

# **ACAF ASCENT Academy**

## **Asphalt Supervisory Coaching and Emerging New Talent**

*Growing the Next Generation of Field Leadership Through Integrity, Coaching, and Teamwork*

The **ACAF ASCENT Academy** develops asphalt industry leaders through education, coaching, and teamwork. This 10-month program blends in-person sessions at major industry events with interactive online learning and live teaching, giving participants access to industry experts, hands-on experiences, and practical leadership tools. ASCENT equips rising talent with the skills and confidence to develop their supervisory roles and drive success for their companies and the asphalt industry.

### **10-Month Curriculum Outline**

#### **Monthly Format**

**In-Person: Four Meetings** (Annual Convention, State Materials Office, Florida Expo, Florida Asphalt Contractors Association Office in Tallahassee)

- **Day 1:** Full day (8:00 a.m. – 5:00 p.m.)
- **Day 2:** Half day (8:00 a.m. – 12:00 p.m.)
- Includes group interaction, guest speakers, hands-on elements, and field exposure.

#### **Online: Six Meetings**

- One-hour session
- Includes guest speakers and work assignments
  - At the end of each session, there will be up to three questions asked by the presenter that the student will be required to answer.
    - One – in a bulleted list to their sponsor and the association
    - Two - a one-on-one conversation with their sponsor on what they learned and how it could or will be applied.

#### **Program Registration Qualification:**

- Employee of a Producer Member Company in good standing.
- Employee of a Minor Associate Member Company in good standing performing milling or paving operations.

#### **Cost:**

Cost is \$6000 per person. Cost includes meals referenced in the schedule along with registration to all ACAF events during the class (2 Expos and 1 Convention). Travel costs are not included.

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### **AGENDA – Month 1 (In-Person)**

**December 15 - 16, 2025**

#### **Orientation & Industry Foundations**

##### **Meeting Location**

Florida Expo  
Caribe Royale  
Orlando, FL 32821

#### **Day 1: Monday, December 15, 2025**

<b>7:30 a.m. – 8:00 a.m.</b>	Refreshments and Check-In
<b>8:00 a.m. – 8:15 a.m.</b>	Welcome, presented by Amy Miller, President, ACAF & Chairman
<b>8:15 a.m. – 8:30 a.m.</b>	Introduction to ACAF’s Role in the Industry <ul style="list-style-type: none"><li>▪ Structure</li><li>▪ Staff</li><li>▪ Board of Directors</li><li>▪ History</li><li>▪ Advocacy</li><li>▪ Member Services</li></ul>
<b>8:30 a.m. – 8:40 a.m.</b>	Introduction to the Women of Asphalt – Florida Chapter
<b>8:40 a.m. – 9:30 a.m.</b>	Disc Assessment
<b>9:30 a.m. – 9:45 a.m.</b>	Break
<b>9:45 a.m. – 10:30 a.m.</b>	“My Journey Through Leadership” Panel- Presidents, CEOs, Superintendents

<b>10:30 a.m. – 10:45 a.m.</b>	Break
<b>10:45 a.m. – 11:45 a.m.</b>	Being an Effective Coach.
<b>11:45 a.m. – 1:00 p.m.</b>	Lunch
<b>1:00 p.m. – 1:40 p.m.</b>	Hiring Skills
<b>1:45 p.m. – 2:00 p.m.</b>	Introduction to Board of Directors at ACAF Board Meeting
<b>2:00 p.m. – 3:00 p.m.</b>	Board Meeting
<b>3:00 p.m. – 3:15 p.m.</b>	Break
<b>3:15 p.m. – 4:00 p.m.</b>	Innovations in Paving Technology
<b>4:00 p.m. – 4:30 p.m.</b>	Assign a Mentor and Wrap-up
<b>6:30 p.m. – 8:30 p.m.</b>	Reception and Dinner

