

Special Pre-Conference Workshop: High Impact Teaming

A hands on workshop that will turn around a business or team



March 16th, 2010

Register now for Bob Kelleher's half-day pre-conference action learning workshop, High Impact Teaming (HIT).

This hands on workshop will teach participants how to lead their own internal bottom ups process improvement workshops, leading to business and/or team improvement. Imagine you as the HR business partner actually helping drive business results! For this particular session, our focus area will be how to engage the disengage. However, participants will learn a process that can be applied to many other business improvement initiatives, including how to improve profitability, increase sales, improve client service, etc.

Using proven methodologies, participants will learn how to:

- determine the current state of your business or team ("where we are now")
- define the direction the business or team should take ("where are we going")
- agree on "next steps" by building a high performing action plan ("how will we get there")
- utilize a priority matrix, known as The Idea Evaluator
- select appropriate workshop participants

The workshop kicks off with a discussion of key issues facing a business or team (in this example, your "current level of employee engagement"), by using survey benchmarks and other norms, we'll help define "employee engagement high performance". During the workshop, we utilize "experiential learning" exercises that encompass strong teambuilding elements with direct metaphorical connections to work life - extracted from the participants through a debriefing process. This last element is essential in keeping the creativity and engagement level high throughout the day (and feedback shows it is wildly popular). We also focus on targeted breakout groups to come up with both "impediments" and "solutions" to success.

Are You Entered In Our Best A/E/C Employee Award?



Do you think your company is one of the best A/E/C employers, but just aren't 100% sure? PSMJ Resources, Inc. and The Employee Engagement Group want to help you find out if you are truly the Best A/E/C Employer.

By entering this award program, you will get independent, confidential feedback directly from your employees. Through our comprehensive survey, we will collect from you information on how well your firm has performed during the past year, focusing on growth, profitability, and employee turnover. Find out how committed your employees are to your firm and its success. And, if you win, you will have the winning advantage of promoting your firm as a Best A/E/C Employer.

The entry fee is only \$295. This is a fraction of the cost of hiring a consultant to survey your employees. It is probably even less than the cost of doing the survey yourself. With a deal like this, how can you pass up this valuable opportunity? *Hurry - this award closes December 17th!*

Register Now and get your entry fee (\$295) off the price of our Regular Registration for the HR Summit



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"I loved last year's HR Summit. It was great to hear from industry thought leaders, share some best practices, and just get to meet such great colleagues from our industry"

- Cheryl Lazzaro, VP HR for North America
AECOM



PSMJ's Seminar earns you up to 12 AIA LUs and/or 12PDHs (except in New York).

PSMJ is a registered provider with the Florida Board of Engineers, provider #PE 0003546 and with the Florida Board of Landscape Architecture, provider #PVD37, course #0007693 (16 credit hours).



In addition, this program is eligible for up to 16 Society for Human Resources Management (SHRM) CEUs (8.75 Conference - 7.25 Pre-Conference). Contact PSMJ for more information. (800) 537-7765

SPECIAL OFFER:

Register By January 31, 2011, and
Receive An ADDITIONAL Bonus FREE

"It was good to find out that I am not alone. Other companies seem to have the same issues, whether they are big or small."

- Mike Newton, Sr. Vice President of Human Resources
PBSJ Corp.

A/E/C Industry

HR Summit

Presented by PSMJ and The Employee Engagement Group

"I love this conference. I made friends and network contacts - it was perfect!."

- Deb Shokouhzaden, Director of Human Resources
Bernardin, Lochmueller & Associates, Inc.

"After attending your HR Summit, we found we can really USE what we learned there, and really enjoyed the presenters. It's time well spent - and it's enjoyable.."

