



**CAREER
DEVELOPMENT**
C A T A L O G

NABHOLZ
UNIVERSITY

Reinvest your profits in people and training at all levels of the organization.

Construction is a people business, and the contractors with the best people always survive.

BOB NABHOLZ
Founder

“Growing our people” is not only a part of our purpose statement, it’s something we continuously strive to achieve by offering our employees the tools needed to build their career.

This catalog contains information about the resources available to Nabholz employees.

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GETTING STARTED

Onboarding Website

New to Nabholz? Check out our onboarding website for information on safety, Nabholz’ culture, employee benefits, and more.

<https://onboarding.nabholz.com/resource/were-glad-youre-here/>

My Career Hub

My Career Hub is your portal to training and development resources. The links and QR codes in this catalog will take you to specific pages within My Career Hub. From there you can register, apply, and see the latest information. Use the guide below (which include videos) to help you navigate My Career Hub.

USER GUIDE

<https://nabholz.brainier.com/#/object/1264>

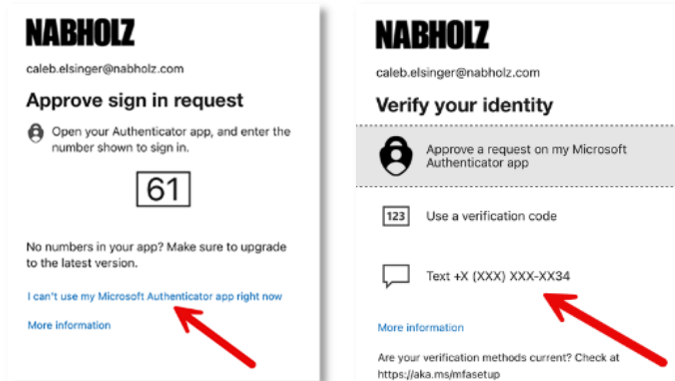


To Login from a Nabholz device:

1. Open Nabholz SharePoint Page.
2. Select “My Career Hub” in the quick links section on the right.

To Login from a Personal device:

1. Click Link to open My Career Hub - <http://Nabholz.brainier.com>
2. Enter your username. This will be your Nabholz email address.
3. Enter your password. (Same password you use to login to your Nabholz email)
4. Verify your identity using the authenticator app.
5. If not able to use the authenticator app, see pictures below.



GETTING STARTED

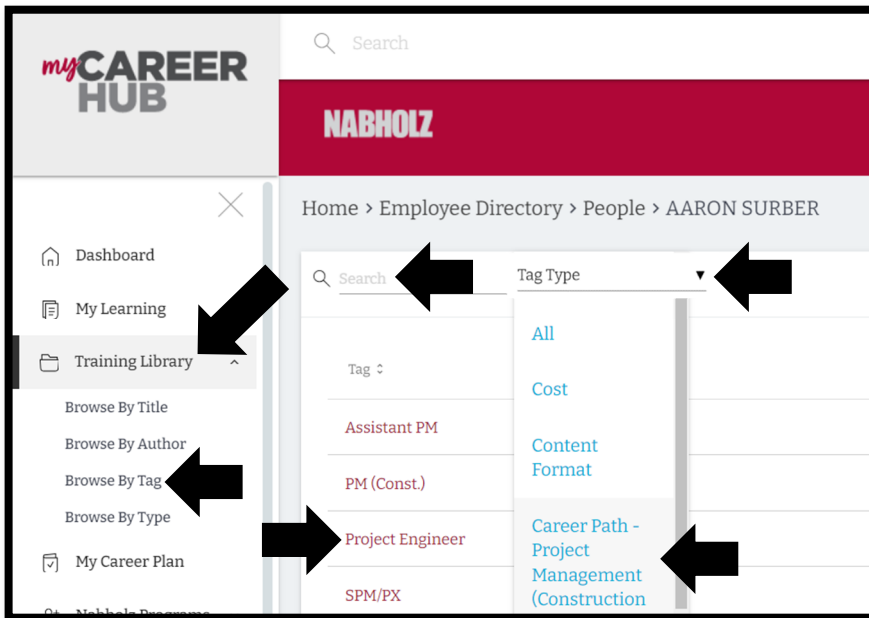
Career Path Tags

Use the career path tags to easily find training that will help you in your current role or to prepare for the next step in your career! Over 300 items (videos, courses, certifications, programs, etc.) have been tagged to one of the roles in each of the three major career paths in the Construction Specialty Group.

