

# XL Construction Appoints Senior Vice President Alan Laurlund as Head of New Organizational Development Group

**Newly Created Group to Focus on Diversity, Employee Development and Company Culture Initiatives**



*Alan Laurlund, Head of Organizational Development Group, XL Construction*

MILPITAS, Calif., November 22, 2021 – XL Construction, a leading Northern California general contractor whose mission is to build to improve lives, has tapped Senior Vice President Alan Laurlund to lead its new Organizational Development Group.

Laurlund, a 22-year XL Construction veteran and one of its longest tenured leaders, formerly headed up the company's healthcare group and Sacramento operations. Senior Vice President Ryan Heeter now succeeds Laurlund in overseeing the healthcare group and Sacramento operations.

In his new role, Laurlund will oversee a group that will be responsible for enhancing the company's people practices and well-being, employee learning and corporate culture. Among the critical focuses of the Organizational Development Group include establishing a diversity, equity and inclusion program (DEI) roadmap that better reflects the communities in which the company operates, as well as developing an integrated talent management approach to help employees reach their full career potential.

Laurlund joined XL Construction in 1999 as a project executive supporting the company's life sciences group. As the company turned its attention to new sectors and opportunities, he was appointed to create and build the company's healthcare group. In this role, he was charged with driving operational performance, hiring and developing team members and supporting client sales and business development. He became known as a trusted advisor, and under his watch, the group became a major asset to the company's business.

"As our company continues to expand, we want to develop a mechanism to ensure we remain laser-focused on our people and our culture," said Richard Walker, president, XL Construction. "Under Alan's leadership, our new Organizational Development Group will be the steward for this initiative, helping to institutionalize best practices and enabling us to continue to provide the best possible working and growth environment for all our employees and trusted trade partners."

"XL Construction's Organizational Development Group will help to ensure our colleagues are provided with the most purposeful and meaningful career and learning opportunities in the industry – from the time they are hired to the time they are ready to retire," said Laurlund. "We're taking a holistic approach to employee development that not only enhances the lives of those in our organization, but the communities we serve as well. In effect, we are embracing our 'we build to improve lives' mission to not only include the type of projects we build, but also in how we take great care of our people."

Laurlund graduated from California Polytechnic State University in San Luis Obispo, Calif., with a Bachelor of Science degree in construction management. He remains very involved with the school as a recruiter for XL Construction and as a mentor and member of the Construction Management Industry Advisory Board. He is also active in the community and served as chair of the executive leadership team of the American Heart Association's Hard Hats with Hearts.

## About XL Construction

[XL Construction](#) is a leading general contractor whose mission is to "build to improve lives." XL partners with today's leaders in life sciences, advanced technology, corporate office, civic, healthcare and education to create places that make its communities better. The company's focus and passion for team success has earned it a network of great partners and a reputation for putting people first. XL Construction is consistently ranked among the top general contractors in Northern California. In 2020, the company was named ENR California's Top General Contractor of 2020 and the #1 Best Place to Work in the Bay Area.