



Leadership Development Program

Application

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Elevating Talent. Strengthening the Industry.

Program Overview

ABC of Metro Washington's Leadership Development Program (LDP) is a structured, high-impact, and customizable professional growth experience designed for emerging leaders across the construction industry. This 17-month journey equips participants with the leadership acumen, strategic insight, and industry perspective needed to advance their careers, contribute meaningfully to their companies, and help shape the future of our region's construction workforce.

Program Benefits & Objectives

- Sharpen leadership capabilities through practical and applied learning focused on communication, emotional intelligence, critical thinking, and strategic decision-making.
- Build a powerful peer and mentor network, engaging with seasoned C-suite executives, business owners, and thought leaders across all facets of the industry.
- Gain deeper involvement with ABC of Metro Washington, including access to exclusive association events, advocacy efforts, and professional development resources.
- Demonstrate readiness for elevated leadership roles—both within their companies and across the broader industry ecosystem.
- Drive personal and professional growth by aligning their strengths and values with long-term career aspirations and industry opportunities.
- Customize their experience through electives and hands-on activities designed to match their interests and expand their influence.

Program Structure

Throughout the 17-month program, accepted participants (students) will complete both required coursework and elective leadership experiences to earn credits toward graduation. Students are expected to attend **all** regular class meetings.

The program is open to all chapter members; however, 85% of class slots are prioritized for General Contractor and Subcontractor members.

Coursework Includes

- Interactive sessions with guest speakers, instructors, and a dedicated Mentor Group of respected industry leaders.
- Project site tours, leadership case studies, roundtable discussions, and small group research presentations.
- Networking opportunities with key decision-makers and influential ABC leaders

Session topics may include (but are not limited to):

- Leadership Styles and Personality Assessments
- Team Building and Team Leadership
- Major Legislative and Policy Issues Affecting the Contracting Industry
- Generations in the Workplace
- Entrepreneurship and Business Leadership
- Public Speaking and Communication Skills
- Critical Thinking, Emotional Intelligence
- Contractor Relations/Communications – between general contractors, specialty contractors, and suppliers
- Group Research Activities and Presentation.

Mentors and Advisors

Students will meet with prominent industry leaders serving as the Mentor Group. Additionally, a group of advisors will work closely with the students for the duration of the program.

The Mentors will assist the student in the following areas.

- They provide students with valuable feedback and direction to guide them down a productive path. Mentors are also a valuable source of inspiration and motivation.
- Being experienced members of the construction industry, mentors thoroughly understand its dynamics. They are uniquely positioned to provide insights, knowledge, and guidance to the students, which helps them pick up skills quickly.
- Mentors help keep students motivated and encouraged during the length of the program.
- Connections are one of the most effective ways to expand their knowledge and employment potential in any industry, advising the students on developing a network and the advantages of being active with the industry and the association.
- Mentors can guide students on how to avoid making personal and professional mistakes, what skills they should prioritize, and how to fast-track growth in their careers.

The Advisors will assist the program and students in the following areas:

- Overseeing the program from planning to execution, ensuring everything functions according to the goals and guidelines.
- Performing research and analysis to find new opportunities and determine ideal practices or adjustments to the program.
- Gathering and analyzing student feedback, setting objectives, and developing strategies to carry out the purpose of the program, prioritizing optimal services.
- Monitor the program's progress and recommend solutions should any problems arise.
- Meeting with the students to follow up on progress.



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Graduation Requirements

Participants and their companies will be recognized throughout the program and at completion. Certificates of completion will be awarded to those who successfully complete the program's required coursework and earn elective activity credits.

Graduates achieving the highest level will also be awarded a tuition scholarship to attend Grinnell Leadership's "Leadership JumpStart®" program in Wrightsville Beach/Wilmington, NC (a \$4,500 value). The scholarship covers tuition for the program, but does not include transportation, food, or lodging. Attendance at the "Leadership Jumpstart®" will occur after this program is completed and will be scheduled individually by the student and Grinnell Leadership.

At the end of this program, one outstanding student will be selected to receive the J.P. Blase Cooke Leadership Achievement Award, named in honor of the Chapter's 1984 Chairman of the Board, J.P. Blase Cooke of Harkins Builders, Inc. The LDP participants and the Advisory Council select the winner after considering credits earned, activities completed, and student and mentor votes.

Also, at the end of the program, one student will be recognized for their outstanding presentation, and one exceptional team presentation. The LDP participants, mentors, and advisor council will select the winner.

Attendance Policy

Students are expected to be on time and attend all program meetings. Total attendance at all regular class sessions is considered required coursework for program completion, including the class-organized, self-directed team-building outing. The schedule for the program will be set well in advance. If an emergency occurs and personal or professional responsibilities require that a student miss a meeting, the student is expected to notify the ABC's staff liaison of their reason for absence as soon as possible.