- Jill Patterson, Human Resources Manager
The RHM Group, Inc.

www.psmj.com



A/E/C Industry

HR Summit

Presented by PSMJ and The Employee Engagement Group

March 17-18, 2011

At Walt Disney's Grand Floridian
Orlando, Florida

Plus Pre-Conference March 16, 2011

Featuring Special Conference
Keynote Speaker
Wayne Cascio
Author of "Investing in People"



www.psmj.com

Who Should Attend

Every firm member who deals with employees and clients in an HR capacity needs to attend to find out what's going on in the world of A/E/C HR. Senior HR leaders and other key executives who oversee the HR function for their firms need to attend, as well as other senior firm leaders with functional responsibility for one or more of the following areas:

- **Compensation and Benefits**
- **Staffing**
- **Retention and Engagement Programs**
- **Training and Development**
- **Leadership Development**
- **Organizational Development**
- **Talent Management**
- **Human Capital Management**

Human Resource professionals are essential firm leaders, and are needed even more now to succeed in this tough economy. As an HR professional, you must ensure that your firm is run better than the next firm. In order to do this, you must be experts on relationship building, employee engagement and retention, hiring the best people, employment law, and benefit and compensation design and administration. Once you have the expertise, you need to put it to action and show your Principals and top management what you should do to make a competitive difference in the industry.

The **A/E/C Industry Human Resources Summit** is a senior level HR event specifically designed to address the increasing needs and demands of senior HR leaders like you — leaders who must deal with critical employee and firm issues on a daily basis. Through panel discussions and best practices presentations, you will be able to examine successful, real-life case studies, get actual A/E/C survey results, and network with peers about their proven solutions to problems just like yours. Our entire Summit is built around helping you become a more effective HR executive, while opening doors to new perspectives and points of view. It's a great opportunity to experience the new trends and solutions, coupled with a fantastic networking opportunity with all the key HR decision makers and influencers in a comfortable setting. The quality of panel discussions gives all HR professionals an outstanding opportunity to hear firsthand what others in the industry are doing. The Summit easily pays for itself with the opportunity to build relationships with fellow HR industry leaders.

Agenda at a Glance

As you recover from the recession, learn what other firms are doing to engage their employees, while partnering with their leadership teams. Our panel discussions and best practices presentations are given by industry experts and HR practitioners who have a clear understanding of the business obstacles inherent to your specific needs in the A/E/C industry and how they can be managed and resolved. The Summit agenda spreads 12 hours of education over 2 days of learning:

Day One: March 17, 2011	Day Two: March 18, 2011
7:30-8:30 Breakfast	7:30-8:30 Breakfast With Keynote Speaker:
8:30-9:00 Welcome	Tim Griffin - "Winning With Millenials"
9:00-10:00 PSMJ's HR Survey Results and Industry Trends – Host David Burstein	8:30-9:30 Best A/E/C Employer Award Presentations
10:00-10:15 Break	9:30-9:45 Break
10:15-11:15 Creativeship – "Enlightened Leaders Create Engaged Cultures – Host Bob Kelleher	9:45-10:30 Best Practice Presentation #3 – HR as a Business Partner – "Creating Value"
11:15- 12:15 Panel Discussion #1: Compensation Best Practices (Variable Pay, Trends, etc.)	10:30-10:45 Break
12:15-1:30 Lunch with Keynote Speaker: Wayne Cascio - "Investing in People"	10:45-11:30 Panel Discussion #3 – Building Diversity and Inclusion In The Workplace
1:30-2:30 Best Practice Presentation #1: Leveraging Social Media for engagement, retention, and recruitment	11:30-12:30 Closing Case Study — "Leadership Lessons from Shackleton" – multimedia video and facilitation of the famed Antarctic explorer Ernest Shackleton.
2:30-2:45 Break	
2:45-3:45 Panel Discussion #2: Benefit Best Practices (Wellness programs, Telecommuting and Flex Time, Cost Containment, Trends, etc.)	
3:45-4:00 Break	
4:00-5:00 Best Practice Presentation #2 : Succession Planning – Building Tomorrow's Leaders...Today!	
5:00 Closing Remarks	
6:00-7:30 Cocktail Reception	

Keynote Speakers

Wayne Cascio - Conference Keynote Speaker "Investing in People"



