

HEAVY CONSTRUCTION CONTRACTORS ASSOCIATION LEADERSHIP INSTITUTE

The HCCA Leadership Institute (HLI) offers an expansive view of the construction industry through the expertise of industry leaders while promoting strong communication and speaking skills to set young professionals on a path towards success.

Each of the eight sessions will be held in seminar format. Following communication skills instruction, participants will be required to give short presentations based on assigned homework at each session. Participants will engage with construction industry leaders while traveling the HCCA Membership to experience the many facets of the industry.

Each HLI class is tasked with leading and completing an annual community service project. The HLI culminates with a brief presentation to the membership and is celebrated through a graduation ceremony.

HCCA LEADERSHIP INSTITUTE

GENERAL INFORMATION

The class is limited to 12 participants, who are both established and emerging leaders, from large and small businesses. Please see the attached schedule to ensure you can attend all sessions. Students are required to participate in the public speaking instruction and strongly encouraged to engage with industry professionals and take the offered tours. Tuition for the HLI program is \$1,500. If accepted and enrolled into the program, your organization will be obligated for the full tuition fee, payable upon receipt of invoice. Tuition covers program costs.

EXPECTATIONS

- Participants will miss no more than one program session.
- Participants will give a short speech at each session
- Participants will work as a class on an assigned community service project and will take an active role in engaging the HCCA membership to donate to the project. The community service project will require ample time outside the regular class day.

APPLICANTS MUST MEET THE FOLLOWING CRITERIA:

- Must be employed by an HCCA member firm
- Must show evidence of leadership
- Must be willing to commit the required time to the HLI program
- Must be committed to utilizing leadership skills and knowledge for the long-term benefit of the HCCA, community, industry, and the organization which employs them

CURRICULUM INCLUDES

Public Speaking &
Communication
Leadership & Management
Safety
Small Business Considerations
Risk Models
Land Development & Acquisition
Business Accounting
Political Action in our Industry
CEO Perspective
Construction Law & Ethics
Inside the HCCA Membership
Broad Industry Experience
Community Service &
Volunteering

CURRICULUM INCLUDES

Northern Virginia
Transportation Authority(NVTA)
Northern Virginia
Transportation Alliance (NVTA)
CP&P, a CMC Precast Company
Laurel Ridge Community College -
Workforce Solutions
Luck Stone Corp
Washington Gas
Traffic Safety Supplies
David Yergin-Doniger,
WG Construction
Jim Mitchell, Superior Paving Corp
Joe Pierce, Rees Broome, PC
Dylan Bishop, Esq., Wilcox Savage
Carter Whitelow, Wilcox Savage
Jon Harman, Shirley Contracting
Andrew Painter, The Land Lawyers



HCCA LEADERSHIP INSTITUTE

APPLICATION

INSTRUCTIONS

Application deadline is October 2, 2026.

Please email application to ashley@hcca.net.

HCCA will confirm receipt of all applications. If confirmation of your application is not received, please call 703-392-7410.

Save May 19, 2027 as your tentative graduation date.

Date of Submission: _____

HCCA FIRM

Title/Position: _____

Company: _____

Address: _____

Current Work Location: _____

APPLICANT

Name (as your plaque will read): _____

Preferred Name: _____

Phone: _____

Email Address: _____

Why are you applying to the HCCA Leadership Institute?

Are you interested in a lead role for the community service project?

Yes_____ No_____



HCGA LEADERSHIP INSTITUTE

APPLICATION

EMPLOYMENT

Describe your current and most recent positions.

Organization: _____

Dates Employed: _____

Title: _____

Responsibilities: _____

Organization: _____

Dates Employed: _____

Title: _____

Responsibilities: _____

EDUCATION

Include specialized training, with your organization or elsewhere (begin with most recent).

School/Institution/Training Provider: _____

Degree or Certificate: _____

Completion Date: _____

School/Institution/Training Provider: _____

Degree or Certificate: _____

Completion Date: _____

School/Institution/Training Provider: _____

Degree or Certificate: _____

Completion Date: _____



HCGA LEADERSHIP INSTITUTE

APPLICATION

What does leadership mean to you?

What experiences have shaped you as a leader?

Describe your learning preferences:

What do you hope to know, be able to do, or become as a result of completing the HLI program?

What difference will accomplishing these goals make in your professional role or personal development?

Identify two essential qualities/skills an effective leader needs to possess. Explain your answer.



HCCA LEADERSHIP INSTITUTE APPLICATION

EMPLOYER STATEMENT OF COMMITMENT

The HLI program is a significant time commitment so the support and approval of your supervisor (if applicable) is required.

As the applicant's employer/supervisor, I certify that this candidate has my full support to participate in the HCCA Leadership Institute beginning in December of 2026 and culminating in May of 2027. I am aware of the time commitment necessary and the financial obligation.

