



EMPOWERED

Empowering Women in Construction to lead

Leader Program

Participant

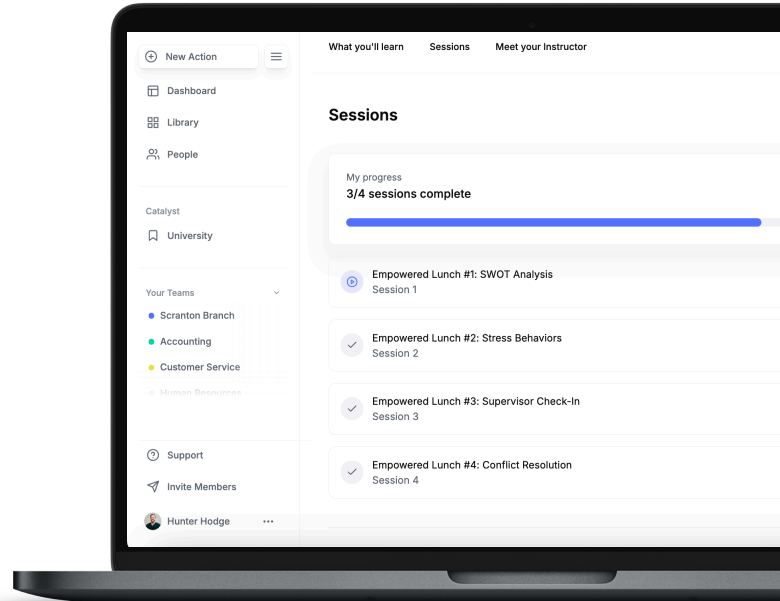
ABOUT THE PROGRAM

The Empowered Program is a transformational leadership journey designed specifically for women in construction.

Through interactive workshops, peer collaboration, and personal reflection, participants grow in confidence, clarity, and competence—developing practical strategies to overcome industry barriers and lead with authenticity.

The result? Women who communicate with confidence, navigate challenges with resilience, and design meaningful, sustainable career paths in construction.

- Equips women to step into leadership with confidence
- Helps overcome imposter syndrome and limiting beliefs
- Builds influence through authentic communication
- Strengthens skills in conflict, negotiation, and change
- Creates clear career paths with mentorship and sponsorship



EMPOWERED PROGRAM



Applied Leadership Workshops

Build self-awareness, develop your leadership voice, strengthen conflict and negotiation skills, lead through change, and design your career path.



Core Group Calls

Work with peers to process learning, share experiences, and gain feedback in a trusted space.



Peer Processing Lunches

Connect with peers in more relational settings to go deeper and continue applying key insights and tools to practical, on-the-job situations.



Networking & Social Events

Build lasting relationships across roles and organizations as you meet fellow leaders in the industry.



Online Platform & Resources (on GiANT OS)

Access resources, exercise, and key materials throughout your journey along with access to additional (optional) on-demand training.

THE JOURNEY



WORKSHOP #1: Self-Awareness - Know how your leadership affects others.

Direct Your Leadership Mindset



WORKSHOP #2: Imposter Syndrome - Lead with confidence instead of hesitation.

Direct Your Leadership Mindset



WORKSHOP #3: Discover Your Voice -

Communicate effectively across personalities

Discover Your Leadership Voice



WORKSHOP #4: Conflict Resolution & Negotiation -

Handle difficult conversations with confidence

Develop Your Leadership Competence



WORKSHOP #5: Change & Change Management -

Lead people through uncertainty

Develop Your Leadership Competence



WORKSHOP #6: Career Advancement - Create a

practical leadership growth plan

Design Your Leadership Path



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TESTIMONIALS: ★★★★★

"This community of women has influenced my growth and provided so much confidence in my abilities to lead an effective team. Through this program I have realized I am not alone. We all face issues as women in the construction industry, but it's been empowering to see how we are breaking barriers and together we can make construction more effective and more efficient."

—**Felicia McAninch, Manager Facilities Project Execution, Sandi Labs - Empowered Participant**

My company decided to invest in Empowered because there was a noticeable shift in demographics. We started to see more and more women coming into the construction industry. We're focused on leadership development and investing in our people and growing their skill sets and self awareness so this is a great opportunity to invest in our people. One of the things that is standing out to me is the relationships that our folks are building with one another. We have different ladies participating from different divisions within our company. The way they're interacting, the relationships they're building, and the stories they're telling coming back from those sessions is what's readily apparent.

—**Jeremiah Hayes, Vice President, Jaynes Corporation**

Empowered is an initiative that is rooted in purpose, guided in partnership, and driven by impact. What stands out about this program's approach to leadership development and what makes it unique is it's core purpose: to empower others to find their voice and to use their voice.

—**Kelly Roepke, CEO, Associated General Contractors of New Mexico**

The program is a journey of understanding yourself so you can grow. It's provided me with the tools and understanding to be a better leader, a better employee, a better family member, and all around a better person.

—**Melissa Eavenson, Office Support Manager/Safety Coordinator, Bradbury Stamm Construction - Empowered Participant**

WHY EMPLOYERS INVEST

Companies choose Empowered to:

- ✓ Strengthen their leadership pipeline
- ✓ Increase retention of high-potential employees
- ✓ Improve communication across teams
- ✓ Prepare future project leaders
- ✓ Invest in women already demonstrating leadership potential
- ✓ Complement existing leadership development efforts

IDEAL PARTICIPANT

Empowered is designed for women who:

- Supervise others or are preparing to
- Influence teams regardless of title
- Demonstrate leadership potential
- Want greater confidence and influence
- Are ready for increased responsibility

WATCH:

Empowered Video

