

# Summary of Member Insight and Proposed Program Changes



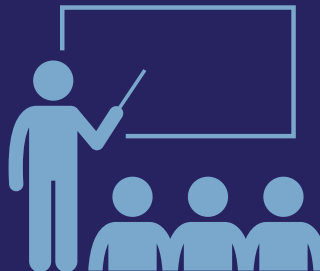
## TEAM



## PROJECT



## LESSONS



## SUPPORT



### PAST PROGRAM

- Cohort members were assigned to teams early in the program according to how they ranked interest in various topics or subjects.

- Cohort members were assigned to a project, in their teams, for the duration of the program, culminating in a presentation and published article.

- Cohort members attended four webinars at the front of the program. Some years, the program included an instructional workshop at ConcreteWorks.

- NRMCA staff member were assigned as mentors, based on topic area for the group project. The mentor provided coaching, direction, and support to the group.



### FEEDBACK SHARED

- While some members had excellent experiences on small teams, many found the format isolating, limiting networking opportunities and exposure to broader industry topics.

- Many felt the project was a disproportionately large part of the program (in some cases, the entire program) while lacking structure and yielding inconsistent value.

- Most felt leadership development and instruction were lacking from the program; the webinars were perceived as performative and lacking in value.

- While some had positive experiences, many reported a lack of support, coaching, or interest from their mentors and reported a feeling of abandonment.



### PROPOSED PROGRAM

- Cohort members rotate through different teams during the program, allowing for focused learning, while encouraging broad networking across the widest possible subject matter.

- Cohort members will work on four small projects during the program, each linked to specific lessons, while still culminating in a presentation and publication.

- The program is designed around four leadership pillars with instructional workshops on each prior to moving in to project-based groups where lessons are applied.

- NRMCA will dedicate a single staff member to manage the program. Mentoring will be reimagined, pairing each DIL with a member of the board and an aspiring CIM junior.