



THE BONADIO GROUP
CPAs, Consultants & More
6 Wembley Court
Albany, NY 12205

2012 Construction Summit West

Back by popular demand
– Charles Vander Kooi
with his new program
“People Management”

Bonus Presentation – Current Surety Environment Overview by Harry Wolf



A Blueprint for Your Success

March 22, 2012 | Salvatore's Italian Gardens | 6461 Transit Rd, Depew, NY
7:15 a.m. to 12:30 p.m. | 7:15 a.m. Breakfast Buffet & Registration | 8:15 a.m. – 12:30 p.m. Program

A Blueprint for Your Success

Running a construction company is always challenging and most certainly over the last couple of years. And, by all indications, 2012 will be as well. To help you meet those challenges head on, this year's Summit will start with an overview of the current surety environment presented by Harry Wolf, Assistant Manager at Liberty Mutual Surety.

And back by popular demand is our featured presenter, Charles VanderKooi, who will speak on one of the top concerns of contractors today – People Management. It takes a certain type of person to be able to motivate and effectively manage a construction crew. In this program, Charles will talk about:

- ▶ Motivating Employees: Learn how to keep a crew motivated
- ▶ Bonus Systems (good, bad & ugly): How to develop a system that recognizes an employee's contribution to the company
- ▶ Egg Sucking Dogs: Recognizing employees with bad attitudes and how to deal with them
- ▶ 4 Personalities that Exist in a Business: the Idea Person, the Happening Person, the Managing Person, and the Maintenance Person
- ▶ Other topics that are vital to effectively running a successful construction company

Register early as seating is limited! The 2012 Construction Summit West is designed for contractors and construction firm owners, senior management and other key staff.

2 ways to register

Online: <http://ow.ly/80ao4>

By phone: Call Kelly Catanzaro 716.580.1602

Continuing Professional Education: 4.0 hours of CPE is being offered to CPAs

Prerequisites: None | Area of Study: Advisory Services | NYS CPE Sponsor #000090

All registration fees will be donated to Habitat for Humanity Buffalo.

Registrations will be accepted through March 16, 2012



Meet Your Presenters

Featured Presenter:

**Charles Vander Kooi, Owner
Vander Kooi & Associates**



Charles Vander Kooi wrote his first seminar over 30 years ago while on a plane to his very first speaking engagement. An instant success in front of an audience, he made an impact on people when he coupled his true-life experiences as a professional estimator and contractor with stand-up comedy and a little fire and brimstone. Charles has presented over 2,000 seminars around the world.

Introductory Speaker:

**Harry Wolf, Assistant Manager
Liberty Mutual Surety**



Harry is assistant manager for contract surety in Syracuse for Liberty Mutual Surety with 36 years of experience in handling contract surety. Starting in the home office of Seaboard Surety in 1975, he has spent his career working in New York City, Columbus, Ohio, Syracuse and Rochester, NY. He has worked in upstate New York since 1981.

2012 Construction Summit West made possible by:



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