Career Path	Tag	Learning Items
Project Management	Project Engineer	116
	Assistant PM	41
	PM (Const.)	58
	SPM/PX	5
Field Supervision	Field Engineer	109
	Assistant Superintendent	26
	Superintendent	62
Preconstruction	Estimator	87
	Precon Specialist	70
	Sr. Precon Specialist	6

How to use:

1. Open My Career Hub.
2. Click “Training Library” then select “Browse by Tag”
3. Click “Tag Type” to find a career path or search for a specific role.
4. Click on the tag. For example, “Project Engineer”



TRAINING CONTENT

My Career Hub includes content developed by Nabholz and purchased from 3rd party providers. Many topics are covered, from leadership and communication to teamwork and emotional intelligence. Examples listed below are highlights from the hundreds of courses available.

We Are Nabholz

Nabholz History Timeline by David Nabholz

- 40 Minutes
- Highlights major events in the history of Nabholz since our founding in 1949. Includes a focus on our purpose, values, and guiding principles.
- <https://nabholz.brainer.com/#/object/1391>

Operational Structure and Improvement Groups

- 25 Minutes
- Brief overview of the Nabholz leadership structure, our geographical footprint, and the purpose of our improvement groups
- <https://nabholz.brainer.com/#/object/755>

View all We Are Nabholz training - <https://nabholz.brainer.com/#/browse/tags/68>

Leadership

LEAD NOW! By Stewart Leadership

- 2 hours, 50 minutes
- This course is designed to help you learn what successful leadership looks like, what your personal leadership strengths are, and how to develop your areas of opportunity.
- <https://nabholz.brainer.com/#/object/54>

Make Mentoring Count by Propositions

- 2 hours, 8 minutes
- Filled with rich content and short video segments, this program is designed to build the critical mentoring and coaching skills your leaders need to engage and motivate employees.
- <https://nabholz.brainer.com/#/object/55>

View all Leadership training - <https://nabholz.brainer.com/#/browse/tags/40>



USE THE SEARCH BAR AND TAGS TO FIND MORE SUBJECTS YOU ARE INTERESTED IN LEARNING.

TRAINING CONTENT

Teamwork

The 5 Dysfunctions of a Team by Patrick Lencioni

- 10 Minutes
- This video book summary outlines five aspects of a team that will lead to disorder and provides five solutions to these problems. The dysfunctions include: Selfishness, No peer-to-peer accountability, Lack of commitment, Fear of conflict, and Absence of trust.
- <https://nabholz.brainer.com/#/object/430>

Team Dynamics by WORKFORGE

- 3 hours, 41 minutes
- Leaders have a tremendous impact on a group's success in reaching its goals. In this course, you'll discover what leadership is, as well as the traits of successful leaders.
- <https://nabholz.brainer.com/#/object/3167>

View all Teamwork training - <https://nabholz.brainer.com/#/browse/tags/64>

Communication

Introduction to Communication by WORKFORGE

- 4 Hours, 49 Minutes
- In this course, you'll discover the different forms of communication as well as common barriers to effective communication. You'll also learn about the communication process and responsibilities of both the sender and receiver.
- <https://nabholz.brainer.com/#/object/3304>

High Impact Presentations by Dale Carnegie (\$\$\$)

- 2 Days
- This course focuses on more advanced presentation skills, so a level of comfort with public speaking is recommended.
- <https://nabholz.brainer.com/#/object/2342>

View all Communication training - <https://nabholz.brainer.com/#/browse/tags/20>



USE THE SEARCH BAR AND TAGS TO FIND MORE SUBJECTS YOU ARE INTERESTED IN LEARNING.

