

From builders who lead to leaders who build: Creating a pipeline of leaders at every level

Your leaders must navigate increasing complexities in this dynamic era of transformation. Are they ready? We can help.



With MDA, we've put together a top-notch leadership program. It's an investment in our company that pays dividends with the best people. We get selected and re-selected for work because of the people we have, so we feel it sets us above our competition.

—Mike Hoover
CEO and Chairman of the Board, Sundt Construction

We love the energy of a construction site humming with activity—teams racing against deadlines with a winning combination of speed, safety, and applied expertise, with the thrill of visible progress at the end of each day. Beneath this organized chaos lies one of the industry's biggest challenges: attracting, retaining, and developing the workforce needed to build both projects and future leaders.

Leadership matters. With talent scarcity, shifting compliance requirements, increasing technology transformations, and rising turnover, it's no longer just about hiring for today—it's about building a sustainable leadership pipeline for tomorrow. The most successful companies are adept at tapping into new talent pools and then providing well-designed leadership programs, experiences, and pathways from front-line supervisors to senior leaders that close skill gaps and accelerate impact.

Strengthening Your Leadership Capabilities

MDA Leadership empowers organizations to achieve their full leadership potential. We have a long track record of helping construction companies build their current leadership capability and future leadership pipeline. When you align your talent with your strategic aspirations, pinpoint the right leaders to drive success, and develop leaders across levels, you create a high-performance culture that leads to exponential growth and long-term results.

We help you ensure you have the right leaders in the right roles ready to perform at the right time. From de-risking the placement of leaders to co-creating meaningful development pathways that close skill gaps faster and accelerate growth, MDA is a trusted partner in the construction industry. We are ready to help you identify the leaders you need to achieve your goals, develop leaders at all levels, and create the culture of excellence you need to win. Let's bring your leadership vision to life!



Areas of Expertise

- **Talent strategy and systems**—instill a systematic approach to your leadership
- **Talent assessment for selection and development**—ensure your organization has the talent it needs
- **Executive team development**—achieve peak performance
- **Leadership development**—develop leaders at every level
- **Inclusive leadership**—create an inclusive culture
- **Leadership coaching**—elevate leader performance or address challenging situations
- **High-potential development**—develop top performers, so they are ready when you need them
- **Early leader identification**—identify potential earlier in employees' careers
- **Succession management**—create a strong, diverse pipeline of ready successors at all leadership levels

Construction Industry Experience

MDA has served as a trusted strategic talent partner for:

Blattner Company—An industry-leading renewable energy service provider that believes in accomplishing the impossible.

McGough Construction—Named *General Contractor of the Year* for its Supplier Diversity efforts.

Mortenson—Recognized as a Top 25 builder, developer, and engineering services provider serving the commercial, institutional, and energy sectors.

Performance Contracting, Inc.—Consistently ranked among the Top 10 Specialty Contractors in the U.S.

Ryan Companies—National leader in commercial real estate services that creates spaces that bring your story to life.

Sundt Construction—Won the Associated General Contractors Grand Award twice for safety and the recipient of more AGC awards than any other contractor in the world.

Wanzek Construction—An award-winning platform company within the MasTec Clean Energy & Infrastructure Group that provides the highest quality EPC services for renewable energy.



MDA Measures Impact

Return on investment has been the perennial question in leadership development. MDA believes no organization should be left wondering about impact when developing its leaders. Our unique process and methods are designed to ensure measurable impact for both individuals and the business. For example, we designed and led the high-potential Timberline program, which brought together 50 leaders from one of the top specialty contractors in the United States. One of the program's explicit goals was to foster a “one company” mindset that would improve strategic opportunities and operational efficiencies.

Through our design and delivery, Timberline accomplished this mission and grew its leadership capabilities in the process: Within three years, 49 out of the 50 participants were promoted and three participants united to generate over \$80 million in revenue through joint venture projects. Additional MDA-led programs have yielded millions in revenue through action learning projects (rethinking preconstruction, developing regional to national strategies, and reimagining total compensation and employee benefits for traveling construction crews to increase retention rates).

Let's bring your leadership vision to life!

Leadership matters in construction now more than ever and we're here to support you. Please visit our website to learn more about our solutions, check out our resource center, and register for thought leadership webinars. In addition, we would appreciate an opportunity to learn more about your talent priorities for the year ahead.

For the construction community, we're offering complimentary consultations with our experts to help you think through your top talent challenges. We can also extend special offers for a limited time. We look forward to connecting with you soon!



MDA Leadership Consulting
225 South Sixth Street, Suite 5000
Minneapolis, MN 55402 United States
+1 (612) 332-8182

Email: info@mdaleadership.com

Web: www.mdaleadership.com

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