



THE BIA/OC PRESIDENTS' LEADERSHIP ACADEMY

The Presidents' Leadership Academy is comprised of three core principles:

LEARNING

1

Engaging and interactive session work that demands participation and provides a much richer experience than traditional classroom-style education.

APPLICATION

2

Participants are required to work with other team members (just as they must with fellow employees) to complete a "real world" final project that offers a viable and most importantly, an applicable solution to a unique challenge posed to students in each six session semester of the Academy.

COMMUNITY

3

The importance of serving one's community at large is recognized by all world-class leaders. Working as one group the Academy participants will complete a significant philanthropic activity. This activity will also be used as a Case Study for identifying a need, building the leadership to address it, and evaluating the many lessons learned throughout the process.

WHO IS ELIGIBLE TO PARTICIPATE?

Ideal candidates are management (or equivalent) level employees and must be nominated by a member of their company's executive team. Executives nominating an employee are required to make a written/signed statement of their understanding of the Academy's requirements and their intent to support their employee's participation throughout all six sessions.

TESTIMONIALS

The PLA program surpassed all of my expectations. The topics were very relevant and the faculty was superb. I can't imagine that one could find a program with this much bang for the buck! **Nicole Burdette, Land Acquisition Manager, Brookfield Homes**

The PLA was a tremendously rewarding experience for me professionally and personally. In addition to working together with some of the great people in the industry and forming relationships that will last for years, I was encouraged to consider my experiences, concerns and guiding principals with regard to business and personal ethics and values. This course was relevant and great for non-managers up the totem pole to execs. **Michelle Sklaver, Research Analyst, John Burns Real Estate Consulting**

"It was such an honor to be part of this program and the initial class. The quality of the faculty and access to the mentors was something I will remember for a long time." **Jim Yates, Senior Project Manager, Rancho Mission Viejo**



Participants will earn 3 Continuing Education Units (CEUs) by successfully completing the program. This program is approved for 3 CEUs through the University of RBF and accredited by the International Association of Continuing Education and Training (www.iacet.org).

