



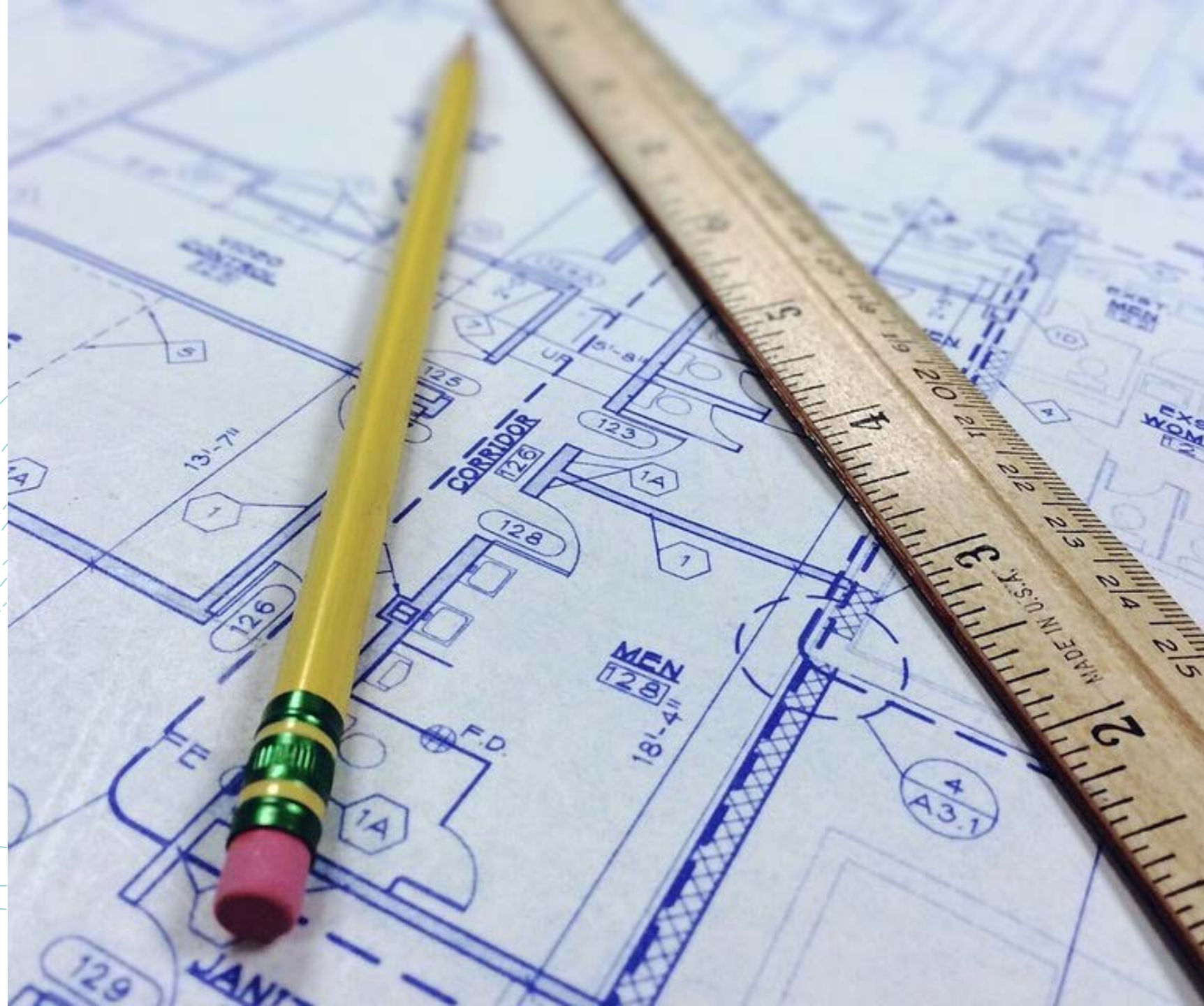
GROWING ICC CHAPTERS AND CULTIVATING FUTURE LEADERS

Gary Hansen and Ben Pothoff



AGENDA

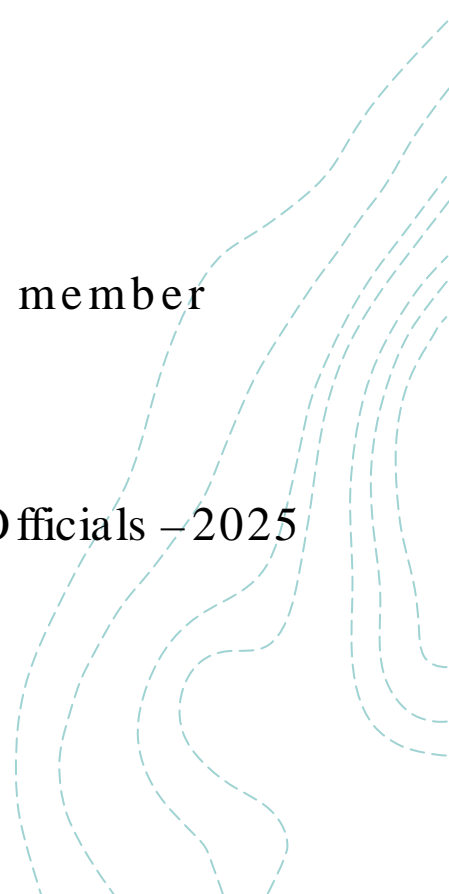
- Introductions
- Building High-Performance Teams & Departments
 - Hiring Right
 - Engaging Your Team
 - Creating Culture
- Growing Chapters
- Increasing Membership
- Engaging Members
- Creating Value
- Panel Discussion





GARY HANSEN