Consequences of Absences

1. *Each absence will subtract one credit from the student's earned Elective Activity Credits.*
2. *Two (2) or more absences will make the student ineligible for the Leadership JumpStart® Tuition Scholarship and/or The J.P. Blase Cooke Leadership Achievement Award.*
3. *Three (3) or more absences will make the student ineligible for graduation from the program.*



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To Apply

Submit an online application, full payment by credit card online or check by mail, and all required letters of support by Friday, October 17, 2025. Please mail checks to ABC of Metro Washington, attention Kamita Marbury-Draughn, at 6901 Muirkirk Meadows Drive, Suite F, Beltsville, MD 20705.

Applications without accompanying letters and/or payment will not be considered.

LDP tuition is \$2,865; the approximate additional cost for required activities is \$2,050. Other fees depend on the electives chosen:

<i>Fees are approximate</i>	Cost Per Event	Hours	Number Required
Monthly Networking Events	\$150	2	5
Management Education Training	\$129	4 - 8	0
Strategic Leadership Retreat (Fall 2026)	\$1,300	3 Days, Wednesday, Thursday, and Friday	1
Construction Summit (February 12, 2026)	\$0 Fee was included in the application fee	8 hours	1

The LDP Advisors will review applications. The Advisory Council may call applicants for an interview. Applicants will be notified of acceptance status by December 15, 2025. Orientation will be held on Wednesday, January 21, 2026. The February Construction Summit is mandatory on February 12, 2026. The Construction Summit fee was included in your application fee. ABC of Metro Washington will return or refund credit card charges to those applicants who are not accepted.

Who Is Eligible?

- Applicant must be employed by a member in good standing of ABC of Metro Washington and must not have previously held a position on ABC's Board of Directors.
- Applicants must be able to complete and sign this application, obtaining the Employer's full support, which demonstrates a commitment to providing the necessary personal and financial resources to complete this program.
- Applicant must have at least three (3) years of experience specific to the construction industry (experience is subject to LDP Advisors' discretion).

Class Size Is Limited.

ABC of Metro Washington reserves the right to limit the number of participants per member firm per class cycle. Not all applicants may be accepted.

For more information, please contact Kamita Marbury-Draughn at kmarbury@abcmetrowashington.org or 301-595-9711



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Sample Application – Please Apply Online

Applicant name:

Company:

Current Job Title:

Mailing Address:

Phone: Office:

Direct:

Cell:

Email:

Total number of years with this company:

Number of years in this position with this company:

Other position previously held with this company:

Total number of years in the construction industry:



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Applicants:

Please provide a letter of application.

- 1.) Explain your personal reasons for wanting to participate in this program. What do you want to achieve from this program? What has been the determining factor for applying to this program?
- 2.) Stating your commitment to giving the resources needed (in time, energy, and funds) to complete this program and to attend “Leadership JumpStart®” if awarded.
- 3.) Explain how participating in this program will benefit your company and support the mission of ABC of Metro Washington after graduation.

Please sign below to confirm your understanding that participation in this program will require your personal and professional commitment to ABC and a significant contribution of your time, money, energy, talents, and ideas.

Applicant’s Signature: _____

Date: _____

Applicant’s Employer (not necessary if the applicant is the principal of the firm):

Please provide a Letter of Support. The letter must be on company letterhead.

- 1.) Indicate why your employee should be accepted into this program
- 2.) State your commitment to providing your employee with the time and financial resources necessary to complete the program (and to attend “Leadership JumpStart®” if awarded
- 3.) Explain how your employee’s participation in this program will benefit your company and ABC of Metro Washington.

Please sign below to confirm your understanding that participation in this program will require your firm’s support, in both time and money, for this individual’s involvement in ABC of Metro Washington’s activities.

Direct Supervisor’s Printed Name and Title: _____

Signature: _____

Email: _____

Phone: (____) _____

Date: _____

Company President’s/Principal’s Printed Name and Title: _____

Signature: _____



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Email: _____

Phone: (____) _____

Date: _____

Required Fees:

2026 - 2027 Leadership Development Program Tuition: **\$2,865**. Approximate additional expense for required events, \$2,050, plus chosen electives, approximately \$129 per class. These costs are the applicant's Employer's responsibility.

☐ Check Enclosed ☐ Credit Card

(Make check payable to ABC of Metro Washington)

Card # _____ Exp. _____

CVC _____

Name on credit card: _____

Signature: _____

Billing address: _____

Billing phone #: _____

Email: _____



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2026-2027 Leadership Development Program Purposed Class Schedule – Dates and Subject May Change

January 21, 2026	Orientation Session, Program guidelines, Organizational Skills
February 12, 2026	Construction Summit MD Live, 7002 Arundel Mills Cir #7777, Hanover, MD 21076
March	“Leadership and Influence” Session; Grinnell Leadership
April	Local Elections And The Effects On The Economy
May	“Team Building/Team Leadership” Class Organized Social Outings
June	GC and Subcontractor Relationship and Principles of Win-Win Negotiation.
July	Personal Brand
August	No Session
September	Discussion on Entrepreneurship/Business & Tour of Ruppert Landscape Facilities
October	Leadership Retreat Critical Thinking/ Emotional Intelligence/Cognitive Bias
November	Team Challenge Project – Guidelines Generations in the Workplace + Diversity
December	Team Challenge Project
January	Team Challenge Presentation
February	Safety/Mental Health/Wellness in Leadership
March	Practice Presentation/Public Speaking
April – May	Cohort presentations (10 minutes minimum)
June	LDP Graduation Ceremony Three awards <ul style="list-style-type: none">• Outstanding Participant• Presentation• Team Project

Participant Credit Tracking

All credits are established on this form. Any other form is a tool to assist with tracking and doesn't override this form. All activities and scorecards due March 31, of final year.