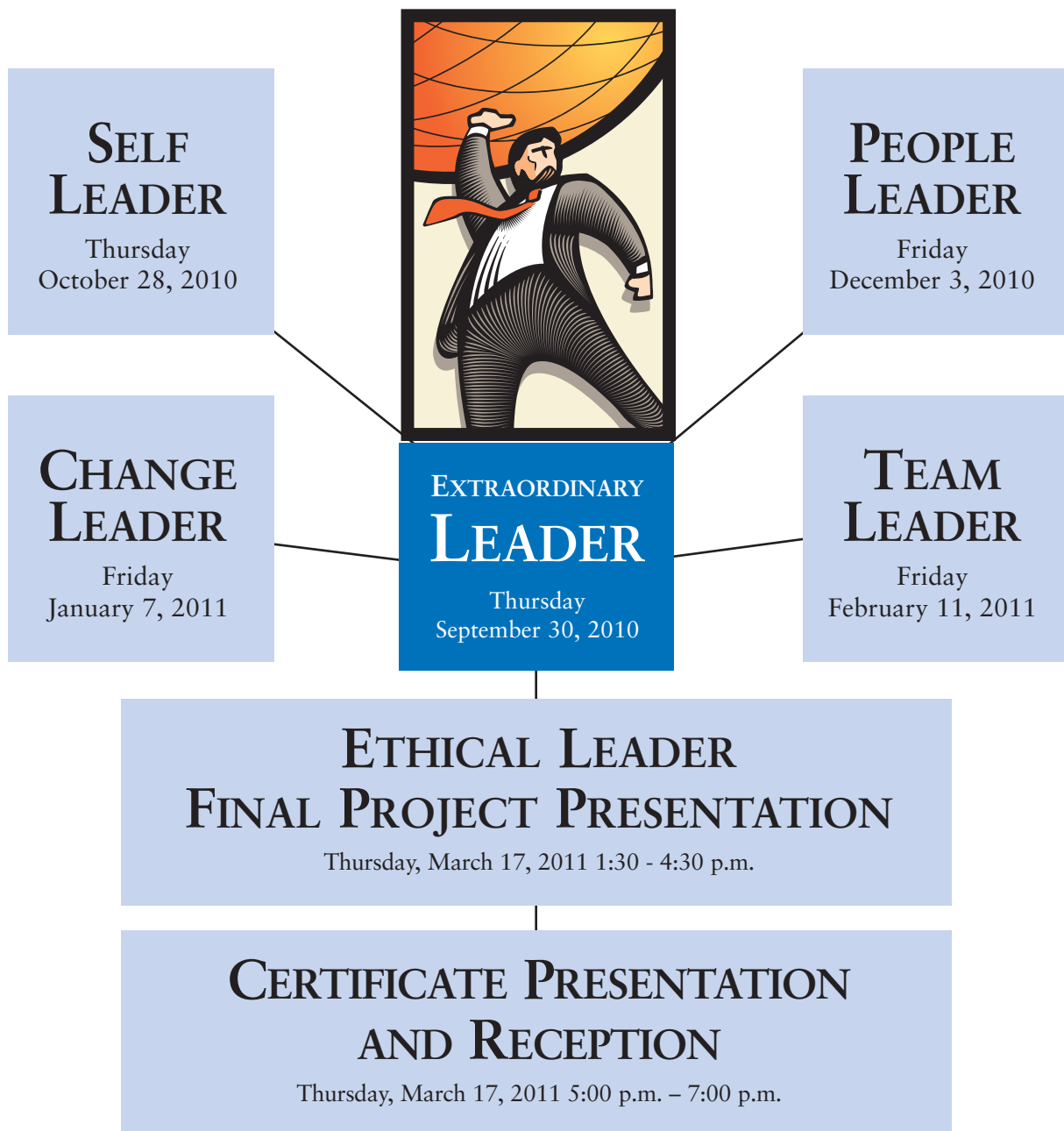
With the constant challenges and changes taking place within the homebuilding industry, the need for effective leadership has never been more apparent.

To proactively address this critical issue, the BIA/OC Executive Committee and a team of organizational development professionals have created the Presidents' Leadership Academy.

The main components of each 6 month semester will be six half-day sessions and the preparation of a final project that asks for a strategic solution to a proposed industry related issue. Students will have a rare opportunity at the end of each half-day session to meet face to face with industry executives and be mentored by a BIA/OC past president throughout the semester.

Cost: \$489 per student per semester.
Only 16 students are accepted per semester.

First five sessions held from 8:00 a.m. to 12:00 p.m.



REQUIREMENTS

Enrollees must complete the following to receive their Certificate of Completion:

- Attend each of the 6 half-day sessions.
- Prepare an industry-related Final Project to be eligible to receive their Certificate of Completion.
- Complete 2 reading assignments to be incorporated into session work. Reading assignments include *Who Moved My Cheese* by Spencer Johnson, M.D. and *The Handbook for Leaders: 24 Lessons for Extraordinary Leaders* by John Zenger.


Raymond E. Burch

Chairman of Louis Allen Worldwide

Raymond E. Burch is Chairman of Louis Allen Worldwide (LAW). His consulting focus is on strategy management, executive leadership and coaching, management team development, organization survey process and consulting skills for internal staff. Ray is an accomplished facilitator and has designed and led numerous executive meetings.

In his 30 years as a consultant, Ray has had assignments for a diverse clientele from over 25 countries including business, government, military, and education. Ray is responsible for Program Leader Development. In this role, he creates training processes for each LAW product and trains instructors worldwide on these products. He is a global Master Trainer for "Extraordinary Leader"; "Extraordinary Performer", and "The Profession of Management".


Janine McDonald

President,

J9 Leading Solutions LLC

Janine McDonald is President of J9 Leading Solutions, specializing in the professional development of employees and teams to support her client's strategic goals, mission and values. As an organizational consultant she helps individuals grow as leaders, teams learn and organizations improve productivity and profit. She focuses on leadership development and employee engagement as well as other talent and change management issues.

