



CURT Women's Leadership Initiative: Empowering Women Construction Leaders

February 3-4, 2027 | Hilton Orlando Buena Vista Palace | 1900 E Buena Vista Drive | Orlando, FL 32830

Program Outcomes: This program is designed to enhance the skills of women leaders in construction. Participants leave having:

1. deepened their understanding of the difference between management and leadership and how to effectively devote time to leadership
2. honed their personal leadership brand and how to share that brand with others
3. developed a strategy for leveraging mentors and sponsors to help achieve their career aspirations
4. expanded their knowledge of how to develop and lead high-performing teams
5. broadened their understanding of how to develop and execute strategies in turbulent business environments.

At the completion of the February 3-4 kick-off, participants select the topics for the balance of the program. Past cohorts have chosen topics such as building confidence and overcoming imposter syndrome, negotiation and conflict management skills, emotional intelligence, building trust and psychological safety, and time management and prioritization.

February 3, 2027

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| 3:00-3:15 PM | Welcome and Hotel Safety
Program Overview – Dr. Gretchen Gagel |
| 3:15-3:45 PM | Introductions and Personal Learning Objectives <ul style="list-style-type: none">• <i>Learning about one another</i>• <i>Set learning intentions for the program in context of the construction industry</i> |
| 3:45-5:00 PM | Defining Leadership versus Management <ul style="list-style-type: none">• <i>Creating our shared understanding of leadership and how this differs from management in the construction industry</i>• <i>Exploring our leadership superpowers and areas for development</i> |
| 6:00-8:00 PM | Group Dinner |

February 4, 2027

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| 8:30-9:00 AM | Breakfast |
| 9:00-10:15 AM | Honing our Personal Construction Leadership Brand <ul style="list-style-type: none">• <i>Grounding our leadership brand in our values</i>• <i>Ensuring other's lived experience of our leader brand is congruent with this</i>• <i>Effectively sharing our leadership brand and values with others</i> |
| 10:15-10:30 AM | Break |

*CURT reserves the right to change sessions or speakers when conditions prevail beyond its control.

- 10:30-12:00 PM **Leading High-performing Teams in the Construction Sector**
- *Understanding what differentiates high-performing and low-performing teams*
 - *Leveraging tools for creating the trust and psychological safety critical to team performance*
 - *Exploring techniques to develop team norms and social contracts*

12:00-12:45 PM **Lunch**

- 12:45-2:15 PM **Developing and Implementing Agile Strategies Pertinent to Construction**
- *Understanding your stakeholder expectations*
 - *Engaging your team in the development of high-level strategies*
 - *Maintaining ability while executing these critical strategies*

2:15-2:30 PM **Break**

- 2:30-3:45 PM **Mentors and Sponsors**
- *Understanding the critical role of mentors and sponsors*
 - *Determining a strategy for finding and effectively utilizing mentors and sponsors to advance your career*

Selecting Future Topics

3:45-4:00 PM **Closing Remarks**

Dr. Gretchen Gagel has enjoyed a 40-year career in construction, engineering, energy, and mining, advising corporations and their construction industry partners on effective capital program delivery and strategic market growth. Gretchen is the former Chair of Brinkman Construction (US) and a member of the Risk Committee for GHD Engineering (Global), the National Academy of Construction (US), the Construction Industry Culture Taskforce (AUS), and the Associated General Contractors (AGC) of America National Diversity and Inclusion Committee.

*Gretchen is passionate about leading change in the construction industry and developing industry leaders. You can hear more from Gretchen on her Spotify podcast, "Greatness," and her book, *Building Women Leaders: A Blueprint for Women Thriving in Construction*, is available on Amazon.com. Gretchen is also the founder of *Women Thriving in Construction: A Global Institute*. Find out more at gretchengagel.com.*

Register at www.curtevents.com.

Contact Teresa Layne, Member Manager, via email at tlayne@curt.org or by phone at 513-981-2778, with any questions or for assistance with registration.