Name of Supervisor: _____

Title: _____

Signature of Supervisor: _____

Date: _____

APPLICANT STATEMENT OF COMMITMENT

The HCCA Leadership Institute (HLI) participants are required to collaborate and organize the annual community service project and to participate in the public speaking instruction provided by Lifted Up LLC. If a participant goes beyond two absences, and/or does not show active team participant, that participant may not be permitted to graduate with his/her class. Failure to comply with this attendance policy will result in forfeiture of all tuition fees paid.

I understand the above and that upon graduation I will endeavor to remain actively supportive of and involved with the HCCA.

Applicant Signature: _____

Date: _____





HCCA Leadership Institute 2026-2027

Date	Talk to Me! by Norma Thatcher	Industry Professional & Topic	Meeting Location	Tour (optional)	Schedule & Notes
Thursday 10 December	Impromptu Speaking & Mind Mapping	Jim Mitchell - Superior Paving Corp. "Personal Mission Statement"	Superior Paving Corp. 5551 Wellington Road Gainesville VA		08:00-08:15 Intro to HLI 8:15-9:45 Industry Pro (9:45-10:00 Break) 10:00-12:15 Talk to Me! 12:15-12:45 Lunch 12:45-01:45 Superior Paving Shop Tour
Thursday 7 January	Dealing with Anxiety & Nervousness	Jon Harman - Shirley Contracting "Contacts: Bid Build, Design/Build, PPP"	The Anderson Company 12150 TAC Court Manassas VA	**RSVP REQUIRED FOR TOUR** Iron Mountain Data Center 16180 Hayden Road Manassas VA	08:00-9:30 Industry Pro (Break 9:30-9:45) 9:45-12:00 Talk to Me! 12:00-12:45 Lunch & Travel to Iron Mountain 12:45-2:00 Tour Iron Mountain Data Center
Thursday 28 January	The Sound of Your Voice	Andrew Painter - The Land Lawyers "Development in Northern Virginia"	Laurel Ridge Community College 6480 College Street Warrenton VA		08:00-10:00 Talk to Me! (Break 10:00-10:15) 10:15-11:30 Industry Pro 11:30-12:00 Lunch 12:00-1:30 Industry Pro Continued 1:30-2:00 Heavy Equipment Simulators
Thursday 18 February	Prepared Presentations	David Yergin-Doniger - WG Construction "Small Business Accounting"	RES 5367 Telephone Road Warrenton VA	**RSVP REQUIRED FOR TOUR** Traffic Safety Supplies - Sign Fab 6649 Garland Drive Unit 18 Warrenton VA	08:00-9:30 Industry Pro (Break 9:30-9:45) 9:45-12:00 Talk to Me! 12:00-12:45 Lunch & Travel to TSS 12:45-1:45 Tour of Sign Fabrication Shop
Thursday 11 March	Body Language	Sree Nampoothiri & Jason Stanford "Introduction to the NVTA's" (No. Virginia Transportation Authority & No. Virginia Transportation Alliance)	Washington Gas - Pipe Town 6801 Industrial Road Springfield VA	**RSVP REQUIRED FOR TOUR**	08:00-9:00 Industry Pro (Break 9:00-9:15) 9:15-11:30 Talk to Me! 11:30-12:00 Lunch 12:00-2:00 Washington Gas Pipe Town Training
Thursday 1 April	Love your Audience and They'll Love You	N/A	HCCA 11220 Asseff Loop Suite 204 Manassas VA		08:00-10:15 Talk to Me!
Thursday 8 April	N/A	Dylan Bishop & Carter Whitelow - Wilcox Savage "Politics in the Construction Industry"	**RSVP REQUIRED FOR TOUR** CP&P Pipe Plant 10364 Design Road Ashland VA	**RSVP REQUIRED FOR TOUR** CP&P Precast Plant 11352 Virginia Precast Road Ashland VA	08:00- 09:45 Pipe Plant Tour 09:45-10:00 Travel to Precast Plant 10:00-11:45 Precast Plant Tour 11:45-1:00 Lunch with HCCA Legislative Affairs Team
Thursday 29 April	PowerPoint discussion / Students give final individual presentations	Joe Pierce - Rees Broome "Construction Law"	Luck Stone - Bull Run Quarry 27672 Gum Springs Road Chantilly Virginia		08:00-9:30 Industry Pro (Break 9:30-9:45) 9:45-12:00 Talk to Me! 12:00-12:30 Lunch 12:30-1:30 Quarry Tour
Tuesday 11 May	Rehearse Group Presentation		HCCA 11220 Asseff Loop Suite 204 Manassas VA		08:00-9:30 Talk to Me!
Wednesday 19 May	Group Presentation		Sweeney Barn 9310 Discovery Blvd Manassas, VA		3:00-4:00 Rehearsal 4:00-5:00 Cocktail Hour & Appetizers 5:00-6:00 Presentation 6:00 -7:00 Continued Networking