

MCA Texas 2023 Conference Education and Entertainment Programs

The Confidence to Get Knocked Down & The Resilience to Get Back Up

Sara Ross

"What would you do if you could not fail?" This is a good, thought-provoking question, but unfortunately, it is inherently flawed. If you are going to take on bold goals, get outside of your comfort zone, try new things, and build new skills - it will be hard and you will fail along the way.

Instead, "What would you do if you knew that even if you failed, you'd be okay?" This is what it means to have the confidence to get knocked down and the resilience to get back up; stronger, faster, and healthier each time.

While researching for her upcoming book, "Dear Work, Something Has To Change" Sara Ross found that in a time of record-setting stress, uncertainty, and change, those most successful didn't fail less often. Instead, they learned better. It's the connection between confidence and resilience that frees people to consistently stretch their potential to innovate, adapt, and thrive – even in the most stressful times.

Too many people miss out on opportunities in work and life because they lack the confidence to try. It might be taking on a new role, adjusting to changing client expectations and competitive market landscapes, or simply seeking feedback. All because they fear that they aren't equipped to handle the obstacles that come with each. In this session, Sara will change that by taking the audience through a practical four-step method to strengthen their confidence - resilience loop by:

1. Explaining the brain science of emotions under stress and sharing a strategy to address the three thieves of confidence: perfection, comparison, and the fear of judgment.
2. Addressing common misconceptions about what confidence and resilience are and how each is built and maintained.
3. Identifying where mindset shifts will help change the narrative of the story people tell themselves when it's keeping them stuck, scared, discouraged, and overwhelmed.
4. Building a "resilience resume" to highlight strengths and experiences to draw from when faced with obstacles and channel both into positive, momentum-creating action.

Sara Ross is a Speaker and the Chief Vitality Officer at BrainAMPED, a research and strategy firm dedicated to redefining how we succeed at work and thrive in life by sharing brain-based, vitality-enhancing strategies to create healthier, happier, high performing leaders and workplaces. Sara is a contributor at Thrive Global and her work is earning her a reputation as a fresh and thought -provoking voice in the discussions of leadership, work-life balance, emotional intelligence and organizational health.

Before founding her company, Sara spent a decade with the Institute for Health and Human Potential, formerly serving as their Vice President and Global Head of Leadership Innovation. Balancing relevance and practicality with a contagious energy, Sara integrates cutting-edge science with real-life stories of success and failures. Her approach is guaranteed to challenge the status quo, provide new insights and inspiration, and most importantly, leave audiences with a blueprint of actionable strategies. Sara has a Master of Science (MSc.) Graduate Degree.



Building Mental Wellness - Defining the Problem / Return on Investment

Teresa Magnus & Kathryn Ely

- Construction workers are SIX times more likely to die by suicide than workplace accidents.
- The suicide rate of Construction Managers is double the average.
- 33% of construction industry workers suffer from anxiety, depression, and unmanageable stress.
- Industry workers experience high rates of divorce, alcohol and drug abuse, and poor physical health.
- Studies in Canada project poor mental health to cost the economy \$2.5T by 2041.

Impacts of Ill-Mental Health

Absenteeism	Reduced Productivity	Employee Turnover	Conflict and Incident Costs
Presenteeism	Increased LTD & STD Claims	Toxic Environments	Management Costs

ROI on the Implementation of a Mental Wellness Program

- The average ROI is 230-410% with the construction industry achieving higher results.
- Public companies with wellness programs outperform the S&P 500 Index 235% to 159%
- Increased alignment with shareholder ESG priorities, especially the Social metric requirements.
- Better talent recruitment and retention.

Road Map to Building Mental Wellness in Your Organization:

- Assess the Psychological Safety of your "Workplaces" based on 12 well-defined factors.
- Conduct a Hazard Analysis of the risk factors that cannot be eliminated in your "Workplaces"
- Design a Wellness Program addressing both a corporate level initiative and individual support.
 - Adopt practices for each Psychological Safety Factor to improve corporate performance and implement risk mitigation strategies for those hazards that cannot be eliminated.
 - Provide tools to your workforce designed to increase resilience, ability to cope with stress, and alignment with personal values, while also improving the feeling of control over their lives.
- Create a Communication Plan and Identify the Internal Champions.
- Develop appropriate measures - Key Performance Indicators.