- Building Division Manager/Building Official – City of Marion
- Married
- Father and Grandfather
- 46 years in construction field
- 24 years of code experience
- 21 ICC certifications
- Past ICC Standards committee member
- Current ICC Mentor
- IABO Vice President
- Region III Board Member
- Iowa Association of Building Officials – 2025 Building Official of the Year

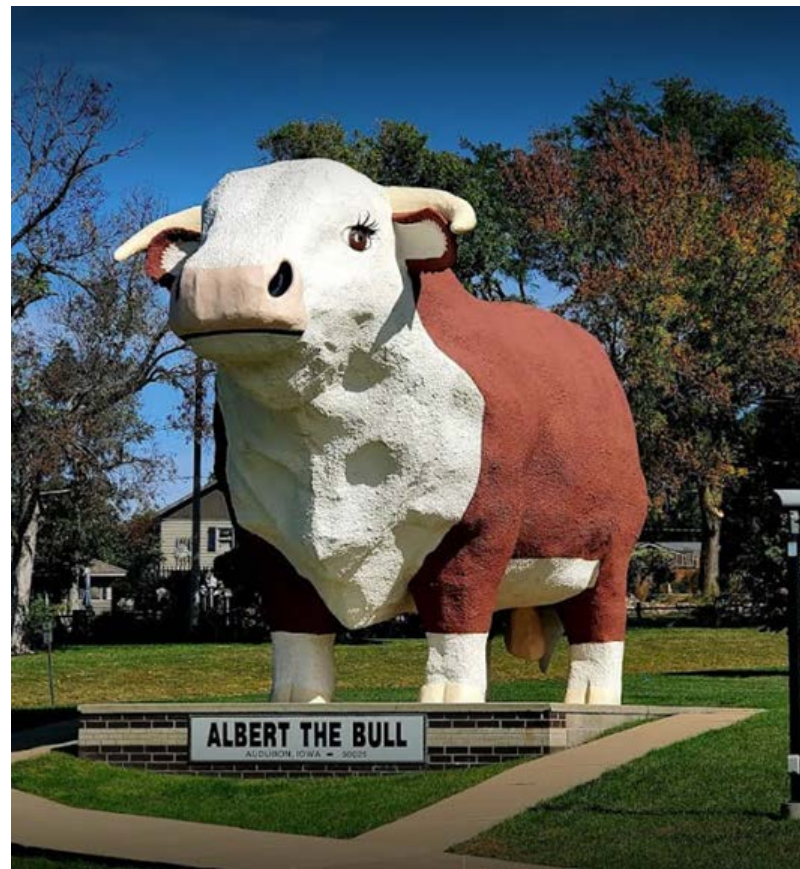
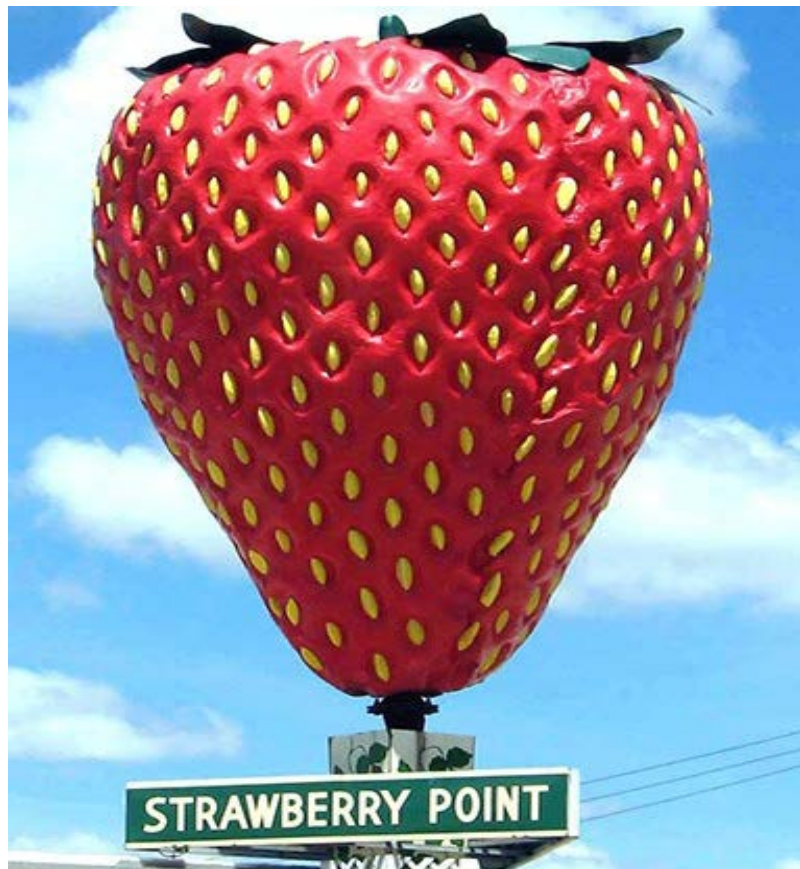