Janine brings 18 years of corporate leadership and management experience with The Merit Companies to her clients. She served as Community Manager, District Manager, Regional Manager, Assistant Vice President of Training and Development, Vice President of Community Management and Vice President of Organizational Development.


Kurt Aguilar

Hendricks Consulting Group

As a former Manager of Training and Development for Fieldstone Communities, Inc., Kurt has outstanding experience and proven competence for leadership development. While at Fieldstone he created a multi-tiered employee development program in which all employees are receive a personalized curriculum depending on responsibilities, experience and desires. He was also an internal expert on structuring negotiations, the counselor-

sales approach, customer service, leadership development and succession planning.

Prior to working for Fieldstone Kurt served as a Survival, Evasion, Resistance and Escape (SERE) Instructor in the US Air Force. He managed and delivered training to thousands of military, federal law enforcement and government contractors in the areas of peacetime-governmental detention, terrorist-hostage detention and prisoner-of-war scenarios. Kurt also earned the coveted Air Force Master Instructor certification during his tenure.


Lori Schnaider

*Professional Development Manager,
RBF Consulting*

Lori currently serves as Professional Development Manager at RBF Consulting. Daily she lives out her passion of helping people succeed personally and professionally by assisting RBF team members in developing their careers and achieving their goals. She also administers the fully accredited University of RBF, which consists of over a hundred diverse courses. Prior to RBF, Lori worked for a community college organizing staff development and mentoring programs. She has ten years of experience in professional development, many of them in higher education developing and managing programs to meet changing organizational needs. She specializes in program development and adult learning theories and advocates integrating technology into the learning environment for better retention. Lori is a skilled facilitator and has spoken at national conferences on curriculum design.


Heather Breidenthal

*Vice President of Human Resources
Standard Pacific Homes*

Heather currently oversees all Human Resources functions for Standard Pacific Homes as Vice President of Human Resources. She has been with the company for 12 years. Her oversight responsibilities include recruiting, staffing, on-boarding, training and development, employee relations, performance management and coaching, health and welfare plan design and administration, compensation, payroll, workers compensation, compliance and employment risk management. During Heather's tenure with Standard Pacific she has helped to build and sustain a positive work environment, which was ultimately recognized by Fortune Magazine when Standard Pacific was included in Fortune's list of the "100 Best Companies to Work for" (2007, 2006).

Heather additionally serves as an advisory board member for Chapman/Brandman University's Leadership Services Extended Education arm.

All nominees must be an employee of a Building Industry Association/Orange County Chapter member company. Please be brief yet thorough in your responses. Finalists will be selected based on the material submitted.

CONTACT INFORMATION

Candidate Name _____

Member Company _____

Company Address _____

Phone _____ Email _____

EMPLOYMENT INFORMATION

Type of Business _____ Candidate Title _____

Briefly describe candidate's job responsibilities _____

List of candidate's strengths/attributes as it relates to their position _____

NOMINATING INFORMATION

Nominating Manager _____

Phone _____ Email _____

What do you hope your candidate would gain from the Presidents' Leadership Academy? _____

TUITION – If your candidate is selected tuition is \$489 which includes course materials and workshop expenses. The tuition is nonrefundable and must be paid by Friday, September 10th. BIA/OC staff will contact you with payment options once candidate is accepted.

PARTICIPATION – In order for this program to accomplish its objective, it is imperative that all selected candidates fully participate. Upon selection, each candidate will be required to sign a contract agreeing to their commitment to attend all 6 leadership workshops and participation in final project.

I am aware of the attendance requirements and offer my support:

I am aware of the attendance requirements and am able to devote the time required:

SIGNATURE OF NOMINATING MANAGER

DATE

SIGNATURE OF CANDIDATE

DATE

Nominations must be sent to Denise Kennedy, BIA/OC at dkennedy@biaoc.com or fax to (949) 553-3950 by Friday, September 3rd. Contact Denise at (949) 553-9500, ext. 116 with any questions regarding the program.