**Day 2: Tuesday, December 16, 2025**

<b>7:00 a.m. – 8:00 a.m.</b>	Breakfast
<b>8:00 a.m. – 8:45 a.m.</b>	Mental Health - Understanding mental health, mental illness & worker safety
<b>8:45 a.m. – 9:00 a.m.</b>	Break
<b>9:00 a.m. – 11:30 a.m.</b>	SWIFTT Event
<b>11:00 a.m. – 12:00 a.m.</b>	FDOT staff to meet with the class

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### **AGENDA – Month 2 (Online)**

**Thursday, January 8, 2026**

#### **National Asphalt Pavement Association (NAPA)**

**3:00 p.m. – 4:00 p.m.**      Introduction to NAPA's Role in the Industry

### **AGENDA – Month 3 (Online)**

**Thursday, February 12, 2026**

#### **DISC Assessment**

**3:00 p.m. – 4:00 p.m.**      Learning objectives

- Who am I
- How to cater your behavior to the situation

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### **AGENDA – Month 4 (In-Person)**

**March 11 - 12, 2026**

#### **Meeting Location**

Florida Department of Transportation  
5007 NE 39<sup>th</sup> Avenue  
Gainesville, FL 32609

#### **Day 1: Wednesday, March 11, 2026**

<b>7:30 a.m. – 8:00 a.m.</b>	Refreshments and Check-In
<b>8:00 a.m. – 8:30 a.m.</b>	Welcome & Housekeeping
<b>8:30 a.m. – 9:30 a.m.</b>	Asphalt Section Overview, Research, Project Development & Support
<b>9:30 a.m. – 9:45 a.m.</b>	Break
<b>9:45 a.m. – 10:20 a.m.</b>	Asphalt Lab Tour
<b>10:20 a.m. – 10:35 a.m.</b>	Pavements Overview
<b>10:35 a.m. – 10:50 a.m.</b>	Pavement Condition Survey
<b>10:50 a.m. – 11:30 a.m.</b>	Field Equipment Demonstration
<b>11:30 a.m. – 11:45 a.m.</b>	Geotechnical Overview: Aggregate Certification
<b>11:45 a.m. – 1:00 p.m.</b>	Lunch
<b>1:00 p.m. – 1:30 p.m.</b>	QA/QC Basics for the Quality Control Manager for Plant Operations
<b>1:30 p.m. – 2:30 p.m.</b>	Asphalt Pavement Alliance/NCAT/Asphalt Mix Design 101

<b>2:30 p.m. – 2:45 p.m.</b>	Break
<b>2:45 p.m. – 3:45 p.m.</b>	Time Management/Managing Stress
<b>3:45 p.m. – 4:15 p.m.</b>	Wrap-Up
<b>6:30 p.m. – 8:30 p.m.</b>	Dinner

**Day 2: Thursday, March 12, 2026**

<b>8:00 a.m. – 10:00 a.m.</b>	Tour a local asphalt plant.
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### **AGENDA – Month 5 (Online)**

**Thursday, April 9, 2026**

#### **Job Cost Accounting - the road from estimating to the financials**

**3:00 p.m. – 4:00 p.m.**      Learning objectives

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### **AGENDA – Month 6 (Online)**

**Thursday, May 14, 2026**

### **Leadership and Management Are Very Different, But Equally Important**

**3:00 p.m. – 4:00 p.m.**

Learning objectives

- The success triangle
- The evolution of successful leadership on the front line

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### **AGENDA – Month 7 (In Person)**

**June 4 - 5, 2026**

#### **Meeting Location – Annual Convention**

Ocean Reef Club  
60 Barracuda Ln  
Key Largo, FL 33037

#### **Day 1: Thursday, June 5, 2026**

<b>7:30 a.m. – 8:00 a.m.</b>	Continental Breakfast and Check-In
<b>8:00 a.m. – 8:30 a.m.</b>	Welcome and housekeeping, Amy Miller, President, ACAF
<b>8:30 a.m. – 9:30 a.m.</b>	Work Zone Safety and Internal Traffic Control Plan-Mandy Kustra, Ajax Paving [Confirmed]
<b>9:30 a.m. – 9:45 a.m.</b>	Break
<b>9:45 a.m. – 10:15 a.m.</b>	Public Speaking
<b>10:15 a.m. – 10:45 a.m.</b>	How to Lead a Meeting
<b>10:45 a.m. – 12:00 p.m.</b>	Leadership Qualities & Mentoring and How to Navigate Corporate Structure
<b>12:00 a.m. –1:00 p.m.</b>	Lunch
<b>1:15 p.m. – 2:15 p.m.</b>	Paving by the Numbers
<b>2:15 p.m. – 2:45 p.m.</b>	Active Listening, Providing Positive Feedback & Providing Clear Expectations