TRAINING CONTENT

Emotional Intelligence

Little Things Mean A Lot by Propositions

- 37 Minutes
- This course contains engaging videos that provide easy to grasp content and Q and A scenarios.
- <https://nabholz.brainier.com/#/object/34>

Clash of the Generations by Propositions

- 1 Hour
- Review the main strengths and weaknesses of each generational group and gain an understanding of each group's goals and aspirations.
- <https://nabholz.brainier.com/#/object/4>

View all Emotional Intelligence training - <https://nabholz.brainier.com/#/browse/tags/31>

Time Management

How To Multiply Your Time by Rory Vaden

- 18 Minutes
- This video outlines a way to make better use of your time by using 3-D thinking: Urgency (How soon does it matter?), Importance (How much does it matter?), and Significance (How long does it matter?)
- <https://nabholz.brainier.com/#/object/453>

Time Management by WORKFORGE

- 4 Hours, 31 Minutes
- If you find yourself struggling to keep up with your never-ending to-do list, then take advantage of the timesaving strategies outlined in this course.
- <https://nabholz.brainier.com/#/object/3323>

View all Time Management training - <https://nabholz.brainier.com/#/browse/tags/21>



USE THE SEARCH BAR AND TAGS TO FIND MORE SUBJECTS YOU ARE INTERESTED IN LEARNING.

NABHOLZ PROGRAMS

In-house programs provide an opportunity for Nabholz employees to develop technical and leadership skills while networking with other employees throughout the company. Each program is intended to develop a specific portion of our Nabholz workforce. Consult your manager as you consider which program is right for you.

Program	Purpose	Target Audience
Carpentry Apprenticeship	Develop journey level carpentry skills and knowledge.	Laborers, Craft Workers
Millwright Apprenticeship	Develop millwright skills for industrial work.	Industrial Employees
Foreman Development Program	Develop technical skills needed for an excavation crew leader.	Excavation Employees
Craft Leadership Development Program	Develop leadership skills needed to oversee a crew of craft workers.	New or aspiring crew leaders from any Nabholz specialty group.
Superintendent Development Program	Develop technical and leadership skills needed to run a project's field operations.	Crew Leaders, PEs, FEs, Assistant Superintendents, New Superintendents
Project Fast Start	Develop technical and leadership skills needed to manage large projects.	New or aspiring PMs, Preconstruction Specialists, and superintendents from any Nabholz specialty group.
Discover Management Development	Develop leadership skills needed to successfully manage direct reports.	Employees who demonstrate the potential for future leadership positions.
Leadership Exploration and Development	Develop skills needed to lead an internal department or groups of employees.	Potential leaders of a specialty group, department, or large internal team.



“TELL ME AND I FORGET. TEACH ME AND I REMEMBER. INVOLVE ME AND I LEARN.” - BENJAMIN FRANKLIN

Participation in a Nabholz program is for the benefit of the participant and their involvement is voluntary. Participation is not a guarantee of continued employment or advancement.

NABHOLZ PROGRAMS



AT A GLANCE

Start date	Varies by location
Duration	4 years for Conway/LR Varies for Springfield & Rogers
Target audience	craft workers
Available to	Conway, Little Rock, Jonesboro, Springfield, Rogers
How to Apply	See below
Application deadline	July 22nd, 2024 for Conway/LR No deadline for Springfield & Rogers

The specific mission of Carpentry Apprenticeship is to develop Nabholz field employees into certified journeymen carpenters and introduce them to continued career development opportunities. Since its establishment in 1973, the program has produced more than 200 journeyman carpenters, many who have since become superintendents, project managers, and upper management.

