

EXECUTIVE DIRECTOR / CHIEF EXECUTIVE OFFICER

Lean Construction Institute

Search conducted by Purposeful Hire, Inc.

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ABOUT THE ORGANIZATION

The Lean Construction Institute (LCI) is a non-profit membership organization whose overall objective is to advance Lean principles within the design and construction industry. Through its educational offerings, events, webinars, Communities of Practice and certification programs, LCI empowers professionals to deliver projects with greater efficiency, collaboration, and sustainability. LCI's community of members and partners work together to shape the future of construction by embracing innovation and Lean practices.

LCI envisions a healthy & thriving building industry delivering outstanding project outcomes every time.

TENETS OF LEAN

As the only U.S. association whose primary focus is to promote the use of Lean tools and techniques across all AEC projects, the tenets of Lean construction and Lean methods in design seek to develop and manage a project through relationships, shared knowledge and common goals. Through these tenets, traditional silos of knowledge, work and effort are broken down and reorganized for the betterment of the project rather than of individual participants.

- Respect for People
- Optimize the Whole
- Eliminate Waste
- Focus on Flow
- Generate Value
- Continuous Improvement



Descriptions of each tenet can be found on LCI's website: leanconstruction.org/about/lean-tenets/

KEY OFFERINGS

LCI offers numerous educational and resource offerings to the building community including Lean-minded owners, contractors, architects & engineers, and trade partners. LCI, coupled with its membership base, serves the design and construction industry in the following ways.



LCI Congress. This is LCI's signature annual event for Lean learning and collaboration. In 2024, the conference attracted 1600+ attendees from 49 states and four countries, including the US, Europe, Canada, and Mexico, with professionals from the Automotive, Healthcare, Chemical, Higher Education, and Manufacturing sectors. A hugely successful event, Congress currently represents 60% of LCI's non-dues revenue budget.

Design Forum. This is a specialized event for industry professionals committed to advancing Lean practices in the design phase of a project. Design Forum explores how Lean methods streamline workflows, enhance creativity, contribute to cost-control, and drive innovation across all phases of design.



Communities of Practice (CoPs). There are currently 25 nationally supported local CoPs that support launching or advancing a building professional's Lean design and construction journey. At CoP events, design and construction peers guide professionals to discover ways to reduce waste and add value to project performance culture.

Certification. LCI offers two newly launched certification programs: the LCI Certified Professional-Design (LCI-CPD) and the LCI Certified Professional-Construction (LCI-CPC) which demonstrate a building professional's nationally verified Lean experience and track record of applying Lean principles to real-life projects.



Research. Originally founded as a research institute, LCI continues to offer a series of Lean Design & Construction Research Papers to build awareness of Lean principles. Using empirical evidence, LCI-funded research efforts show that projects with a high Lean intensity are more likely to be completed ahead of schedule and under budget.

Additional Resources. LCI is deeply committed to education and has amassed a range of books, videos, publications, glossaries, presentations, articles, virtual simulations and many other resources that they make widely available to the community.

OPERATIONAL POSITION

LCI has grown to a \$5M organization with 10 highly dedicated and capable staff, under the skilled leadership of Dan Heinemeier, who is retiring at the end of 2025. With 272 member organizations at the end of 2024, LCI membership breaks down in the following categories: Architects & Engineers; General Contractors; Owners; Trade Partners; Professional Services; Consultants; and Vendors. As membership and non-dues revenue have grown consistently in recent years, the organization is fiscally sound with strong reserves.

OPPORTUNITY FOR GROWTH

LCI is at an inflection point in its growth trajectory. Evolving from primarily a research institute to a more traditional trade association business model today, the organization is refining how it executes on its mission to foster the widespread adoption of Lean practices in the building industry.

Currently, the organization balances two important priorities: 1) promoting awareness of Lean; and 2) building the competencies of existing Lean practitioners. There is an opportunity to examine the prioritization and allocation of resources toward both of these objectives to engage LCI's cross-sectoral and cross-disciplinary stakeholders even more effectively.

THE ED/CEO ROLE

The new ED/CEO will partner with the Board of Directors and staff to identify industry trends that will shape LCI's engagement of key stakeholders and operational direction. An externally facing 'brand ambassador' the ED/CEO will build and cultivate partnerships with allied organizations; serve as a public spokesperson at industry events; and support the recruitment of new members and sponsors.

Partnering with staff, the ED/CEO will guide the direction of segmented programming, new revenue streams, and sustainable operational practices, while serving as a motivational, yet grounded change leader.

IDEAL LEADERSHIP PROFILE

To continue advancing Lean adoption in the industry, the new ED/CEO ideally will demonstrate the following knowledge, skills and abilities:

- **Dynamic, Visionary Leader.** Success in leading and setting strategy, and managing change among diverse stakeholders
- **Engaging Partnership Builder.** Strong competency in cultivating internal and external relationships to influence a large ecosystem, including having served as an influential public speaker
- **Learner.** Tangible examples of continuous learning and approaches to seeking new knowledge
- **Lean Experience.** Demonstrated experience in a process improvement role, ideally within the building sector
- **Association Understanding.** Experience serving either as an association staff executive or volunteer leader
- **Operations/Staff Leadership.** Competency managing nonprofit operations and finance, and leading teams through change
- **Building Industry Experience.** Exposure or familiarity with vertical design and construction

COMPENSATION

\$300,000 - \$350,000 + competitive total compensation package

LOCATION: The headquarters are based in the Washington, DC area (Fairfax, VA); however, all staff are geographically dispersed and work remotely, with periodic onsite convenings for team building.

APPLICATION AND SELECTION PROCESS

This is a retained search conducted by Purposeful Hire, Inc. Candidates are requested to submit a highly thoughtful cover letter and customized resume to Search Consultant, Shira Lotzar: shira@purposefulhire.com.

NOTE: To be considered for an initial interview, qualified candidates will be invited to complete a 10-minute behavioral assessment called The Predictive Index® to help determine leadership fit.

TIMELINE:

- Initial interviews with the Search Consultant are expected to conclude by mid-late June.
- Search committee (1st round) and Board of Director (2nd round) interviews are expected mid-late July.
- The new Executive is anticipated to onboard in time to be introduced at the LCI Congress in October 2025.