<b>2:45 p.m. – 3:00 p.m.</b>	Break
<b>3:00 p.m. – 3:30 p.m.</b>	Wrap-up
<b>6:30 p.m. – 8:30 p.m.</b>	Dinner

**Day 2: Friday, June 5, 2026**

<b>7:00 a.m. – 8:15 a.m.</b>	Breakfast [Provided as part of the convention]
<b>8:30 a.m. – 12:00 p.m.</b>	General Session [convention]

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### **AGENDA – Month 8 (Online)**

**August 13, 2026**

#### **Legal – OSHA, injuries, etc.**

**3:00 p.m. – 4:00 p.m.**      Learning objectives

- Understanding the importance of OSHA’s expectations around safety training, PPE, chemical and heat hazards, equipment safety, and work zone traffic control.

# ACAF ASCENT Academy

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### AGENDA – Month 9 (In-Person)

**September 9 - 10, 2026**

#### Meeting Location

Asphalt Contractors Association  
1007 Desoto Parkway Dr., Suite 101  
Tallahassee, FL 32301

**Wednesday, March 11, 2026**

<b>8:00 a.m. – 8:30 a.m.</b>	Welcome & Housekeeping
<b>8:30 a.m. – 9:30 a.m.</b>	Ethics in Construction and Antitrust
<b>9:30 a.m. – 9:45 a.m.</b>	Break
<b>9:45 a.m. – 10:15 a.m.</b>	Conflict Resolution
<b>10:15 a.m. – 11:15 a.m.</b>	Creating Your Leadership Legacy – Defining Your “Why”
<b>11:15 a.m. – 12:00 p.m.</b>	Employee Coaching 101
<b>12:00 a.m. – 1:15 p.m.</b>	Lunch
<b>1:15 p.m. – 1:30 p.m.</b>	Prepare for FDOT Meeting
<b>1:30 p.m. – 2:30 p.m.</b>	Meet with FDOT State Office Staff
<b>2:30 p.m. – 3:00 p.m.</b>	Break
<b>3:00 p.m. – 4:00 p.m.</b>	Group Capstone Presentation: What I have learned and selection of class representative to speak at the Florida Expo.
<b>4:00 p.m. – 4:30 p.m.</b>	Program evaluation – Q&A with ACAF staff.
<b>6:30 p.m. – 8:30 p.m.</b>	Dinner

**Day 2: Friday, September 10, 2026**

- |                              |   |
|------------------------------|---|
| <b>8:00 a.m. – 8:30 a.m.</b> | Understanding how the Florida Government operates in Tallahassee                    |
| <b>8:30 a.m. -11:00 a.m.</b> | Tour of the Capital (ACAF will attempt to schedule meetings with elected officials) |

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### **AGENDA – Month 10 (Online)**

**Thursday, October 8, 2026**

#### **Final Thoughts and Comments**

**3:00 – 4:00 pm**      Learning Objectives

- Now that I have graduated, what are the expectations
  - At the Florida Expo
  - How do I stay involved
  - How do I pay it back going forward



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### **AGENDA – Month 10 (In-Person)**

**December 14-16, 2026**

#### **Graduation Ceremony**

##### **Meeting Location**

Asphalt Contractors Florida Expo  
Caribe-Royale (this is our last contracted year)  
Orlando, FL

#### **General Session**

**10:15 a.m. – 10:35 a.m.**

- Class representative to speak at the EXPO General Session for five to ten minutes.
- Each graduate will be recognized.

\*Classwork and subject of material subject to change.