

2019-20 EMERGING LEADERS PROGRAM

PROGRAM DATES

December 12-13, 2019
January 16-17, 2020
February 27-28, 2020
April 16, 2020

LOCATION

Unless otherwise noted,
sessions will be held at:
Thiele Geotech, Inc
Training Center
13478 Chandler Road
Omaha, NE

ENROLLMENT FEE

Enroll by September 15, 2019:

Members - \$1,300
Non-Members - \$2,200

Enroll by October 15, 2019:

Members - \$1,500
Non-Members - \$2,500

Tuition includes meeting materials, PDHs, meals, and EEA Gala attendance. Tuition does not include lodging or travel expenses.

QUESTIONS

Contact: Jeanne McClure,
ACEC NE Executive Director
jeanne@acecnebraska.org

The ACEC Nebraska Emerging Leaders Program (ELP) gives participants the opportunity to broaden their horizons to learn other aspects of the business, making them more valuable to the engineering profession and to your firm. The ELP is for individuals committed to developing their leadership abilities. This program imparts specific skills and competencies identified by ACEC Nebraska principals as critical for leadership success.

Our comprehensive training program provides an understanding of best business practices essential to navigating the engineering industry. The ELP is an unprecedented opportunity to hear and discuss issues typically not covered in academic and engineering programs but are critical to your firm's growth and future success. All sessions are taught by industry leaders and recognized experts in related business fields.

The Emerging Leaders Program is limited to 20 participants and is geared toward emerging leaders in all areas of your firm with 8-15 years of experience. The application deadline is **October 15, 2019**.

"This program had a significant impact on me personally and professionally. The content of the program was directly relevant to my day-to-day tasks and I feel it was very valuable to my continued growth. The most surprising benefit of the program was the great friendships I made with my classmates who have also become my professional contacts. I can call them to be part of a proposal team, call with questions about their area of expertise, or just get together with them for happy hour.

Since attending the ELP program, I have sent one other member of my staff and I plan to send more in the future. I highly recommend the program!"

– Terry Morrison, PE, Ehrhart Griffin & Associates

December 12, 2019

INTRODUCTION AND ORIENTATION

10:00 am – 1pm

Nuri Event Studio

3623 N 129th St, Omaha, NE

Session Information:

Do you think 20 engineers will be too shy to get to know each other in a short time? Think again! ACEC Kansas Executive Director Scott Heidner delivers a high energy, interactive presentation that 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 as a team for the rest of the program.

Presenter Information:

Scott Heidner, J.D. (ACEC Kansas, Executive Director)

Scott is Senior Vice President of Braden Heidner Lowe & Associates, a government affairs and association management company. Scott joined the firm in 2001 and became a partner in 2015. He is a graduate of the University of Kansas with a BS in Political Science, and a graduate of the University of Kansas School of Law. Scott serves as Executive Director of several trade and professional organizations, and has almost 20 years of experience as a government-affairs professional. A native Kansan, Scott is a past board member of the Boys & Girls Club of Topeka, a past president of the Topeka Jayhawker Club, and a past president of the Douglas County Humane Society. He is a 2006 graduate of the Leadership Kansas program, winning the prestigious "Distinguished Leadership Award".

RISK MANAGEMENT AND THE ECONOMICS OF PRIVATE PRACTICE

1:00 – 5:00 pm

Session Information:

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.

Presenter Information:

Lee James (Lee James & Associates)

Lee James is a CPA, CMC, and CBI in private practice providing consulting and training services that are "Dedicated to Improving Your Bottom Line and Maximizing Company Value." Lee specializes in meeting the needs of owners of privately-owned businesses and is a financial and business expert. His previous twenty-one years of professional experience includes eleven years with an international engineering and consulting firm providing business and financial services on a day-to-day basis throughout the U.S. Prior to that, Lee worked as the Chief Financial Officer for Digital Cartographic Systems, Inc. and as Senior Manager for Ernst & Whinney (now Ernst & Young).

ACEC Nebraska Holiday Reception

5:00 – 6:30 pm

Join ACEC Board members, colleagues, and other guests to mix and mingle at a festive cocktail reception.

Dinner

6:30 – 8:30 pm

Enjoy dinner with Scott Heidner, Steve Hall, and ACEC NE Executive Director, Jeanne McClure.

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3655 N 129th St, Omaha, NE

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December 13, 2019

THE BUILDING BLOCKS OF BUSINESS DEVELOPMENT

8:30 – 10:30 am

Thiele Geotech

Session Information:

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.

Presenter Information:

Mike Lally, PE, PG (Olsson)

Michael Lally is a vice-president and shareholder with Olsson, a 1200-plus person full-service engineering consulting firm. At Olsson, he leads business development efforts across the region which includes the states of Missouri, Kansas, Iowa, and Arkansas. He also has client management, project executive, and special project responsibilities. He holds a B.S. and M.S. in Geological Engineering from Missouri University of Science & Technology (formerly University of Missouri-Rolla) and a Master of Business Administration degree with an emphasis in finance from the University of Missouri-Kansas City. He is a professional engineer and professional geologist and has been in the engineering consulting field for more than 30 years. He is a member of the American Public Works Association; Urban Land Institute, where he is a board member of the Kansas City District Council; and Design Build Institute of America.

