

*"This conference is the BEST. Each year I meet more colleagues,
pick up invaluable information, great best practices, and the latest
HR trends."*

Beverly Williams VP of HR
Langan Engineering & Environmental Services, Inc.

A|E|C 9th Annual
HR 2018
SUMMIT

THE A/E/C INDUSTRY'S LARGEST HR CONFERENCE

Presented By:



Premier Sponsor:

PSMJ Resources, Inc. [®]

April 18-20, 2018
SAN DIEGO, CA

IGNITE

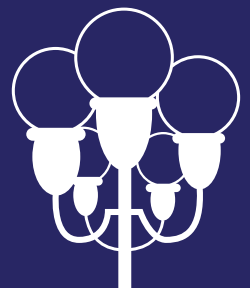
Your Career! Your Culture! Your Results!

The A/E/C HR Summit is North America's largest event dedicated to the management of human resources in the A/E/C industry. Co-hosted since its inception in 2010 by Bob Kelleher and The Employee Engagement Group, this year's Summit will be April 18-20 in San Diego, CA. This is a unique opportunity to engage with A/E/C HR professionals and senior-level firm leaders just like you. Don't miss this chance to get energized and excited about the evolving role of HR, and what you can do today to **IGNITE your career, your culture, and your firm's performance!**



NEW FOR 2018

1. **HEAR** from a panel of your peers from LHB, PAE, H2M, and SGH about how they have successfully implemented action plans from the results of their engagement survey data.
2. Learn from our **CEO PANEL** firsthand about what is keeping executives up at night. Executives from VHB, Kleinfelder, Dudek, and more will dive into their biggest priorities for 2018, as well as what they are looking for in their HR partner.
3. **SIGN UP** for a complimentary Employee Engagement Pulse Survey for your organization as part of your HR Summit registration. Your results will include industry benchmarks and best-in-class results, and overall summary results from all Summit participants will be presented during the event.



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KEYNOTE SPEAKERS



The Fish! Philosophy of Corporate Culture
Harry Paul, Author and Speaker

Harry Paul (aka Harry the Fish Guy) is an internationally sought-after speaker and author who helps businesses and organizations create cultures of excellence. His Fish! Philosophy teaches leaders the importance of trust, recognition, and appreciation.



A CEO Transition Case Study: How HR, the C-Suite and the BOD Navigated Through a Successful Transition

Members of VHB reflect on a recent CEO transition:

- Gerry Salontai, the former CEO of Kleinfelder, current VHB board member
- Bob Brustlin, the former CEO and current Chairman of VHB
- Keri Kocur, the CHRO of VHB



How HR Led a Cultural Revolution - A True Story
Bob Kelleher, Author/Speaker/Founder of The Employee Engagement Group

Bob Kelleher is a best-selling author of five books and keynote speaker, and travels the globe sharing his insights on employee engagement, leadership, and workforce trends. Bob is also the founder and president of The Employee Engagement Group.



The Latest HR Trends in the A/E/C Industry
Dave Burstein, Director, PSMJ Resources, Inc.

Dave Burstein is a director and senior consultant at PSMJ Resources, Inc. where he provides consulting and training services on the subjects of strategic planning, marketing, project management, human resources, quality, finance, and ownership transition.

ALSO SPEAKING



Bob Nelson,
Best Selling Author
Five Trends Shaping the Future of Work



Allan Benowitz (Moderator),
Partner, Vice President, Growth & Development,
The Employee Engagement Group
Industry Panel - The Do's and Don'ts of
Conducting Engagement Surveys



Shiloh Butterworth,
Chief People Officer, PAE Consulting Engineers
Creating a Best in Class Employee Benefits
Package without Breaking the Bank



Rebecca A. Speer, Esq.,
Co-Founder/Attorney-Investigator
Tribù Partners LLP



Patricia Pope, Workplace Culture Expert
Pre-Summit Workshop:
Sexual Harassment by BLR



Angela Bolonchuk,
Director of Human Resources, JLG Architects



Kristi Spindler,
Director of Human Resources at
Obermiller Nelson Engineering
Develop and Empower Next Generation
Leaders to Own their Career and R.I.S.E
Within Your Firm