Teresa Magnus is the Principal consultant of Magnus & Company, a construction and management advisory firm committed to improving the industry's experience by challenging conventional business models through unique thinking, creative solutions, and intelligent execution. Over the past 25 years, Teresa's work experience has focused on planning and managing major construction programs, workforce and labor strategy, business growth and expansion, contract strategy, administration, prevention, and complex claims resolution. Teresa has held previous roles for the Southern Company, served as CEO of Vulcan Industrial Contractors, and worked as a dispute resolution consultant with Price Waterhouse and Arthur Andersen. Teresa earned a Bachelor of Science in accountancy from Miami University in Oxford, Ohio, and is a CPA licensed in Ohio. She holds a Juris Doctor from the Samford University Cumberland School of Law and is admitted to the Georgia Bar.

Kathryn Ely is a licensed counselor and Mental Health and Wellness consultant, with her own practice, Empower Counseling LLC, in Birmingham, Alabama. After spending most of her life limited by anxiety and perfectionism, Kathryn searched out the most proven methods for treating both disorders. By combining the research of others with consistently tracking the results of her own clients, Kathryn has created a highly effective and efficient process of helping clients who not only suffer from anxiety and depression, but who also feel lost, looking for purpose, or are simply unsatisfied with their lives. She earned a master's degree in Clinical Mental Health from the University of Alabama at Birmingham, a Juris Doctor from the University of Alabama School of Law, and a bachelor's degree in Political Science with a minor in Psychology from Birmingham Southern College. During law school, Kathryn was named to the Law and Psychology Review.



Show Me the Money (Supply)

Anirban Basu

Soft landing? Something harder? Whither inflation? This presentation will supply in-depth analysis of the major factors shaping economic outcomes, including central bank policymaking, worker attitudes, business confidence, and geopolitics. It will then turn toward a forecast for the year to come, highlighting the major risks that economic stakeholders will likely encounter.



Anirban Basu is Chairman & CEO of Sage Policy Group, Inc., an economic and policy consulting firm headquartered in Baltimore, Maryland with an office in Orlando, Florida. The firm provides strategic analytical services to energy suppliers, law firms, medical systems, government agencies, and real estate developers among others.

In 2014, Maryland Governor Larry Hogan appointed him Chair of the Maryland Economic Development Commission (2014-2021). He serves as Chairman of the Baltimore County Economic Advisory Committee. He also serves the chief economist function for the Sheet Metal and Air Conditioning Contractors Association, Associated Builders and Contractors, the Construction Financial Management Association, the Modular Building Institute, the Maryland Bankers Association, and several others.

He has taught at several universities, most frequently at the Johns Hopkins University. He currently teaches History of Economic Thought at Goucher College as their Distinguished Economist in Residence.

In 2007, 2016, and 2022, the Daily Record newspaper selected Dr. Basu as one of Maryland's 50 most influential people. The Baltimore Business Journal named him one of the region's 20 most powerful business leaders in 2010.

Dr. Basu is currently on the boards of the University of Maryland School of Law, St. Mary's College, the University of Maryland Medical Center, the University System of Maryland Foundation, the Lyric Opera House and the Archdiocese of Baltimore School System. He is also on Truist Bank's advisory board.

Dr. Basu earned his B.S. in Foreign Service at Georgetown University. He earned his Master's in Public Policy from Harvard University's John F. Kennedy School of Government, and his Master's in Economics from the University of Maryland, College Park. He acquired his Juris Doctor at the University of Maryland School of Law. He completed his doctoral work at UMBC with a concentration in health economics.

