





**Construction Industry  
Round Table**



**2015 Fall Conference Agenda**  
**Hilton Palacio Del Rio ♦ San Antonio, TX**  
**October 26 - 28, 2015**

Monday, October 26, 2015	
6:00pm – 8:00pm	<b>DINNER RECEPTION</b> (Stetson Room in Hotel) – All members, spouses and guests are encouraged to attend our Monday night “Welcome Reception / Dinner” which will be held in the Stetson Room at the Hilton Palacio Del Rio. This evening will offer plenty of food and is intended for you to enjoy time catching up with friends.
Tuesday, October 27, 2015	
7:30am – 10:00am	<b>Board of Directors Breakfast Meeting</b> (Hacienda II)
10:30am – 11:45am	<p><b>Welcome &amp; Keynote Address</b> (Pavilion – upper level)</p> <p><b>KEYNOTE SPEAKER: MARCUS BUCKINGHAM</b></p> <p>Once you’ve broken all the rules and launched your career by writing an instant classic management book, what do you do for an encore? If you’re Marcus Buckingham, you dedicate yourself to understanding what makes world-class managers tick, bottling it, and sharing it with the world.</p> <p>Marcus first conquered the bestseller lists in 1999 with <i>First, Break All the Rules</i>. While the title may imply an iconoclastic streak, his continuing plea for managers to break with tradition has nothing to do with rebellion; instead, he argues, rules must be broken and discarded because they stifle the originality and uniqueness — the strengths — that can enable all of us to achieve our highest performance.</p> <p>His latest book, <i>StandOut</i>, has launched not just a new strengths assessment but an entire productivity platform based on a new research methodology to reveal your top two “strength Roles” — your areas of comparative advantage. <i>StandOut</i> goes beyond description to give people practical innovations that fit their strengths, and provide managers and leaders with quick insights on how to get the best from each member of their team.</p>
	 <i>Marcus Buckingham</i> <i>Keynote Speaker</i>
Noon – 1:00pm	<b>Buffet Lunch for All Members</b> (Mirador Foyer – 22 <sup>nd</sup> Floor)
12:30pm – 3:00pm	<b>GenGroup Breakout Sessions</b> (Mirador breakout rooms)
3:30pm – 5:30pm	<b>Workshop Session with Marcus Buckingham Team</b> (Pavilion – upper level)
6:30pm – 9:00pm	<p><b>Reception &amp; Dinner</b> (Stetson Room in hotel) <i>(all guests / spouses are welcome)</i></p> <p>Dinner Speaker: <b>Michael F. Steger, Ph.D.</b>, Associate Professor Counseling Psychology &amp; Applied Social and Health Psychology Director, Laboratory for the Study of Meaning and Quality of Life - Colorado State University</p> <p><b>Meaningful Work As Culture Builders.</b> In good companies, people give their time, energy, and care to their work. In the best companies, people find a sense of meaning—both personal and shared—in building something that has enduring and positive impact. This talk will explain how truly meaningful work nourishes us at home as well as the worksite, as it strengthens our ability to lead rich, constructive lives.</p>
	 <i>Michael F. Steger, Ph.D.</i> <i>Dinner Speaker</i>
Wednesday, October 28, 2015 events on next page	

**Wednesday, October 28, 2015**

7:00am – 9:00am	<b>CIRT Networking Breakfast &amp; Business Meeting</b> (LaVista – 22 <sup>nd</sup> Floor)
8:00am – 9:30am	<b>Spouse Breakfast</b> (El Mirador A – 22 <sup>nd</sup> Floor)

9:30am - Noon

**BEYOND THE NUMBERS: DRIVING BREAKTHROUGH PERFORMANCE WITH CULTURE CHANGE**

(LaVista – 22<sup>nd</sup> Floor)

**Workshop Leaders:** **JAY GREENSPAN**, Founder & Chairman of JMJ Associates; and **GREG SAVAGE**, Managing Consultant, JMJ Associates

C-Suite driven culture change is not new to anyone at the executive level, but being adept at using it as a powerful tool for breakthrough performance is elusive for many. In the absence of that competency, leaders press for results through systems changes and an attempt at managing behavior – putting an overwhelming focus on driving for better numbers. This approach can be grueling and often comes up short. In this session we are going to use the example of safety performance to illustrate how safety can be significantly improved by finding the areas of leverage and focusing on them. The example of safety we will use in the session is relevant on its own, but will serve as a placeholder for any area of performance in your company needing a significant improvement. That will be the larger message of this session.