	Activity	Credit	# Required to graduate	Max Credit	Examples and suggestions
1.	GENERAL MEETING ATTENDANCE - Attend monthly events, golf outings, XYZ events, Scholarship Golf Tournament, Women Building Washington events, and CTT graduation. Five must be Monthly Networking or XYZ events.	1	5	12	Monthly networking events, golf outings, XYZ events, Scholarship Golf Tournament, and CTT graduation Always check in at registration to get your badge. Points are confirmed based on badges having been picked up. The next day, the remaining badges are marked as not attending. Take a photo with the cohort, mentor, or with the event sign.
2.	Committee Participation - Join a committee and actively participate. Limited to one committee for credits	12	75% attendance and participation	12	75% of meeting attendance is for meetings and may not include activities; confirm with staff liaisons if an event is to count for a meeting. Have confirmation in email. Meetings typically include an agenda, attendance, and minutes. Always check the meeting minutes to ensure attendance is accurate.
3.	Leadership Retreat/ Planning Conference	12	1	12	Take pictures or notes as proof of attendance.
4.	Schedule a Private One-on-One meeting with LDP Mentor and Advisors	1	5	10	Picture with the person. No more than three meetings a month.
5	Construction Summit	3	3	3	Check in with registration and take pictures.
6	Aid in chapter advocacy testimony	5	Not required to graduate	5	
7	Assist with ABC of MW's special legislative efforts when a particular need arises.	2	Not required to graduate	2	Fundraisers, political outreach, and answer a call-to-action alert by the Legislative Director.

	<i>Activity</i>	<i>Credit</i>	<i># Required to graduate</i>	<i>Max Credit</i>	<i>Examples and suggestions</i>
8	ABC National Conference	10	Not required to graduate	10	You must be registered for the entire conference. Must provide proof of attending sessions, pictures, notes, etc
9	Bring a prospective GC or Sub to a Coffee & Conversation OR Build ABC Event	1	Not required to graduate	3	The GC or Sub must be registered as your guest.
10	Recruit one new <u>GC or Subcontractor</u> member into the Chapter before April of the completion year (paid in full)	10	Not required to graduate	20	Must be a <u>GC or subcontractor</u> , and new members must be paid in full for credit by April 30. When a company applies, ensure they list you as the sponsor.
11	Take a leadership role in organizing a community service project for your company or a joint project with other ABC of Metro Washington members.	5	Not required to graduate	5	You must be leading. You must provide an email from the organization involved confirming your leadership role. Participation alone doesn't qualify.
12	Serve in a leadership role (chair, co-chair, or director) in an industry or business-related organization	3	Not required to graduate	3	Email confirmation stating your role from the organization.
13	Teach an ABC of Metro Washington Educational seminar or safety class; assist with one of the educational or mentoring programs offered through our community partnerships. It must be at least an hour	4	Not required to graduate	4	If a community partnership is involved, it must be approved beforehand.

	<i>Activity</i>	<i>Credit</i>	<i># Required to graduate</i>	<i>Max Credit</i>	<i>Examples and suggestions</i>
14	Attend one or more of the Chapter's educational seminars/ safety training	1	Not required to graduate	5	Make sure you sign in and are marked as attended.
15	Attend leadership-oriented educational seminars offered by other Industry groups.	1	Not required to graduate	3	Proof must show you attended workshops and which event you attended. Proof of attendance may include a certificate of completion, pictures of the panel/speaker, notes from the event, Pictures of you with the panel/speaker, and the registration confirmation.
16	Participate in the ABC MW Outreach program by presenting career paths in the construction industry.	3	Not required to graduate	12	Presentation, Career Panels, and in-class discussion. Career Fairs do not count toward points.
17	Promote ABC of Metro Washington membership by presenting/talking/ at the committee table at ABC Open House for at least half of the event	1	Not required to graduate	3	

Silver 33 - 45 Credits

Gold 46 - 59 Credits

Platinum 60+ Credits

Completion certificates will be awarded to those completing the program's required coursework AND earning elective activity credits.

Graduates achieving the Platinum level will be awarded a tuition scholarship to attend Grinnell Leadership's "Leadership JumpStart®" program in Chapel Hill, NC (a \$4,500 value). The scholarship covers tuition for the program but not transportation, food, or housing. Attendance at "Leadership Jumpstart®" will occur after this program is completed and will be scheduled individually by the student and Grinnell Leadership.