Nabholz has two models both approved by the United States Department of Labor:

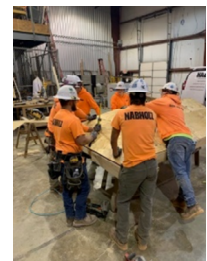
Traditional Model

- Conway, Little Rock, and Jonesboro
- Classes meet one evening a week and run for nine months each year—from late August through early May. The entire program takes four years to complete. Instruction isn't limited to just the classroom—your instructors will guide you through real-world, hands-on project experiences.
 - > Contact: tracy.chambers@nabholz.com or at 501-472-7165



Hybrid Model

- Springfield and Rogers
- Coursework and module tests are completed online through NCCERConnect. In-person shop classes are held monthly. Duration of program varies based on a participant's level of experience and knowledge when entering program.
 - > Contact chris.kotter@nabholz.com or at 479-372-8738



View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/3452>

NABHOLZ PROGRAMS



This program is for industrial employees

At a Glance:

Start Date	Anytime
Duration	Varies. See below.
Target Audience	Industrial craft workers
Available to	All Industrial Locations
How to Apply	Nomination by Nabholz Manager
Application Deadline	No Deadline

The specific mission of the Millwright Apprenticeship program is to produce Industrial Craft with foundational knowledge of the industrial industry and the technical skills to effectively complete work on Nabholz Industrial projects. The target audience for this program are industrial craft who express a desire and commitment to learning millwright trade.

Recognized by the United States Department of Labor this apprenticeship is a hybrid model with a combination of online coursework and in-person activities typically with the participant's manager.

This apprenticeship offers three years of standard Millwright training and one-year of specific training either with the Welding Track or the CNC Track.

Topics Include:

- Introduction to Hand and Power Tools
 - Metals and Materials
 - Precision Measurement Tools
 - Introduction to Hydraulics
 - Blueprint Reading
 - Basic Math, Customer Service, Communication, MS Office Programs
- > For additional information contact: chris.kotter@nabholz.com or at 479-372-8738



View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/3466>

NABHOLZ PROGRAMS



This program is for excavation employees

At a Glance:

Start Date	January 2025
Duration	3 Months
Target Audience	New or aspiring crew leaders
Available to	Rogers, Tulsa
How to Apply	Contact Justin Clark
Application Deadline	Contact Justin Clark

Three month program for excavation employees to develop technical skills needed to become an excavation crew leader. Classes meet once a week in January, February, and March.

Topics covered include:

- Safety
- Plan Reading
- Geotechnical Studies
- GPS & Layout
- Project Lifecycle – planning, handoff, start-up, construction, closeout.
- Cost Reports and Production Targets
- Equipment Management



> Contact: Justin Clark justin.clark@nabholz.com or 918-629-7615



View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/2719>

NABHOLZ PROGRAMS



At a Glance:

Start Date	September 2024
Duration	9 Months
Target Audience	New or aspiring crew leaders
Available to	All Locations
How to Apply	Online – My Career Hub
Application Deadline	August 15th, 2024

CLD is a one year program for new or aspiring crew leaders to develop leadership skills needed to oversee a crew of craft workers. The specific mission of CLD is to communicate the challenges and opportunities to lead a Nabholz crew and invest in craft employees who demonstrate a desire and ability to rise to the next level in their careers.

Who should participant in the CLD Program?

The target audience for CLD are craft employees with one year Nabholz experience who have expressed desire and demonstrate high potential for a supervisory role. Craft employees from all specialty groups are encouraged to talk to their manager about this program. This program is available to Nabholz employees in all locations.



How are participants selected?

To be considered, an application by the potential participant and a nomination by their manager is required. Participants are selected by the CLD Committee based on manager recommendation and application.



Who is in charge?

CLD committee members include Chris Kotter, Derek Barber, Jason Petree, Jeremy Nabholz, Mark Robinson Sr., and Zach Browne.

> For more information contact Chris Kotter at chris.kotter@nabholz.com.