While most leaders in the construction industry have been working very hard for many years to get the incident numbers lower year on year and have seen a decrease, few are satisfied with how seemingly difficult it is to achieve and sustain dramatic improvement. In the last ten years, there has been a huge increase in the investment in safety and though it has resulted in better performance it is not commensurate with the time, energy and money invested in this area of the business. The question then is: “What is missing? Why do we not see a dramatic and sustained breakthrough in safety given how committed we are and how hard we are working on it?”

In a working session, the objectives are to open new thinking for the industry leaders of CIRT around this core and profound commitment to safety that provides fresh pathways for effective and leveraged action. It is to answer the questions of what is missing and what it will take to realize a breakthrough in safety performance.

The format will include presentations on what is the new thinking in the industry and how to apply it, work at the tables with others who share this unique position and accountability for ensuring that people go home safely and well each day and individual analysis of each company’s safety performance looking for the blind spots and where the leveraged actions reside.

Each executive will be enabled to assess their own company’s safety performance in a way that gives them immediate insights and openings for taking effective action in areas they may not have seen before.

Finally, the intent is that each person leave this session inspired and renewed in their own personal relationship to safety and leadership of it for their company.



*Jay Greenspan*



*Greg Savage*

Noon	<b>Meeting Concludes</b>
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**CIRT Conference & Hotel Information on next page**

## CIRT Conference & Hotel Information

**Registration Fees** – There are no registrations fees associated with the CIRT conferences. Members and guests are responsible for their travel and hotel expenses. The CIRT Fall Conference is exclusively for members and invited guests.

**Hotel Reservations** – Please be sure to secure your room at the **Hilton Palacio del Rio** no later than September 24, 2015. I encourage you to make your reservation sooner rather than later as you can always cancel if needed as we get closer to the meeting dates. For your convenience, we have set-up a [CIRT Fall Conference](#) personalized group web page where you can make your reservations. If the above link does not work, please copy and paste the following URL into your browser: [http://www.hilton.com/en/hi/groups/personalized/S/SATPDHF-CIRT-20151023/index.jhtml?WT.mc\\_id=POG](http://www.hilton.com/en/hi/groups/personalized/S/SATPDHF-CIRT-20151023/index.jhtml?WT.mc_id=POG)

**\*\*CIRT Special Room Rates:**

1 KING BED RIVERVIEW	rates from 239.00 USD/Night
2 DOUBLE BEDS	rates from 189.00 USD/Night
1 KING BED	rates from 189.00 USD/Night
2 DOUBLE BEDS RIVERVIEW	rates from 239.00 USD/Night

\*\* Rooms will be assigned by the Hilton on a first-come / first-serve basis. Once our block is full, the group rate does not apply. Rates are net and exclusive of 16.75% occupancy tax. The group room rate will apply three (3) days prior and three (3) days after the convention dates based upon room availability at the time of the request. **If you need to cancel your reservation, please do so three (3) days prior to arrival to avoid cancellation penalties.**

**Spouse Information** – Spouses are welcome and encouraged to attend the CIRT meetings. We have a Museum Tour & Lunch planned for 10/27; and there is a Spouse Breakfast on 10/28 from 8:00am – 9:30am. For more information on the optional spouse activities, please contact Jane Bonvillain.

**Attire** – Attire for the fall conference business events is business casual. Attire for the Tuesday evening reception / dinner is dressy casual for both men and women.

**Travel** – The **Hilton Palacio Del Rio** is located at 200 South Alamo Street, San Antonio, Texas, 78205; Ph: 210-222-1400; Distance from San Antonio International Airport is 8 mi. Airport transp: Super Shuttle - \$14.00 pp; Alamo City Taxi -\$22.00.

**Badge Pick-Up** – Anyone attending the Welcome Dinner Reception on Mon, 10/26 may pick up their name badge at that time. Name badges also may be picked-up on Tues., 10/27 beginning at 9:00am in the Pavilion (*located across the street from the Hotel*).

For questions, please contact Jane Bonvillain at 202-466-6777; or 843-609-9125; Email: [jane@cirt.org](mailto:jane@cirt.org)



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