Michelle Page,
PHR, Associate / Director of People & Culture,
Harrison French & Associates
Ditch the Annual Performance Appraisal -
GAPS Quarterly is Where It's At



Dave Burstein,
Director, PSMJ Resources, Inc.
Establishing a Bonus Program That Works for
Your Firm, Not Against It



Wren E. Ward,
Recruitment Team Manager, Garver
How to Make Your Technical Staff
Great Recruiters

CONFERENCE AGENDA

Wednesday, April 18, 2018

10:00 AM - 5:00 PM (additional fees apply)

Pre-Summit Workshop Option A

Engaging and Developing High Performing Teams
Facilitated by Bob Kelleher

This hands-on workshop will focus on the key steps to building a high performing team. You will leave energized with a blueprint that will enable you to transform your teams into high performing functional teams, and will take home teambuilding tools, exercises, templates, and approaches.

Highlights include:

- Learn how to establish your leadership team's 'baseline' via assessments and polling
- Learn how to adopt best-in-class experiential exercises to reinforce team dynamics
- Learn how to apply Patrick Lencioni's *5 Dysfunctions of a Team*
- Understand why humility, hunger, and emotional intelligence are the special ingredients of successful teams

Pre-Summit Workshop Option B

Sexual Harassment at Work: Understanding the Law; Conducting Legal and Effective Investigations; and Assessing Your Culture
Brought to you by BLR and facilitated by Rebecca A. Speer, Esq., and Patricia Pope

This intensive workshop will provide you with information on various forms of harassment under federal law, identify the signs that your workplace culture puts your organization at risk for harassment (and the claims that may follow), and give you practical tips for managing workplace investigations. You will learn:

- The many types of harassment, including examples of sexual, same sex, gender-based, and others
- The key points your workplace's anti-harassment policy should include
- Strategies for building trust and transparency at all levels of the workplace—from the C-suite to the frontline workers
- How to lay your workplace investigation ground work – to alleviate employee stress and firm's risk

DINE AROUND - 6:30 PM

Join your hosts and fellow attendees for a "Dutch-treat" dinner. This event is open to all 2018 A/E/C HR Summit attendees and is a great way to kick off the conference!

Thursday, April 19, 2018

7:15 AM - 8:15 AM

Registration and Networking Breakfast

8:15 AM - 8:45 AM

Welcome and Introductions

8:45 AM - 9:45 AM

Opening Keynote:

Latest HR Trends in the A/E/C Industry

9:45 AM - 10:15 AM

Networking Break

10:15 AM - 11:45 AM

Re-Imagine Laboratory:

Focus Groups by Company Size and Location

11:45 AM - 12:00 PM

Networking Break

12:00 PM - 1:30 PM

Keynote Luncheon Presentation:

A CEO Transition Case Study: How HR, the C-Suite and the BOD Navigated Through a Successful Transition

1:30 PM - 1:45 PM

Networking Break

1:45 PM - 2:45 PM

Concurrent Breakout Sessions A

2:45 PM - 3:15 PM

Networking Break

3:15 PM - 4:15 PM

Concurrent Breakout Sessions B

4:15 PM - 4:30 PM

Networking Break

4:30 PM - 5:45 PM

CEO Panel:

What do you look for in a successful HR business partner?

5:45 PM

Adjourn

5:45 PM - 6:45 PM

Cocktail Reception

Join your hosts and sponsors for the start of a fun evening of cocktails and hors d'oeuvres

6:45 PM

Historic Tavern Tour in the Gaslamp Quarter

A great opportunity for attendees to renew old acquaintances and make new ones - an always popular event! **Or a dine around option.**

Friday, April 20, 2018

7:30 AM - 8:30 AM

Networking Breakfast

8:30 AM - 9:30 AM

Host Keynote Presentation:

How HR Led a Cultural Revolution - A True Story

9:30 AM - 10:00 AM

Networking Break

10:00 AM - 11:00 AM

Concurrent Breakout Sessions C

11:00 AM - 11:30 AM

Networking Break

11:30 AM - 1:45 PM

Keynote Luncheon Presentation:

The Fish! Philosophy of Corporate Culture

1:45 PM - 2:00 PM

Closing Comments and Adjourn

3:00 PM

Walking Tour of San Diego

Join your fellow colleagues for a walking tour of downtown San Diego!