View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/713>

NABHOLZ PROGRAMS

Project Engineer Training Program (in development)

At a Glance:

Start Date	Spring 2025
Duration	TBD
Target Audience	Project Engineer
Available to	All Locations
How to Apply	Automatically Enrolled
Application Deadline	N/A

The Project Engineer Training Program is current being developed. This program will focus on the competencies a project engineer needs to be successful in their role.

- For more information or to help with development of this program contact Chris Kotter at chris.kotter@nabholz.com.

NABHOLZ PROGRAMS



At a Glance:

Start Date	Varies
Duration	Conway – 4 years, Rogers – 2 years, Lenexa – 2 Years
Target Audience	New or aspiring superintendents
Available to	See below
How to Apply	See below
Application Deadline	Varies by location

The specific mission of SDP is to educate and advance key field personnel into future field managers. Participants are offered training in the basic skills needed to manage a job in a manner consistent with Nabholz values.

When are the Classes?

- In Conway three full day classes (clinics) are held on 3 different Fridays. Usually one Friday in February, one Friday in March, and the final Friday in April.
- In Rogers half-day classes are held every other Friday from 1pm - 5pm. Classes start in September and end in May.
- In Lenexa full day classes are held one Friday a month. Classes start in September and end in May.

What about other locations?

Employees from Springfield, Tulsa, and Columbia have traveled to attend classes.

How do I apply?

You will need a written recommendation from a Nabholz Superintendent who agrees to be your sponsor and contact the general superintendent in charge.

- Conway – jeremy.nabholz@nabholz.com
- Rogers – dan.willcutt@nabholz.com
- Lenexa – rick.hoover@nabholz.com



View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/764>

NABHOLZ PROGRAMS



At a Glance:

Start Dates	Fall Semester: August 28th, September 5th Spring Semester: February 2025
Duration	3 Months
Target Audience	APM, PM, Precon Specialist. Audit Option – SPM, PX, General Super. See below for additional details.
Available to	All locations
How to Apply	Online – My Career Hub
Application Deadline	August 2nd, 2024, January 2025

The specific mission of PFS is to educate and empower new and future managers at the project level to help prepare them for success on their projects and in their career. Topics discussed include project procurement, preconstruction & estimating, scope writing, project start-up, projects controls, and closeout.

What Should I Expect?

PFS offers Spring and Fall semesters each year. Classes meet in person three times for kick off, mid-term and capstone sessions at different Nabholz locations. Weekly virtual sessions are held in between in person meetings. Participants are expected to commit a minimum of 1-2 hours per week to meet virtually and complete assignments as well as time required to travel and attend all three in person conference sessions. Attendance of all sessions, both in person and virtual, along with completion of weekly assignments is mandatory.

Who should apply?

The target audience for PFS are new hire project leaders (PM, Precon Specialist, Superintendent), Assistant PM, and entry level positions (PE, FE, Assistant Superintendent) employees with at least two years Nabholz experience. Employees from all specialty groups are encouraged to apply.

Who is in charge?

PFS committee members include: Ben Baldwin, Beth Maris, Chris Kotter, Eric Schiess, Grey Lovelady, Mike Meadors, and Tim Potthoff.



> For more information contact Chris Kotter at chris.kotter@nabholz.com.

View on My Career Hub for most up to date information:
<https://nabholz.brainier.com/#/object/763>



NABHOLZ PROGRAMS



At a Glance:

Start Date	February 2025
Duration	One year
Target Audience	New or aspiring managers
Available to	All locations
How to Apply	Nomination by manager, selected by committee
Nomination Deadline	November 15th, 2024

The specific mission of Discover is to grow employees who demonstrate high potential for future leadership roles in the company. This is a one-year program consisting of four, two day, in-person sessions held at various Nabholz offices. The program also includes individual and team assignments that will be conducted between the in-person sessions. Each session will be focused on the importance of helping create, preserve, and advance the Nabholz culture, how to identify and enhance individual leadership styles, promoting communication and collaboration amongst teams, innovation, personal career growth, and a variety of other subjects.



What type of individual is a candidate for this program?