Wayne F. Cascio holds the Robert H. Reynolds Chair in Global Leadership at the University of Colorado, Denver. He has served as president of the Society for Industrial and Organizational Psychology (1992-1993), Chair of the SHRM Foundation (2007), the HR Division of the Academy of Management (1984), and as a member of the Academy of Management's Board of Governors (2003-2006). He has authored or edited 22 books on human resource management, including: *Investing in People (with John Boudreau, 2008)*, *Managing Human Resources (8th ed., 2009)*, and *Applied Psychology in Human Resource Management (7th ed., with Herman Aguinis, 2010)*. In 1999 he received the Distinguished Career award from the HR Division of the Academy of Management. He received an honorary doctorate from the University of Geneva (Switzerland) in 2004, and in 2008 he was named by the Journal of Management as one of the most influential scholars in management in the past 25 years.

J. Tim Griffin - Keynote Speaker "Winning With Millenials"



Tim Griffin is a principal with RMF Engineering, a multi-disciplined engineering firm, where he is branch manager of an office and serves on the Board of Directors. He also serves on the Board of Directors for the International District Energy Association. He is the author of *Winning With Millenials: How to Attract, Retain, and Empower Today's Generation of Design Professionals* which is written specifically for the Principals of A/E firms.

Bob Kelleher - Host—Speaker "Louder Than Words – 10 Practical Employee Engagement Steps... That Drive Results"



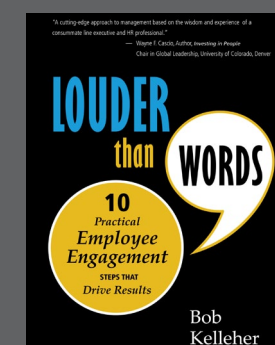
Bob Kelleher is the CEO of The Employee Engagement Group (www.EmployeeEngagement), and author of the critically acclaimed book, *Louder Than Words – 10 Practical Employee Engagement Steps...that Drive Results*. After spending 24 years in the A/E/C industry, Bob has become a recognized thought leader, speaker, and consultant on the subjects of Employee Engagement, Workforce Trends, and Leadership. Prior to opening his own consulting business, Bob was the Chief Human Capital Officer for AECOM, a Fortune 500 global professional services firm, with 45,000 employees located in 450 offices throughout the world.

Dave Burstein - Host—Speaker



Dave has 30 years of design firm experience in numerous management positions; he was president of a 100-person planning company and of a 1,800-person engineering company. As a PSMJ consultant for the past 12 years, Dave has helped hundreds of design firms achieve breakthrough improvements in their businesses. In addition, he has written three books on design firm management and delivered hundreds of seminars on the subject.

SPECIAL OFFER!
Register by January 31, 2011 and recieve this BONUS FREE



We are confident that our Summit will strike a chord with you and your fellow A/E/C HR professionals—we know you have been waiting a long time for a summit like this that directly addresses your specific industry concerns and needs. We want you to REGISTER NOW so we can save you a seat at the event in March. As a bonus for registering by January 31, 2011, we will send you Bob Kelleher's new

book, Louder Than Words: Ten Practical Steps to Engage Your Employees...and Drive Profitability - FREE!

Louder Than Words helps leaders create and maintain an engaging culture; one that allows them to attract and retain the best people while boosting their productivity and creativity. Author Bob Kelleher, your Summit host, shares with you his 10 steps to engagement best practices: results-oriented techniques culled from his years of experience leading engagement initiatives that have transformed corporate cultures. These best practices help firms minimize disengagement, while putting in place steps to maximize employee engagement—the key to capturing discretionary effort

Also Available:



PSMJ's 2010 Key HR Metrics Benchmark Report

You know your people are your most valuable asset. But do you really know if you're treating your employees that way? Do you know how your critical HR metrics (like labor utilization rate and employee turnover) compare to other similar A/E firms?