BEN POTHOFF

- Deputy Code Official - City of Dubuque
- Husband
- Father of Two
- Boater & Outdoor Enthusiast
- Carpenter
- Team Builder
- Strategic Innovation Manager & Consultant
- Code Geek*
- IABO Treasurer
- EICCC President





INTRODUCING IOWA

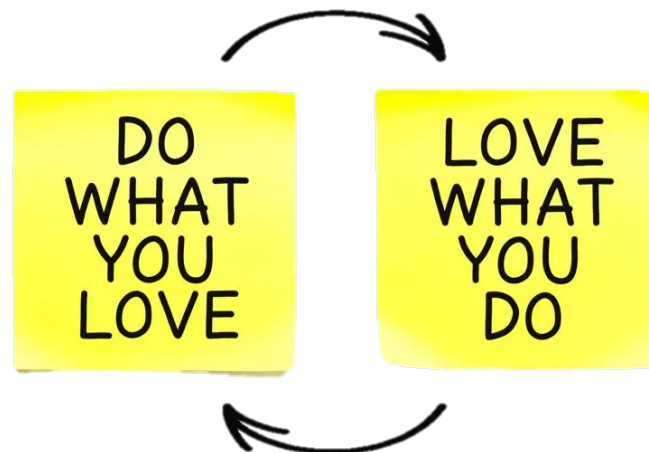
Fun Facts

BUILDING HIGH-PERFORMANCE TEAMS AND DEPARTMENTS

It starts with hiring the right people.

Seek candidates with:

- Passion
- Drive
- Motivation
- A strong desire to learn



- Don't over-value experience, knowledge, or skills that can be easily taught and learned.
- "Fit" is less important than ensuring your team has diverse perspectives.
- Build strengths-based teams by considering your teams current strengths and weaknesses and recruiting talent that most benefits your existing team.
- The value of excellent soft skills in our profession cannot be overstated.