Proposed candidates should possess the following characteristics: leadership talent and potential, commitment to the Values & Purpose of the Company, sets positive example for others & upholds the company’s reputation for integrity, builds and maintains relationships, always strives to learn and improve, motivates others, is self-confident, strong problem solving & communication skills.

How are participants selected?

Participants are nominated by their manager and selected by the committee. Nominations for the 2025 class will open on October 1st and will close on November 15th. Class size is very limited. If you are interested in being a part of Discover Nabholz, please speak with your manager.

Who is in charge?

Discover committee members include Lindsay Gillihan, Chris Isern, Andrew Norman, Justin Shrable, Drew Westlake and Brad Hegeman.

- > For more information contact Lindsay Gillihan at lindsay.gillihan@nabholz.com.



View Program in My Career Hub
<https://nabholz.brainier.com/#/object/710>

NABHOLZ PROGRAMS



At a Glance:

Start Date	February 2025
Duration	One Year
Target Audience	Current and potential leaders of a specialty group, department, or large team
Available to	All locations
How to Apply	Nomination by manager, fellow employee, or self. Selection by committee.
Nomination Deadline	October 15th, 2024

The specific mission of LEAD is to develop advanced leadership skills and talents while promoting the Nabholz culture through classroom and practical application experiences. Sessions are engaging and interactive with opportunities to practice various management scenarios and to deep dive into topics such as risk management and financial management while learning more about your own personal management style – including the good, the bad and the ugly. This program meets in person four times over the course of a year for two or three day sessions in different Nabholz locations.



Who is this program for?

LEAD is for current and potential leaders of a specialty group, department, or large team to develop skills needed to lead a department or groups of employees.



How Do I Get into This Program?

A call for nominations for the 2025 class of LEAD will be sent out by Sheila Burroughs on or around October 1, 2024 and the nomination period will close on October 15, 2024. If nominating, please be specific about why you believe that you or your nominee are uniquely qualified or suited for the program. Nominations are welcomed from any of the following: self-nomination, nomination by another employee, and/or nomination by supervisor.

Who is in charge?

Lead committee members include Jake Nabholz, Tina Davis, Sheila Burroughs, and Greg Fogle.



> For more information contact Greg Fogle at greg.fogle@nabholz.com.

View Program in My Career Hub
<https://nabholz.brainier.com/#!/object/736>

PROFESSIONAL DEVELOPMENT & NETWORKING

Construction Industry Organizations

Building a professional network is a critical part of career development. Joining a local chapter or serving on the board of these construction industry organizations is a great way to meet new people, represent Nabholz, and advance the construction industry!

Nabholz is proud to be a member of and support employees who are members of a variety of different industry organizations including:

Associated Builders and Contractors (ABC)

Founded on the merit shop philosophy, ABC and its 70 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work. Find your local chapter at <https://www.abc.org/chapter-locator>

Associated General Contractors of America (AGC)

With over 27,000 member firms, AGC provides a full range of services satisfying the needs and concerns of its members, thereby improving the quality of construction and protecting the public interest. Find your local chapter at <https://www.agc.org/connect/chapters>

American Society for Healthcare Engineering (ASHE)

With more than 12,000 members, ASHE is the largest association devoted to professionals who design, build, maintain, and operate hospitals and other health care facilities. Find your local chapter at <https://www.ashe.org/chapters>

Construction Specifications Institute (CSI)

Founded in 1948, CSI is a national association of more than 8,000 experts in building construction and materials. Find your local chapter at <https://www.csiresources.org/communities/components>

National Association of Women in Construction (NAWIC)

NAWIC continues the vision of its founding members by advocating for the value and impact of women builders, professionals and tradeswomen in all aspects of the construction industry by providing its members with opportunities for professional development, education, networking, leadership training, public service and more. Find your local chapter at <https://nawic.org/nawic-membership/regions-and-chapters/>

United States Green Building Council (USGBC)

