

# INDIANA

## CONSTRUCTORS

### LEADERSHIP INSTITUTE >>>>

#### What is Indiana Constructors Leadership Institute?

Indiana Constructors Leadership Institute (ICLI) is a program created for the next generation leaders of the heavy, highway and utility construction industry. This program is available as a membership service for ICI member companies. ICLI provides members the opportunity to engage individuals within their organization that exhibit the potential to become next generation leaders, specifically executive level leadership, with other likeminded individuals. This program will expose these participants to industry knowledge from technical skills to soft skills.

- ICLI consists of 9 courses:
  - Classes begin in January 2026, end in October 2026.
  - Class in January will be a two-day retreat as a kick-off to ICLI.
  - Classes in February through October will be one full day; no class in June.
- Curriculum and class locations will be shared with those accepted to ICLI.
- ICLI Graduates will be recognized during the ICI annual meeting in December 2026.

#### Program Guidelines:

- **MANDATORY to be included on the 2026 roster. Must attend retreat Jan. 22-23, 2026.**
- Must be employed by a current ICI member company.
- Nominated by employer.
- Supported and approved by senior management of employer.
- On track to become next generation, executive level leadership within their organization.
- Participants must attend every class to graduate.
- Participants must attend at least one ICI Board of Directors Meeting.
- Participants must attend ICI Membership Meeting.

#### Submit application:

##### *By mail:*

Indiana Constructors, Inc.  
c/o Indiana Constructors Leadership Institute  
One N. Capitol Ave., Suite 1000  
Indianapolis, IN 46204

##### *By email:*

Send application to Eric Fisher at [efisher@indianaconstructors.org](mailto:efisher@indianaconstructors.org).

**IMPORTANT:** ICLI placement is highly regarded by ICI members. Therefore, it is advisable to ensure your application includes comprehensive, thoughtful responses to the prompts. Your responses are limited to 800 characters (equivalent of a full paragraph), so please plan accordingly.

**Application Deadline:**

October 24, 2025, no later than 5:00 PM EDT for the class of 2026 (January 2026 – October 2026). Only completed applications will be accepted. Applications submitted after deadline will **NOT** be accepted.

**Application Status:**

Upon receiving completed and signed applications before or on deadline, the ICLI committee will meet to decide on placement for the 12 spots available. All applicants will receive an email stating he/she has been accepted or not accepted into ICLI. The email will also provide additional information going forward for those accepted.

**Program Fees**

\$500.00 per participant. Fee includes programming, materials, and food/beverage.

*\*\*Participants will be asked to pay for one hotel room night stay for January Kick-off Retreat*

*\*\*Participants may be required to travel for more than one class. ICI is not responsible for travel expenses; participants are.*

**Program Content:**

- Association and Legislation
- Communication
- Community Service
- Negotiation
- Finance
- INDOT
- Labor Relations
- Leadership
- Self-Promotion
- Workforce Development
- Work Zone Safety

*\*\*Note: Content above is not listed in the order classes will be taught.*

## Indiana Constructors Leadership Institute Application

*Sections 1-3 are to be completed by the nominee. Sections 4-5 are to be completed by the nominator. All sections must be completed with signatures from both nominee and nominator for the application to be processed. The application will not be processed if any information is omitted.*

### Section 1: Personal Information

*Please provide ICI with the following information.*

Have you previously applied to ICI? \_\_\_\_\_ **Yes**      \_\_\_\_\_ **No**

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**Last Name**

**First Name**

**M.I.**

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**Email**

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**Cell Phone Number**

**Age**

**Gender**

**Food allergies and/or Dietary Restrictions:** \_\_\_\_\_

#### Race

Please select those that apply:

Asian

Black/African American

Caucasian

Hispanic/Latino

Pacific Islander

Native American

Other: \_\_\_\_\_

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**Employer**

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**Employer Address, City, State, Zip**

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**Current Title/Position**

**Employer Phone Number**

How long have you been employed with your current employer?

Have you held any other positions with your current employer other than your current position?  
If yes, please provide what those positions were and how long you held those positions.

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## **Section 2: Goals**

*Please provide ICI with answers to the following questions.*

*Note: Applicant may include additional content in the application with an additional attachment.*

What are your career goals?

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Why are you a good candidate for Indiana Constructors Leadership Institute?

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What do you hope to gain from participating in Indiana Constructors Leadership Institute?

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### Section 3: Conditions of Application

*Please read the following information thoroughly, then sign as agreement of the application statement. By signing your name to this application, you are acknowledging that you have read, understood, and accept the following conditions. Your application will not be processed without your signature.*

I am committed to attending each class and understand that I may be dismissed for absence issues. I am aware that the class locations given ahead of time are subject to change, however ICLI will provide any information that changes via email. If my contact information changes at any given time during ICLI, I understand that I am responsible for informing ICLI of these changes in a timely manner. I understand that ICLI is for educational purposes only and graduation of program does not constitute any licensing and/or certification. I understand that this application will not be processed without my signature.

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Signature

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Printed Name

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Date

#### Section 4: Nomination

*Please provide ICL with answers to the following questions.*

The primary goal of Indiana Constructors Leadership Institute is to provide education and resources that will allow your next generation team leaders to take their leadership to the next level. Please explain how you feel your nominee exhibits leadership qualities within your organization now, and what your leadership goals for this nominee are for the future.

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#### Section 5: Conditions of Nomination

*Please read the following information thoroughly, then sign as agreement of the application statement. By signing your name to this application, you are acknowledging that you have read, understood, and accept the following conditions. Your nominee's application will not be processed without your signature.*

I am committed to allowing the nominee to attend each class and understand that they may be dismissed for absence issues. If my contact information changes at any given time during ICL, I understand that I am responsible for informing ICL of these changes in a timely manner. I understand that ICL is for educational purposes only and graduation of program does not constitute any licensing and/or certification. I understand that this application will not be processed without my signature and the nominee's signature.

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Signature

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Printed Name

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Date

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Current Title/Position

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Email