GOVERNMENTAL AFFAIRS AND THE IMPORTANCE OF POLITICAL ADVOCACY TO YOUR FIRM

10:30 am – 12:00 pm

Session Information:

Aggressive legislative and political engagements are essential to protecting the interests of the engineering industry at the state and national levels. 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.

Presenter Information:

Steve Hall, ACEC National Vice President of Advocacy & External Affairs

Steve Hall joined ACEC in 2001, and currently serves as Senior Vice President for Advocacy and External Affairs. He is a fourteen-year veteran on Capitol Hill, most recently as Chief of Staff and Legislative Director for Congresswoman Sue Kelly (R-NY). Prior to joining the Kelly office in 1995, Steve served for two years as Senior Legislative Assistant on the staff of Congressman Bill Zeff (R-NH), where he handled the Congressman's work on the Transportation and Infrastructure and Government Operations Committees. He also handled transportation and infrastructure issues for Congressman Matthew Rinaldo through congressional consideration and passage of ISTEA in 1991. He began his Hill career in 1987 as a legislative assistant in Congressman John Hiler's (R-IN) office.

January 16, 2020

LEADERSHIP IS LISTENING

1:00 – 5 pm

Thiele Geotech

Session Information:

Leadership is an activity that improves when leaders become more skilled. The foundational skill for leadership is listening. An experienced hostage negotiator will give you a guided tour through the lost art of listening well. Learn about building trust, influencing decisions, and gaining valuable insight into complex problems by being an intentional listener. Participate in skill-building exercises that will enhance your natural style of listening by adding proven techniques used to train hostage negotiators all over the world. Become a better leader with these proven methods.

Presenter Information:

Dan Oblinger, Leadercraft Corporate Education

Dan Oblinger is a unique voice in corporate retreats and keynotes. He is a father, husband, philosopher, and lawman. He has been successful as a hostage negotiator, undercover human trafficking investigator, human resources consultant, chicken rancher, drug recognition expert, ditch digger, grocery bagger, onion ring maker, and beat cop. Oblinger has carved out a niche as a leading expert in providing speaking, training, and executive consulting for all industries across the country. Dan's passion is sharing listening, negotiating, and leadership skills so everyone can become more authentic leaders and lovers.

Dinner & Taboo Tournament

5:30 – 7:30 pm

Zio's Pizza

12997 West Center Road, Omaha, NE

January 17, 2020

UNDERSTANDING PERFORMANCE MANAGEMENT

8:30 am – 12:30 pm

Thiele Geotech

Session Information:

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.

Presenter Information:

Dan Oblinger, Leadercraft Corporate Education

"The privilege of participating in ACEC's inaugural ELP program was a pivotal moment in my career. Being that many members firms have multiple service lines, and not all are engineering, the opportunity as an Environmental Scientist to learn the ins and outs of running a firm, the importance of engineering licensure, the influence ACEC's lobbying has (how we as the next generation of leaders can influence our industry), and the imperative culture impact of active listening, was invaluable.

I would recommend this training to any firm looking to build their future leaders into well-informed, well-connected, and well-rounded contributors to their success."

– Allison Sambol, Senior Environmental Scientist, Felsburg, Holt & Ullevig

February 27, 2020

RISK MANAGEMENT AND CONTRACT PROVISIONS

1:00 – 5:00 pm

Thiele Geotech

Session Information:

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 profitable projects and incurring more liability than your firm can afford.

Presenter Information:

Dave Jesse, Harry Koch Company & Bruce Smith, Woods Aitken Law

Dave Jesse joined The Harry A. Koch Co. in 1989. He became manager of the bond department after a few years, and was soon expanded his leadership to the professional liability program and construction division. As Chief Operating Officer and as a member of the company's Board of Directors, Dave continues to provide overall leadership and shape the strategic direction of The Koch Co.

Dave is an active associate member of the AIA and ACEC. Dave has conducted a number of educational seminars to the Architectural and Engineering colleges at the University of Nebraska in Lincoln and Omaha on risk management and insurance issues.

Bruce Smith, partner, has practiced with the Woods Aitken since January 1999. His practice encompasses all phases of litigation, arbitration and mediation with the vast majority of his time spent on construction and insurance law, and the remainder of his time divided between other civil, commercial and personal injury litigation.

In the area of construction law, Bruce routinely represents owners, architects and engineers, general contractors and subcontractors in contract negotiations, contract review, and the development of standard form contracts and advises these clients regarding contractual transfer of risk. In the insurance law arena, Bruce focuses on obtaining insurance settlements for individuals and businesses.