PSMJ's 2010 Key HR Metrics Benchmark Report delivers this content. Drawing from our best-selling Financial Performance Benchmark Report, the A/E industry's most current survey of over 200 firms, PSMJ created this report to provide A/E firm principals and HR directors with the benchmarking data they need to accurately assess the most critical HR performance indicators. Register for this conference and recieve this valuable report FREE!

I attended the first ever PSMJ / Employee Engagement Group HR Summit in 2010 and was very impressed with the professional development opportunities, the pre-conference workshop, and the networking with colleagues on a host of pertinent industry and human resource issues. The conference is small enough for lots of one-on-one contacts, but large enough to meet the needs of all sizes of A/E/C firms.

- **Kathy Rugar, VP of Human Resources**
 O.R. Colan Associates

Join your fellow HR colleagues in Orlando, FL for the Second Annual A/E/C Industry HR Summit, March 17-18, hosted by two renowned industry education leaders: PSMJ Resources, Inc. and The Employee Engagement Group.

Over two days, you meet with your A/E/C Industry peers, learn about the industry's "best practice", hear the latest industry trends from panel discussions and network with other HR professionals who are dealing with the same challenges that you are.

Who We Are

PSMJ Resources, Inc., a recognized leader in surveying and benchmarking the A/E/C industry, has extensive publishing and research capability and experience, is an industry leader in mergers and acquisitions, and training and consulting. PSMJ has been educating and advising A/E/C clients for the past 30 years. The Employee Engagement Group helps companies uncover the discretionary effort of their employees. After spending 25 years building award winning cultures for global companies, Bob and his team of organizational development professionals share their best practices, tools, programs and processes with companies of all sizes, in all industries. The Employee Engagement Group is led by CEO Bob Kelleher, a noted HR and Employee Engagement consultant and speaker.

Our No Risk Guarantee

Are you still on the fence about registering? Jump down and sign up, NOW! Our **HR Summit** is designed to directly address your needs and questions as an HR leader in the A/E/C industry. There is no other Summit like this in the country. Our leaders offer advice and case studies from their own A/E/C HR experiences. The information you get here can be implemented immediately upon your return to the office. If you are unsatisfied with the quality of the seminar for any reason, or you feel it did not address your concerns or issues, please send us a letter detailing the reasons you were not satisfied, and we will arrange for you to attend another seminar/bootcamp or return your investment in full. If you choose to receive the refund, we will return 100% of the registration fee, and you still get to keep the special registration bonuses offered...there is virtually no risk!

Travel & Accommodations

A block of rooms has been reserved at the **5 Star Grand Floridian Hotel at an amazing rate of \$199.00** for attendees. To secure reduced rates, please make hotel reservations by calling (407) 939-4686, by February 23, 2011 (room block cut-off date). Be sure to mention that you are attending HR Summit. If you have any problems or questions regarding reservations, please contact the Education Department at education@psmj.com or (617)965-0055.

Program Hours:

Preconference Summit: 10:00am - 6:00pm
Day One: 8:30 a.m. to 5:00 p.m.
Day Two: 7:30 a.m. to 12:30 p.m.

Registration Application

Name _____

Nickname _____

Title _____

Firm Name _____

Address _____

City _____

State/Province _____ Zip/Postal Code _____

Country _____

Phone _____ Fax _____

E-mail _____

Brochure code: 270448 A B

Select Your Fee

- \$695 Pre-Conference Registration Fee
- \$995 Early Bird Option: Must be paid 30 days prior to seminar date
- \$1,195 Regular Registration Fee
- I am a Best A/E/C Employer Award Entrant. Please Subtract my Entry Fee (\$295) from my registration
- Please send me more information about the Best A/E/C Employer Award

Select Your Payment Option

- Check enclosed for \$_____ payable to PSMJ Resources, Inc.
- Please bill me/my firm. Invoices must be paid 30 days prior to the seminar date to qualify for the Early Bird Registration price.
- Charge my: MasterCard VISA AMEX

Credit Card # _____

Expiration Date _____

Name _____

Signature _____

CVV Code _____

It's Easy To Register!

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