GET TO KNOW YOUR TEAM



INTERNAL FOCUS – TEAM BUILDING

- Get to know your team
- Create pathways for advancement
- Celebrate wins and praise publicly
- Critique privately

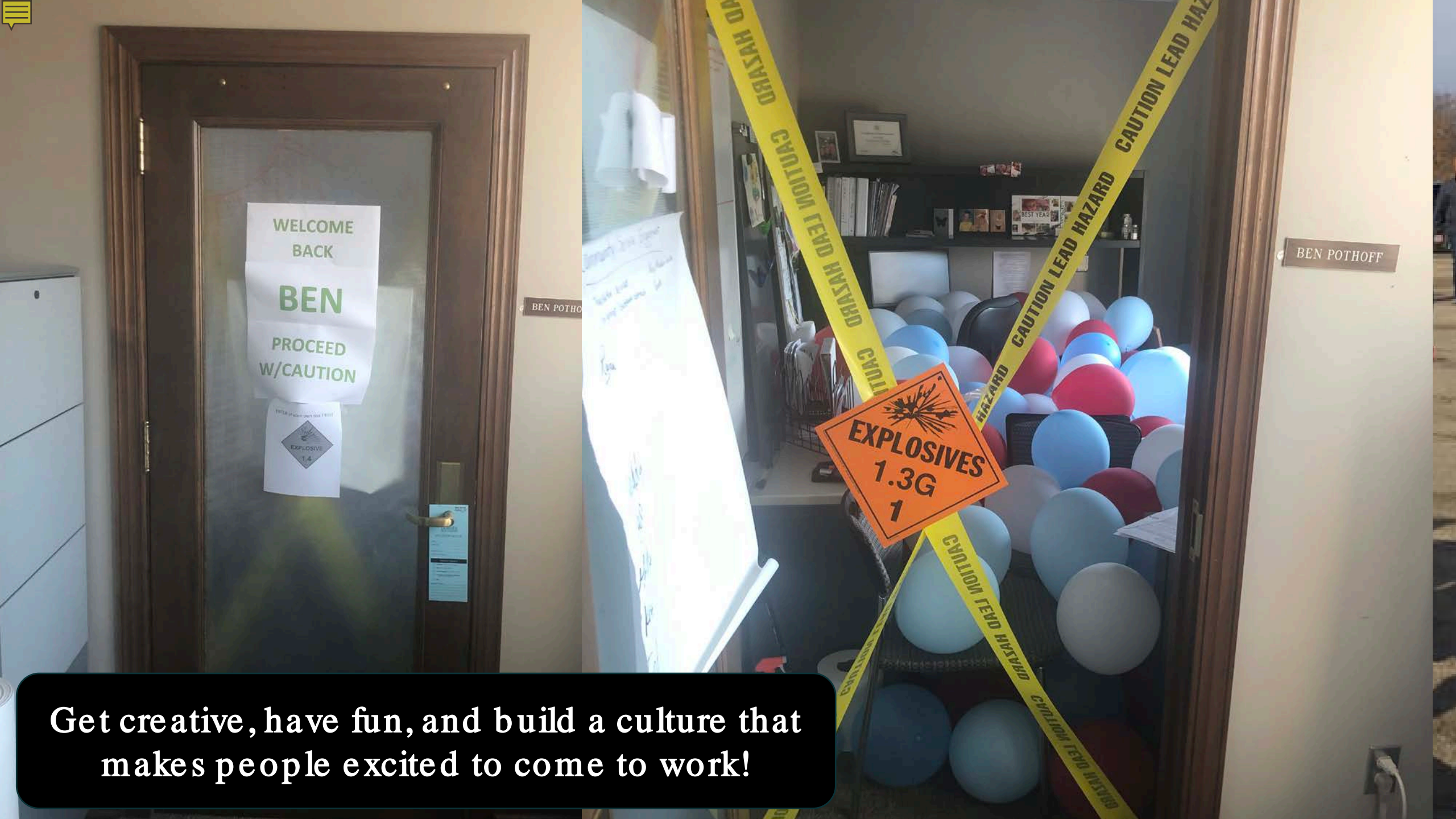




INTERNAL FOCUS – TEAM BUILDING

- Get to know your team
- Create pathways for advancement
- Celebrate wins and praise publicly
- Critique privately
- Lead with integrity and compassion
- Keep a level head in times of crisis





Get creative, have fun, and build a culture that makes people excited to come to work!

