
Operations

What is the gnarliest problem you are focused on right now?

Where is the data?

AI integration

Integration of systems

Cloud migration

Data governance

Cybersecurity

Cybersecurity

ERP migration

What is the gnarliest problem you are focused on right now?

Security, AI

What information do people want to see with AI?

811 locates

Sustainability reporting in prep for Cali Sb 261

AI within the future of work

Collaboration with IT

CMMC certification

Cohesive strategy

What is the gnarliest problem you are focused on right now?

Security

Practical AI use cases

AI integration

AI in preconstruction.

How to manage CEO expectations with AI

Cybersecurity

Security issues with end users

Overexcited about AI and helping Trade Partners with CMMC

What is the gnarliest problem you are focused on right now?

IT integration - IT
leadership

Technology Strategy

Modernization of cloud
technology

Software development
and integration with
people

Taking advantage of
data

IT leadership

Understanding Leadership in Construction

Leadership in construction technology requires bridging the gap between IT and operational teams. It's essential to communicate effectively with executives and align tech initiatives with business goals.

Start with Why!



I am {Your Name} I create or am working on
{blank} so that I have this impact {blank}

Security Breach - Sam in Accounting gave his
credentials to a bad actor- COO

Infrastructure went offline and CFO can't close out financials for a board meeting- CFO

Current Hiring freeze but employee just quit
and you need to replace her- Director of HR

Your estimating software is EOL and you need
to replace it - Project Executive

You have a new AI tool for Safety and need
funding for a pilot- COO

You need CMMC certification for a pursuit-
CEO

Join us for Happy Hour Tonight

RSVP



Sweetwater Tavern and Grille
225 N Michigan Ave
(around the corner)

6:30-8:30

Cocktails on the Patio
Includes: Drinks and appetizers



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Building Trust Across All Levels

**Based on “The Trusted Advisor” by David
Maister**

Presented by: Duane Weber

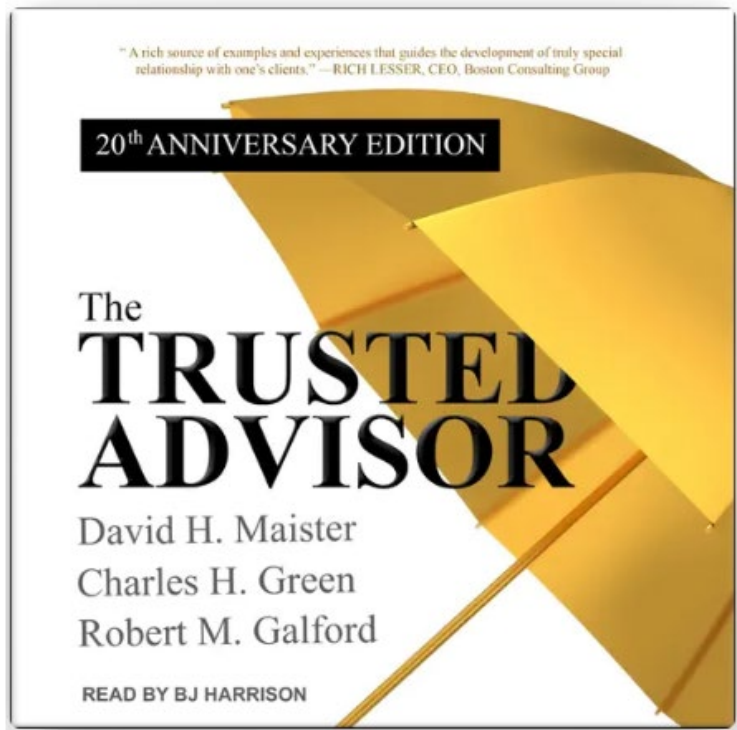
2025 AGC Technology Conference



Objectives

- Equip IT managers with frameworks to build and sustain trust.
- Leverage the Trust Equation from The Trusted Advisor.
- Apply trust-building strategies with superiors and subordinates.

Agenda



1. Why Trust Matters
2. Trust Equation
3. Building Trust with Subordinates
4. Building Trust with Superiors
5. Wrap-Up

The Trust Equation

- **Trust = (C + R + I) / S-O**
- **Credibility: Are you believable and knowledgeable?**
- **Reliability: Do you follow through consistently?**
- **Intimacy: Can others confide in you?**
- **Self-Orientation: Are your motives selfless?**

Trust Equation Self-Assessment

- Rate yourself from 1 (Low)–5 (High) on Credibility, Reliability, Intimacy, and $5(\text{Me}) - 1(\text{Them})$ on Self-Orientation.
- Total Trust Score = $(C + R + I) / S$
- Reflect on the lowest score: Why is it low?

Trust With Subordinates

- **Credibility:** Be transparent: explain “why”
- **Reliability:** Be consistent.
- **Intimacy:** Be available. Encourage feedback.
- **Self Orientation - Active Listening.**

Trust With Superiors

- **Credibility:** Bring insight and propose solutions.
- **Reliability:** Communicate progress and risks early.
- **Intimacy:** Be candid about uncertainty.
- **Self-Orientation:** Align with the mission, not ego.

Low Trust Scenario

“Hey, yeah, we’re not going to hit that deadline... team’s slammed.”

- ✗ Vague justification (low Credibility)
- ✗ No ownership (low Reliability)
- ✗ Defensive (low Intimacy)
- ✗ Excuse-driven (high Self-Orientation)

HighTrust Scenario

“I want to be transparent... here’s what we’re doing to course correct.”

- ✓ Owns facts (Credibility)
- ✓ Clear next steps (Reliability)
- ✓ Invites input (Intimacy)
- ✓ Mission-first (low Self-Orientation)

Wrap-Up

- **What one behavior will you change this week to increase trust?**
- **Commit to your action**
- **Small, consistent changes = big trust dividends.**

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Leading with DISC

Adapting Your Communication for Impact

For IT Managers

Presented By: Duane Weber



Overview

Purpose

Strengthen leadership through personalized communication

Workshop Outcomes

- ★ Understand the DISC model and your own style
- ★ Identify styles of your team members
- ★ Adapt communication to each style
- ★ Help your team communicate better with you

Introduction to the DISC Model

DOMINANT

- ✓ Makes decisions quickly
- ✓ Isn't afraid of risks or conflicts
- ✓ Likes a competitive atmosphere
- ✓ Sets their own rules

INFLUENCING

- ✓ Establishes connections with others quickly
- ✓ Finds it easy to express feelings
- ✓ Forms connections between people
- ✓ Enjoys the spotlight

CAUTIOUS

- ✓ Completes tasks accurately
- ✓ Plans things carefully
- ✓ Expects a lot of themselves
- ✓ Has an analytical mindset

STEADY

- ✓ Likes familiar processes
- ✓ Listens carefully and shows understanding
- ✓ Wants to be supportive
- ✓ Wants to maintain peace



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Identify Your DISC Style

Identify Other's DISC Style

Why does it matter?

Adapting to Each DISC Style

- Adjust tone, pace, message content per style

Examples:

- Timeline for a C: be precise, logical
- Conflict with D: be direct, results-focused
- Coaching an S: be calm, supportive
- Brainstorming with I: be energetic, open

Helping Your Team Communicate With You

How do you like your team to communicate with you?

- **Directness**
- **Detail**
- **Tone**
- **Trust**

Wrap Up

- **DISC is not about labels or colors - it's about clarity and connection**
- **No right or wrong**
- **It can help you better connect with your team.**
- **It can help your team better connect with you**

Action Item: Pick one person that you can adjust your style with for improved communication and connection

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