



2008 EMERGING LEADERS PROGRAM

ACEC/KS Emerging Leaders Program is for individuals committed to developing their leadership abilities. This program imparts specific skills and competencies identified by top ACEC/KS principals as critical for leadership success. These highly interactive sessions are taught by experts in the field of business administration and people management in professional services firms. Session meeting locations and times are listed with the session. Featured session topics include:

Thursday and Friday, September 18-19, 2008

Location: Ramada Hotel, Topeka, Kansas

Thursday, September 18, 2008

Orientation - *Barbara Carswell*

11am – 2:00 pm

Do you think 20 engineers will be too shy to get to know each other in a short time? Think again! Barb Carswell is First Vice President at Capitol Federal Savings, and has been facilitating leadership groups for years. Barb's high energy presentation and interactive sessions will have class members working, and laughing, together in no time at all. This critical session sets the stage for class members to work together for the next six weeks.

Leadership – *Bruce Wilkinson, Haley & Aldrich, Inc.*

2:00 – 4:00 pm

Leadership is the process of influencing people by inspiring them to achieve, by communicating in a manner that they best understand and by building trust such that they will embrace risk. However, the power of leadership tends to distort a leader's perception. A good leader commits to a continual, brutal self-examination to minimize this distortion and to maintain a realistic pursuit of the organization's vision.

Human Resources/Managing People – *Richard Cybulski, HNTB*

4:00 – 6:00 pm

Human resource philosophy and functions are often the basis for company planning and meeting client needs. We'll examine systems for performance management and employee relations strategies. The strongest asset for any organization is its people. Maximizing that asset is essential to strong leadership.

Reception at ACEC Office

6:30 – 7:30 pm

This will include presentations from leaders of the national ACEC organization, the Kansas Society of Professional Engineers, and other ACEC Kansas leaders.

Dinner as a group TBA

8:00 pm

Friday, September 19, 2008

Ethics – *Dr. Tom Mulinazzi, University of Kansas School of Engineering* 8:30 am – 10:30 am

Being ethical is defined as “Being in accordance with the accepted principles of right and wrong that govern the conduct of a profession.” The core of ethics in the engineering profession include: public interest, truth, honesty, fairness and professionalism. Strong ethics are essential to leadership. Without the trust that ethical behavior promotes, an individual’s firm is destined to mediocrity.

Governmental Affairs – *Senate Majority Leader Derek Schmidt* 10:30 am - Noon

The government’s leadership influences the overall business climate and an individual firm’s success. Business leaders need to know how to participate effectively in the public arena and build consensus. They also need to understand how government affairs activities can help their business succeed and how to encourage active participation at the grassroots level in the firm.

Thursday and Friday, October 9-10, 2008

Location: Marriott Courtyard at Oldtown, Wichita, Kansas

Thursday, October 9, 2008

Contract Language/Risk - *Wyatt Hoch, Foulston Siefkin LLP* 2:00 – 6:00 pm

Carefully wording contract provisions minimizes risk to design professionals. We’ll discuss how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting contracts right the first time can be the difference between a profitable project and incurring more liability than your firm can afford.

Dinner as a group TBA

7:00 pm

Friday, October 10, 2008

Strategic Planning – *Dr. Gerald Graham, Wichita State University* 8:00 – 10:00 am

Strategic planning is an essential process for assessing and evaluating a business and creating a viable, flexible guide for future success. The critical components of a successful planning effort include preparation, establishing a plan baseline and creating the plan. We’ll examine the major elements of a strategic plan, including organizational vision, schedule, responsibilities, accountabilities and metrics.

Business Development – *Mike Lally, Olsson Associates* 10:00 am - Noon

Instilling and encouraging a strong business development culture in your firm makes great business sense. It can prove to be an important differentiator and can positively influence the firm’s project delivery, hiring and recruiting, and career development processes. Developing a business development culture requires understanding the distinction between marketing and business development, exposing false common business development myths, recognizing the many ways in which technical staff can contribute to the business development process, and investing in strategies that yield the highest return-on-investment.

Thursday and Friday, November 6-7, 2008

Location: Doubletree Hotel, Overland Park, Kansas

Thursday, November 6, 2008

Economics of Private Practice – *Lee James, Lee James & Associates* 2:00 – 6:00 pm

Understanding the role and importance of financial project management is a critical attribute of emerging leaders. It is equally important that they understand fundamental metrics of successful firms, which financial indicators are important and what they mean for future growth. In this session, we will discuss these important financial management issues.

Dinner as a group TBA

7:00 pm

Friday, November 7, 2008

Senior Leaders Roundtable -- *Dale Maltbie (PEC PA), Joe Marsh (Terracon) and Leonard Rodman (Black & Veatch)* 8:00 – 11:00 am

From Management to Leadership – Secrets of Success

Take the opportunity to network with a diverse panel of leading industry professionals. This session will culminate the Emerging Leaders Program experience. The facilitated session gives participants a chance to ask industry leaders questions concerning industry, practices, and management.

Conclusion

Graduation Celebration and lunch

11:00 am - Noon

**ACEC of KANSAS
REGISTRATION FORM
2008 EMERGING LEADERS PROGRAM
Send in Your Registration Form Today, Space is Limited!**

Registration Deadline: June 20, 2008

Participation is limited to 20. You may only register one member from your firm.

Registration priority is given to firms that have not participated, length of time since firm last participated and then first-come first-served. A waiting list will be maintained.

- **Cost:** \$1100 per person for attendees. Tuition includes all meeting materials, PDHs, welcome reception, breakfasts, dinners and lunches. Tuition does not include lodging or travel expenses.
- Return the completed registration form via fax, email or regular mail as soon as possible to reserve a spot. If paying for the program by check, that check should be sent with a printed copy of the participant's registration form. The program participant may register and pay for this program by major credit card online at www.acecks.org.
- **Payments/Cancellations/Refunds:** Full payment must be received by July 15, 2008 or registration will be cancelled. Cancellations received from July 15 to August 15, 2008 will receive a 50% refund unless another registrant can be confirmed. Slot may be transferred to another member of the same firm. **No refunds after August 15, 2008.**
- **For Check payments:** Please make checks payable to ACEC/KS and mail it with this form to ACEC Kansas, 825 S Kansas Avenue, Suite 500, Topeka, 66612.
- If you have questions or would like to add a second individual from your firm to the program waiting list, call Dale Walden at 785-357-1824.
- Attendees must be present at all sessions. If more than half of one session is missed, that session must be attended the following year to graduate. Only the attendee registered may attend the sessions. Substitute attendees will not be accepted. This program is designed and will be most beneficial to those participants with approximately 8-15 years of industry experience. There will be PDH forms available at the end of the program.

Name of Emerging Leader: _____.

Firm: _____.

Address: _____.

City: _____ State _____ Zip _____.

Work Phone _____ Fax _____.

Email _____.

MasterCard/Visa #(circle one) _____ Exp Date _____.

Signature: _____.