The 2018 A/E/C HR Summit is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

WHO ATTENDS THE A/E/C HR SUMMIT?

This event is for any A/E/C firm leader or manager who faces challenges with regard to compensation, recruiting, retention, employee benefits, leadership development, and anything else related to human resources. Past attendees have included HR Directors, Principals, CEOs, HR Managers, COOs, and many others!

RE-IMAGINE LABORATORY

In this fast-passed assembly of ideas, attendees assemble by company size and decide the most important topics to focus on. From there, the group LEADS its own discussion. You will experience thought provoking discussions with the brightest minds in HR about the issues that matter to you! When you have heard enough about an agenda item, you can simply and quickly join a different discussion group.

WHO WE ARE

The Employee Engagement Group (TEEG) is proud to present and host the A/E/C HR Summit. TEEG is a global services and products firm, that works with leadership teams to implement best-in-class leadership and employee engagement solutions, including surveys, workshops, consulting, and keynotes. TEEG was founded by author, speaker, and A/E/C HR expert Bob Kelleher, who has co-hosted the HR Summit since it originated in 2010.

PSMJ Resources is the Premier Sponsor of the A/E/C HR Summit. PSMJ is the worldwide leader in business information and analytics for the A/E/C industry. Their publications, surveys, seminars, conferences, and consulting provide unmatched insight and advice on effective management strategies for A/E/C leaders. PSMJ has been affiliated with the A/E/C HR Summit since 2010.

OUR VENUE

Conference Venue: Westin of San Diego
400 West Broadway, San Diego, CA

Secondary Hotel: Hotel Republic
421 West B Street San Diego, CA
(one block from conference venue)
Room Rate: \$199 per night (through 3/26/2018)

Please note: This special room block rate is valid through the cut-off date listed, pending the room block is not sold out. We encourage you to make your room reservations as soon as possible to ensure you receive the advertised rate.

REGISTER



Call:
(781)-281-7256



Email:
hrsummit@
employeeengagement.com



Visit:
www.employeeengagement.com/hrsummit

SATISFACTION GUARANTEED

We are proud to guarantee your satisfaction with the 2018 A/E/C HR Summit. If for whatever reason, you are not happy, we will either offer you attendance at another Employee Engagement Group event, or refund your registration fee.

REFUNDS AND CANCELLATIONS

Cancellations received in writing at least 45 business days prior to the program will be issued full refunds. Cancellations received in writing at least 44-11 business days prior to the program receive a credit letter, good for one year, to use towards any TEEG public program (cannot be applied towards in-house training, partner/associations programs and previously registered and paid attendees) or attendance at next year's Summit. Cancellations made 10 or fewer business days prior to the program and/or no-shows are not eligible for refunds or credits.

TRAVEL AND ACCOMMODATIONS

A block of rooms is reserved for HR Summit attendees. To secure reduced rates, please make hotel reservations by the cut-off dates and be sure to mention that you are attending A/E/C HR SUMMIT. If you have any questions regarding reservations, please contact The Employee Engagement Group at 781-281-7256 or email hrsummit@employeeengagement.com.



A|E|C 9th Annual
HR 2018
SUMMIT

The Employee Engagement Group
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Visit: www.employeeengagement.com/hrsummit/

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"This is the only conference specific to our industry, with a great deal of relevant data, latest trends, and always great speakers!"

Jill Patterson,
HR Manager, The RMH Group

"What a fabulous experience. I heard great things about this conference, but it exceeded all expectations! I made so many great connections with colleagues from around the country."

Alison Eischens
Director of HR, AlfaTech Consulting Engineers, Inc.

"I walked away with a treasure chest of new ideas, best practices, and the energy to implement them."

Melanie Hoy
Director of Operations, The idGroup