

# Accelerated Management Program (AMP) Overview

## Fueling the Talent Pipeline

### About ABM

Welcome to ABM, where innovation meets facility solutions. With revenues of approximately \$6.4 billion, ABM is backed by a team of over 100,000 professionals across 350+ offices nationwide. From energy solutions to facilities engineering, HVAC and mechanical, and more, our comprehensive services cater to all your facility needs. Since 1909, we've been transforming properties of all shapes and sizes, including schools, hospitals, data centers, manufacturing plants, and airports. Our commitment to diversity, respect, and inclusivity creates an environment where career growth and safe working conditions thrive for every individual.



### Program Overview

Take the next step in your leadership journey with ABM's Accelerated Management Program (AMP), a dynamic 6-month program designed to recruit, develop, and deploy exceptional talent for Assistant General Manager and General Manager roles.

With on-the-job training, personalized mentoring, and engaging online coursework, this program empowers high-potential operations leaders and builds a strong talent pipeline exceeding client expectations. Explore how this program empowers individuals and shapes the future of aviation landside leadership.

### The Ideal Candidate Will be Someone Who:

- Loves travel and transportation and is open to relocation.
- Has a desire for customer service and seeks to understand our client's needs.
- Focuses on what is important and acts with a sense of urgency for what is most critical.
- Uses a combination of business know-how, resourcefulness, and leadership to drive performance.
- Listens for understanding and shares information with others to engage and promote understanding.
- Removes barriers or obstacles that may inhibit change.
- Promotes equity by treating all team members with fairness and respect.
- Aligns team goals and resources to support ABM's strategic priorities.

## Training Sites

The program strives to establish training sites in every geographic region. Trainees will gain exposure to parking operations, transportation services, curbside management, and various support functions.

## Interview Process

To identify the best candidates, we will implement a three-stage interview process involving pre-screening interviews, panel interviews with General Managers and HR, and final in-person interviews with Regional Managers.

### AMP Training Design

The training consists of:

#### **On-the-Job Training (OJT):**

Prepare for a hands-on experience as our trainees will engage in one-month rotations in key operational areas. With comprehensive learning checklists and regular check-ins with area General Managers, you'll have the guidance you need to thrive and progress.

#### **Mentoring from Subject Matter Experts:**

Our trainees will have the opportunity to spend time with subject matter experts in areas such as safety, finance, HR, talent acquisition, and commercial management. Their valuable insights and expertise will shape you into a well-rounded leader.

#### **Formal ABM University Online Training:**

Trainees will have access to self-paced learning through our formal ABM University online training and Aviation Advanced Leadership Training sessions. These resources will further enhance your leadership and management skills.



## Curriculum Outline

The training covers various aspects, including operations (parking, transportation, curbside), HR development (leadership essentials, team engagement, conflict resolution), and business (finance, contracts).

**Join us and be part of a remarkable endeavor that propels careers and shapes the future of the aviation industry.**



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