Project/Service Managers Education Series for 2023

Blake Wentz, PhD, CPC, LEED,AP

Legal Aspects of Managing the Communication Trail (2 hours)

Construction contracts have specific requirements for different levels of communication and contractors are liable to honor these obligations. This session will review some of the common requirements as well as strategies on when to use verbal vs. written communication. Other topics such as electronically stored information (ESI) and developing systems to increase productivity while lowering liability for communication will be discussed.

Negotiation Strategies (2 hours)

There is a saying in business: You don't get what you deserve, you get what you negotiate. This session will examine the cultural aspects of negotiation and strategies to be successful in construction negotiations. The use of role-play scenarios will help illustrate these strategies.

Dr. Wentz has a bachelor's degree in finance and a master's degree in engineering from the University of Nebraska, and a PhD from Indiana State University. He owned and operated his family's mechanical contracting business, Wentz Plumbing and Heating, in Lincoln, NE for five years before becoming a college professor, completing various projects throughout Nebraska, Iowa and Kansas.

He was a professor at the Milwaukee School of Engineering (MSOE) for 15 years, serving as the Director of the Construction Management Program for 5 years and was also the Chair of the Civil, Architectural Engineering & Construction Management Department from 2014-2020. He also served as the Owner's Representative for MSOE on multiple projects. Dr. Wentz then became of the Dean of the College of Engineering, Computer Science & Construction Management at California State University, Chico, serving in that role until 2023. Beginning on July 1, 2023, he will serve as the Head of the School of Construction Management Technology at Purdue University.

Dr. Wentz was the faculty advisor for the Mechanical Contractors Association of America (MCAA) Student Chapter at MSOE, whose competition teams have qualified for the National Finals nine times, winning the National Title in 2011, 2013 and 2019. He was named National Educator of the Year for the MCAA in 2011, 2012, 2015 and 2018. Dr. Wentz currently serves as the President of the Associated Schools of Construction, an international organization of over 160 universities across the world that focus on the advancement of construction education. He is also involved in consulting activities and has been an expert witness for construction legal disputes and is a co-author of a textbook titled "Construction Law for Design Professionals, Construction Managers and Contractors."

In his spare time Dr. Wentz is an avid tennis player, he was a member of the varsity tennis team at the University of Nebraska from 1995-1999. He is also a car enthusiast who not only enjoys working on cars but track racing cars as well.



MCA Texas Golf Tournament

Our location for the 2023 Tournament is The Hill Country Golf Club, at the Hyatt Regency Hill Country Resort & Spa, San Antonio, TX

We'll begin the Tournament with a shotgun start at 8:00 am.

Your entry fee will include Transportation, Breakfast, all on course Food & Beverages and all Golf Course Fees. We will award prizes in the form of Gift Cards to each of the First, Second and Third place teams, and to the Closest-to-the-Pin, Longest Drive and Straightest Drive winners. There will be a limit of one award per participant.



2023 Annual Meeting Featured Entertainer Kevin Fowler



Texas Song writer and singer Kevin Fowler and his band will help us close out the 2023 Summer Conference in style! We'll have seating and a dance floor for those of you looking for the party.

This party is for registered guests of the MCA Texas Summer Conference and wrist bands will be required for entry.

Kevin Fowler has found a way to live the dream - by earning it. It's never been an easy or short road, but it's a path he wouldn't trade and has positioned him as one of the most consistent artists, in any genre, of the last two decades.

His musical journey began playing in rock bands before finding his footing as a solo act in the early 2000s in his home state of Texas, where he burst onto the scene with the celebrated album "Beer, Bait and Ammo" - a mainstay for fans to this day. And while his songs have been covered by Country Music mainstays such as George Jones, Mark Chesnutt, Montgomery Gentry, Sammy Kershaw and others - Kevin's versions of these songs are feel good classics that rival the most well-known and memorable songs of any of his contemporaries. Fowler has released eight additional albums following "Beer, Bait and Ammo", including his most recent efforts - "Coming To A Honkytonk Near You" and "Barstool Stories."