Dinner & Group Activity

5:30 pm

Axe Games

11106 Q Street, Omaha, NE

"The ELP is a unique program that I found to be tremendously informational and transformative, without feeling too procedural or forced. The format of the program is interactive and the lessons cater to the collective interests and understanding of the group. The ELP really broadened my perspective of the engineering profession. It emphasized the importance of developing relationships with colleagues of various expertise and experience, and facilitated that interaction such that I'm still in touch with many of my classmates. The program opened my eyes to areas of the profession often overlooked, but areas with great potential for impact. For instance, engineering consultants, like many other professions, face new rulings, legislation, and regulations that possess the potential for either positive or negative impacts. It is our duty and obligation as professionals to earn the trust of those with influence, and demonstrate ourselves as a trusted resource to make these changes have favorable outcomes.

My biggest lesson from the ELP was that a great leader can never be static. Successfully leading a private practice is a big commitment and takes someone who recognizes and can assemble what a practice needs when they need it, as well as continually foster enhancements to the people, the practice, and the industry."

– Donny Cerwick, PE, Burns & McDonnell

February 28, 2020

FROM MANAGEMENT TO LEADERSHIP – SECRETS TO SUCCESS, A SENIOR LEADERS ROUNDTABLE PANEL

9:00 am – 12:00 pm

Biaggi's

13655 California Street, Omaha, NE

Session Information:

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.

Panelists:

Nancy Pridal, PE, President & CEO, Lamp Rynearson

Kyle Anderson, PE, PTOE, Executive Vice President, Felsburg Holt & Ullevig

Dan Thiele, PE, Chairman & CEO, Thiele Geotech

GRADUATION CELEBRATION & LUNCHEON

12:00 – 1:00 pm

Celebrate the completion of the program with your classmates and invited guests. Each class member will be presented with a plaque during the luncheon.

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"I was excited to take part in ACEC Nebraska's ELP Class III after observing my coworkers participate in each of the first two years. I hadn't had a lot of exposure to ACEC but I saw some of the things they were learning and I knew it would benefit me in my role as an Associate Principal. The ELP experience was truly eye-opening – I learned about ACEC and why it is important to our industry. I learned how I can be engaged on a local level with my representative in the state legislature, and I am now a resource for my Senator on engineering issues. I learned basics about business financials and how to interpret financial information, which is important as I take on more leadership and hopefully one day part ownership of the company. However, the main point of the program is not necessarily learning, it's networking. I met several people in the field I can turn to if I ever need services their company provides. This proved valuable before the program even ended with the inclusion of one of my classmates in a proposal.

I recommend the program to anyone who wants to take on leadership roles in their company and grow their business."

– Brad Lauritsen, PE, KPE

NOMINATION FORM

Submit by 10/15/19

The Program is tailored for individuals with approximately 8-15 years of experience. In order to enrich the learning experience for Program participants, class size is limited to 20. This program is open to ACEC Nebraska member and non-member firms.

COST

The investment for this training is \$1,300 (by September 15) or \$1,500 (by October 15) per member and \$2,200 (by September 15) or \$2,500 (by October 15) per non-member representative. The fee includes: registration for all sessions, the Engineering Excellence Awards (EEA) Gala, resource materials, PDHs, and meals. All participants completing the course will receive a certificate of leadership training and will be recognized at the ACEC Nebraska EEA Gala on April 16, 2020.

PAYMENT

Payment must be received with this completed form. Payment may be made by check payable to ACEC Nebraska. Please mail payment to: **ACEC Nebraska**, 211 N. 14th Street, Lincoln, NE 68508.

If you have questions or would like to add a second individual from your firm to the waiting list, please send an email to: anita@acecnebraska.org.

PROGRAM EXPECTATIONS

Each participant accepted into the ACEC Nebraska Emerging Leaders Program is **EXPECTED TO ATTEND ALL SESSIONS AND ASSOCIATED ACTIVITIES** in order to graduate. We understand that emergencies/work situations arise. If more than half of one session is missed, that session must be attended the following year to graduate. Only the registered attendee may attend the sessions; substitute attendees will not be allowed.

NOTE: A paid registration can be transferred to another member of the same firm if request is made prior to the start of the program.

ONE FORM PER NOMINEE. PLEASE TYPE OR PRINT.

Name of Nominee: _____

Nominating Principal: _____

Firm: _____ Firm Address: _____

Phone: _____ Email: _____

APPLICANT'S COMMITMENT PLEDGE: I understand the purpose of the ACEC Nebraska Emerging Leaders Program and will devote the time and resources necessary to complete the program. I grant ACEC Nebraska permission to use any photographs taken of myself in connection with the ELP in print and electronic media.

Applicant Signature _____ Date _____

*Nominating Principal: This application has the approval of this firm and the applicant has our full support, which includes the time required to participate in the program.

Nominating Principal Signature _____ Date _____