USGBC is committed to a sustainable, prosperous future through LEED, the leading program for green buildings and communities worldwide. Find your local chapter at <https://www.usgbc.org/membership/individual>

PROFESSIONAL DEVELOPMENT & NETWORKING

Certifications

The following are common certifications that many Nabholz employees have obtained:

Safety

- [First Aid, CPR & AED](#)
- [Mental Health First Aid](#)
- [OSHA 10 Hour Construction Industry Training](#)
- [OSHA 30 Hour Construction Industry Training](#)

Professional Designations

- [Certified Construction Manager \(CCM\)](#)
- [Certified Healthcare Constructor \(CHC\)](#)
- [Certified Professional Constructor \(CPC\)](#)
- [Certified Professional Estimator \(CPE\)](#)
- [LEED Green Associate](#)
- [LEED AP Building Design + Construction \(LEED AP BD+C\)](#)
- [Associate Design-Build Professional](#)
- [Design-Build Professional](#)

Other

- [Certificate of Management-Lean Construction \(CM-Lean\)](#)
- [Certificate of Management-Building Information Modeling \(CM-BIM\)](#)
- [Remote Pilot Certificate](#)

PROFESSIONAL DEVELOPMENT & NETWORKING

Conferences

Many organizations hold annual conferences on regional and/or national levels. Attending a conference is a great way to stay involved with the organization by connecting with other members and learning more about current topics related to the industry. Speak with your manager for approval prior to signing up. Below is a list of upcoming conferences:

2024 Design and Construction Excellence Exchange (DCX) Annual Meeting

- May 14 – 16, 2024 | Tempe, AZ
- <https://thedcx.org/2024-membership-meeting>

NAWIC (National Association of Women in Construction) Annual Conference

- August 14 – 17, 2024 | Houston, TX
- <https://nawic.org/events/nawic-2024-69th-annual-conference/>

CURT National Conference

- February 10 – 12, 2025 | Oro Valley, AZ
- <https://www.curtevents.com/event-details/2025-curt-national-conference>

Advancing Mass Timber Construction (Hanson Wade)

- September 23 – 25, 2024 | Nashville, TN
- <https://advancing-mass-timber.com/>

Advancing Construction Quality (Hanson Wade)

- October 7 – 9, 2024 | Phoenix, AZ
- <https://advancing-construction-quality.com/>

Advancing Construction Planning & Scheduling (Hanson Wade)

- November 13 – 15 | Dallas, TX
- <https://advancing-construction-planning-scheduling.com/>

CURT National Conference

- February 10 – 12, 2025 | Oro Valley, AZ
- <https://www.curtevents.com/event-details/2025-curt-national-conference>

CMAA Focus

- March 9 – 11, 2025 | Las Vegas, NV
- <https://www.cmaanet.org/conferences>

PROFESSIONAL DEVELOPMENT & NETWORKING

Conferences (continued)

ASHE Summit on Health Facility Planning, Design & Construction (PDC Summit)

- March 9 – 12, 2025 | Atlanta, GA
- <https://www.ashe.org/education/pdc-summit>

Advancing Preconstruction (Hanson Wade)

- May 2025 | Location TBD
- <https://advancing-preconstruction.com/>

ASHE Health Care Facilities Innovation Conference 2025

- July 27 – 30, 2025 | Columbus, OH
- <https://www.ashe.org/education/health-care-facilities-innovation-conference>

American Contractors Insurance Group (ACIG) Events

- Dates and Locations Vary
- Use the link below to view all ACIG events. There is limited access so Nabholz representatives may have already been selected. However, talk to your manager if any of these events are of interest.
- <https://www.acig.com/upcoming-events.html>

Chamber Leadership Programs

Most of our offices are located in areas that offer chamber leadership programs for their local state, county, region or city chamber organizations. The goal of these programs is typically to help develop leadership skills while also providing networking opportunities for participants. The cost for these programs varies and there is usually a significant time commitment required from the participant. If you are interested in applying to be a part of your local chamber leadership program, pre-approval from your manager is required for Nabholz to pay any associated costs. For more information about chamber programs in your area, please contact Lindsay Gillihan at lindsay.gillihan@nabholz.com.