DEVELOPING PURPOSE & PASSION



Example: Shane Hoeper, MCP

- Shane is a wealth of experience and knowledge. He earned his MCP in 2023 after just 4 years in the industry.
- Shane was awarded the Code of Honor Scholarship to attend his first ICC AC in Pittsburgh in 2021.
- Since then, he's served on:
- Sustainability, Energy & High-Performance Buildings Code Action Committee (SEHPCAC)
- Sustainability Membership Council (SMC) Governing Committee
- Current Chair of IECC Residential Code Consensus Committee

DEVELOPING PURPOSE & PASSION



Example: Lucas Gonyier, MBA

- Lucas was hired as a Housing Inspector in 2021.
- Lucas's business acumen and innovative spirit have helped him become an in-group leader for our property maintenance inspection team.
- His growth mindset means he always has an eye out for opportunities that will allow him to build upon his successes.
- Lucas was awarded an IABO Scholarship to attend his first ICC AC in Long Beach in 2024.
- In August of 2024, Lucas joined the board of IowACE as Treasurer, since then he's been elevated to the position of 1st VP where he has been responsible for the growth of the organization's membership by more than 25% and he has facilitated their application to become an ICC Chapter.

DEVELOPING PURPOSE & PASSION



Example: Kara Maxwell

- Kara was hired as an Assistant Permit Clerk in 2024.
- She has a background in fine arts with some administrative experience.
- Kara hit the ground running and has earned two ICC Certifications in her first year.
- She has shadowed inspectors and indicated a desire to work towards becoming a building inspector.
- With the support of the City's tuition reimbursement program, she's currently attending a Building Construction Career Pathway Certification program at the local community college.
- Kara has expressed interest in how the ICC codes and exams are developed and to learn more, she intends to apply for a scholarship to attend her first ICC AC in Cleveland in 2025.



TRANSLATING INDIVIDUAL SUCCESSES INTO
OPPORTUNITIES FOR YOUR ICC CHAPTERS

GROWING CHAPTERS

CURRENT IOWA CHAPTERS

1. Hawkeye State Fire Safety Association 1951
2. Iowa Association of Building Officials (IABO) 1959
3. Iowa Permit Tech Association (IPTA) 2019*
4. Mid Iowa Construction Code Council (MICCC) 2022*
5. Eastern Iowa Construction Code Council (EICCC) 2023*

(*) denoted became an ICC Chapter



OTHER PARTNER ORGANIZATIONS



1. Region III
2. IowACE (to be an ICC Chapter)
3. IAEI
4. AIA
5. FEMA



GROWING CHAPTERS

CHAPTER MEMBER BENEFITS



Networking



GROWING CHAPTERS

CHAPTER MEMBER BENEFITS



Networking

Training –
CEU's



GROWING CHAPTERS

CHAPTER MEMBER BENEFITS



Networking

Training –
CEU's

Mentoring



GROWING CHAPTERS

CHAPTER MEMBER BENEFITS



Networking

Training –
CEU's

Mentoring

Code
Development



GROWING CHAPTERS

CHAPTER COMMITTEES



MEMBERSHIP



LEGISLATIVE



EDUCATION



CODE
DEVELOPMENT



IDENTIFY THE
TALENT WITHIN
YOUR CHAPTER



2011 International Code Council Annual Conference
Iowa Delegation

PASSION FOR THE CODES

- Gary – 2019 ABM Las Vegas
- Ben – 2011 ICC AC - Phoenix



CONVERSATION STARTERS



What is your chapter doing that is innovative?



How does your chapter engage members and likewise, how does it get your members engaged?



What % of your membership attends chapter meetings?



Does your chapter support attendance at the ICC Annual Conference beyond the Chapter President's benefit?



PANEL DISCUSSION

Panelists:

- Dawn Neil
- Cindi Somers
- JC Hudgison
- Ceci Muela
- Rachel Parrish
- Roger Schemmel





THANK YOU!

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Ben Pothoff

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