PLENARY SESSION

KICKOFF DISCUSSION

FUTURE LEADERS OF INDUSTRIAL CONSTRUCTION
Introduction to Future Leaders of Industrial Construction (FLIC)
Member Companies Realizing Value Through…

Brings together owners, engineers, contactors and labour providers to share learnings and distil them into best practices.

Networking with peers and industry experts through task groups, committees or the board to learn about implementing best practices.

A vehicle to lead industry improvements for collective progress toward a better future for our industry generally and their own organizations specifically.
Strategic Goals

• Assure sustainability of COAA
• Champion vital best practices
• Facilitate continuous improvement culture
• Champion innovative step-change
Strategic Goals

• Assure Sustainability of COAA
  • Fill key executive roles
  • Principle member retention and attraction
  • Revitalize leadership
Assure Sustainability of COAA

• **Revitalize Leadership**

  Strengthen COAA and our industry by facilitating a network of proud, passionate and progressive younger members

  • Foster relationships through shared goals of peer interaction
  • Create environment for learning and leadership development
  • Broaden industry perspectives through participation
  • Advocate for our industry and champion important initiatives
Future Leaders of Industrial Construction

• Younger members
• Contemporary perspectives
• New ideas
• Renewed energy into the organization
  • Employees of member and non-member companies and stakeholders
  • In early to mid-careers after graduation from post-secondary training or completion of apprenticeship training.
Future Leaders of Industrial Construction

*by the numbers*

- Inaugural Meeting April 9, 2019
- 10 Founding Members
- 7 Companies
- 5 Member Leadership Team
- 2 Co-Chairs Elected
  - Ashley Mathew – TC Energy (TransCanada)
  - Faisal Siddiqi – Capital Power
Millennial Myths About the Construction Industry

- Old Boy’s Club
- Minimal work life balance
- Those who shout loudest get heard
- Inscrutable
Generation X’s Myths About Millennials

- Unmotivated
- Entitled
- Technology / Screen Obsessed
- Live Life Through Memes
Vision of FLIC  
Bringing Two Worlds Together

• Lessons learned for cultural continuous improvement
  • Willingness to collaborate while respecting boundaries (ex. proprietary information)
  • Passing of knowledge from previous generation, how do we document this

• Innovative practices
• Modifying programs to better incorporate work / life balance, key to attracting new talent
  • Mental health & coping mechanisms
  • Shift schedules
Vision of FLIC - continued

• Building Social Media Presence
  • COAA
  • Industry Awareness
  • Showing Environmental Stewardship
• Mentorship programs across different Companies
• Knowledge gap, succession planning
• Diversity in the industrial construction industry
• Continuing best practices in regards to communication and interaction from Generation X
  • Encouraging good old fashioned face to face conversations!
COAA FLIC – NEEDS YOU!

• Meet us at the Conversation Station at 10:15AM or 2:30PM (Nutrition Breaks)

• Tap any FLIC Founding Member on the shoulder during the day – look for a green name tag

• Sign-up on the COAA website to receive FLIC communications and invites