FIND LINKS TO ORGANIZATIONS AND CHAMBER LEADERSHIP PROGRAMS NEAR YOUR OFFICE LOCATION ON THE MY CAREER HUB HOMEPAGE.

Local Development Resources

- [Leadership Arkansas](#)
- [Leadership Benton County](#)
- [Leadership Fayetteville](#)
- [Leadership Springdale](#)
- [Dale Carnegie - Mid-South](#)
- [ABC - AR Chapter](#)
- [ABC - Young Professionals](#)
- [AGC - AR Chapter](#)
- [NAWIC - NWA Chapter](#)
- [NWA Emerging Leaders](#)

GET INVOLVED

“The more extensive a man’s knowledge of what has been done, the greater will be his power of knowing what to do.” – Benjamin Disraeli

Nabholz is fortunate to have many incredibly talented employees who possess a variety of skills, knowledge, and experience which has greatly contributed to our success as a company for the past 75 years. Our continued success relies heavily on those employees sharing that information with others, while also embracing change to help improve the organization. Please see below on how you can get involved and help build the next generation.

SWAT Teams

Join a SWAT team to help identify and evaluate new technology. SWAT teams help our leadership determine how new tech tools could help our business and provide leadership development opportunities for employees. Currently SWAT teams are looking into wearable technology, robotics, 3D printing, and water intrusion notification technology. To join a SWAT team contact Jon Pahl at jon.pahl@nabholz.com.

Committees

Many Nabholz programs are run by committees typically made up of previous graduates of the program. The goal of the committee is to continue to improve each program by developing and adding new content each year. If you are interested in joining a committee, please get your manager’s approval and reach out to the committee chair or email Lindsay Gillihan at lindsay.gillihan@nabholz.com.

Nabholz Internship Program

Certain aspects of our internship program rely on participation from current Nabholz employees in order to have continued success. Whether it be participating in the interview process at your alma mater or local college or helping coach a team of interns for their summer project, volunteering with the Internship program is a great way to stay engaged with the next generation of builders. If you are interested in getting involved with the Internship program, please contact Anthony Rodger at anthony.rodger@nabholz.com.

Apprenticeship Programs

Nabholz’ Carpentry Apprenticeship and Millwright Apprenticeship programs are taught by skilled leaders in our industry with years of experience in their trade. If you are interested in mentoring one of our apprentices, helping lead a shop class, or becoming one of our apprenticeship instructors contact chris.kotter@nabholz.com.

Book Club

Once a quarter, Nabholz employees throughout the company meet virtually to discuss the most recent book on professional development selected. If you are interested in leading a discussion or have a book that you would like to recommend, please contact Sheila Burroughs at sheila.burroughs@nabholz.com.

Guest Speaker / Panel Participant

Nabholz Programs and construction industry organizations will occasionally ask seasoned Nabholz employees to be guest speakers or panelists to share experiences from their careers. If you are interested in being a guest speaker or participating in a panel discussion contact Lindsay Gillihan at lindsay.gillihan@nabholz.com.

ADDITIONAL RESOURCES

Tuition Reimbursement

The Nabholz Tuition Reimbursement Program is intended to provide tuition reimbursement for full-time employees who participate in externally sponsored educational courses. Such support is intended to enhance employees' professional development, skills, and knowledge as they relate to our business.

Eligible employees are able to receive reimbursement for eligible expenses limited to 50% of tuition expenses up to \$1,250 a semester, quarter, or term and up to a maximum of \$2,500 for the period from January 1 – December 31 of the current year.

For more information, please [click here](#). Questions concerning the program, policy, or status of a reimbursement payment should be directed to Tina Davis by email at tina.davis@nabholz.com or by phone at 501-505-5948.

QUESTIONS?

For questions about content in this catalog, contact Chris Kotter or Lindsay Gillihan.



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