

THE GREAT ~~RESIGNATION~~ RECOVERY

APRIL 20-21
2022



YOUR HOSTS FOR THE PAST 11 YEARS
OF THE AEC HR SUMMIT PRESENT

3RD
ANNUAL

A E C

HRemote

S U M M I T

REGISTRATION \$299

EMPLOYEEENGAGEMENT.COM

WEDNESDAY, APRIL 20TH
11AM - 3:15PM EDT

THURSDAY, APRIL 21ST
11AM - 3:15PM EDT

WHY ATTEND?

The **AEC HRemote Summit** is North America's largest virtual event dedicated to the management of human resources in the AEC industry. Our 3rd annual 2022 program will be our best yet, with the latest trends, real-time data, and practical case studies to help you improve the way you manage your most important assets, your people. In spite of a lingering pandemic, high inflation, and difficulty finding and keeping staff, we believe the AEC industry is nevertheless positioned for great things - leading us to forecast our theme of **The Great Recovery!**

Join us as we discover solutions to what your organization might be facing, including:

- *How to Hire and Retain Talent in the AEC Industry*
- *Creative Compensation Strategies for These Times*
- *DEI Leadership: Creating A Culture of Equity*
- *The Benefits of Mindfulness in the Workplace*
- *How HR Can Be Your Organization's Rudder*
- *The Overall State of the AEC Industry*
- *... and so much more!*



Beyond selecting speakers with proven experience and an engaging story to share, this is a unique opportunity because we are **100% AEC-focused**. Every ounce of this virtual Summit is designed around the industry-specific issues that AEC HR professionals and leaders face every day.

Over two action-packed days, you'll:

- participate in and see the results of a 'real time' AEC Workplace poll to learn firsthand of today's trends
- hear from some of the brightest thought leaders both in and outside the industry
- virtually meet with fellow AEC Industry peers
- learn about today's best practices
- ...and network with other HR professionals who are dealing with similar challenges.



AGENDA

Wednesday, April 20th:

11:00 AM - 11:20 AM **Welcome and Introductions** - Bob Kelleher, AEC HR Summit Founder/Host

**All times listed are in EDT*

Meg Anderson, AEC HRemote Producer

11:20 AM - 12:10 PM **State of the AEC Industry**

Brian Strawberry, Chief Economist, FMI Consulting

12:10 PM - 12:20 PM Break

12:20 PM - 1:10 PM **Thrive Leadership: 10 Must-Haves for DEI Success**

Kemy Joseph, CEO & DEI Strategist, F.E.A.R.S Advantage

1:10 PM - 1:20 PM Break

1:20 PM - 2:10 PM **Mindfulness: Your Springboard to Recovery**

Tammy Jordan, Senior Consultant, The Employee Engagement Group

2:10 PM - 2:20 PM Break

2:20 PM - 3:10 PM **Maintaining an "HR Rudder" to Navigate Through Good Times and Bad**

Stewart Osgood, President & CEO, DOWL Engineering

3:10 PM - 3:15 PM Closing Comments

Thursday, April 21st:

11:00 AM - 11:20 PM **Welcome and Survey Results (also, participate in 'real time' AEC workplace poll)**

Bob Kelleher, AEC HR Summit Founder/Host

Meg Anderson, AEC HRemote Producer

11:20 AM - 12:10 PM **Appreciation and Recognition: High Impact, Low-Cost Engagement**

Bob Kelleher, AEC HR Summit Founder/Host

12:10 PM - 12:20 PM Break

12:20 PM - 1:10 PM **Remaining Small While Growing Big**

Brian Bortell, President & CEO, Timmons Group

Shannon Hayes, Director of HR, Timmons Group

1:10 PM - 1:20 PM Break

1:20 PM - 2:10 PM **Peers Pay: Reinforce Performance and Put Dollars in Pockets**

Rachel Sowards, Chief Operating Officer, Rodgers Consulting

2:10 PM - 2:20 PM Break

2:20 PM - 3:10 PM **The Great Recruiting Idea Kit**

Joel Peterson, Associate Director of HR, Kohn Pedersen Fox Associates

3:10 PM - 3:15 PM Closing Comments

KEYNOTE SPEAKERS



State of the AEC Industry

Brian Strawberry, Chief Economist, FMI Consulting

Brian leads FMI's efforts in market sizing, forecasting, building products and construction material pricing, and consumption trends. He focuses on primary research methods, including the implementation and analysis of surveys and interviews. Brian also leads and manages various external market research engagements and constructs tools and models for efficiently performing high-quality analyses. Brian's combination of analytical skills and creative problem-solving abilities have proven valuable for many contractors, owners, and private equity groups, as well as industry associations and internal research initiatives. In 2010, Brian led a start-up branch of FMI, Construction Insurance Benchmarking, and developed standardized products for the business.



Thrive Leadership: 10 Must-Haves for DEI Success

Kemy Joseph, CEO & Strategist, F.E.A.R.S Advantage

Over the past two decades, Kemy Joseph has served as a leader in several organizations small & large including working with Nobel Peace Prize winners to inspire initiatives in 40 countries around the world. Kemy helps business executives leverage equity as a pathway to prosperity to effectively lead their diverse teams through conflicts. Raised in a single-parent household with nine siblings where poverty, violence, and racial inequity traumatized him, he re-socialized himself into a healthy, educated black man who respects and celebrates diversity.



Mindfulness: Your Springboard to Recovery

Tammy Jordan, Senior Consultant, The Employee Engagement Group

Speaker, trainer, coach, and consultant in many things HR and Organizational Development, Tammy works with organizations on leadership development, DEI initiatives, employee engagement, and managing rapid growth and change. She's held positions in healthcare, hospitality, not-for-profit, and consulting and brings over 20 years of experience to her clients. Tammy specializes in women's leadership issues and has created programs addressing the challenges women face in the workplace. As a full-time work-from-home mom, she understands the nuances found in the term 'work/life integration and applies this real-life experience to her work each day.



Maintaining an "HR Rudder" to Navigate Through Good Times and Bad

Stewart Osgood, President and CEO, DOWL Engineering

Stewart was raised on a dairy farm in Vermont and learned young not to be afraid of putting in hard work. These days, hard work means staying connected with hundreds of employees over a wide geographic range, which he accomplishes with an impressive mix of proactive digital communications and face-to-face interactions. As President and CEO of DOWL, Stewart has led the company through unprecedented growth during his nearly 20-year tenure.



Peers Pay: Reinforce Performance and Put Dollars in Pockets

Rachel Sowards - Chief Operating Officer, Rodgers Consulting

Rachel is the COO at Rodgers Consulting, Inc. Prior to joining Rodgers Consulting in 2018, Rachel was the Vice President of Paladino and Company and worked exclusively on sustainability-focused commercial projects in the DC and New York City market. Most notable was her work on the World Trade Center redevelopment in NYC. Rachel was honored to be selected 40 Under 40 in 2015 by the Building, Design + Construction magazine and has been an active member of Vistage leadership group since 2014. Leadership development and peer-to-peer mentorship is a passion and ongoing area of development for Rachel. When she's not working, Rachel lives at home in Maryland with her wonderful husband David, her adorable daughter Alice, and their two cats, Caesar and Brutus.

KEYNOTE SPEAKERS

Remaining Small While Growing Big

Brian Bortell, President & CEO, Timmons Group

Brian is the President, Chairman, and CEO of Timmons Group. He is responsible for setting the strategic direction for the firm and overseeing the firm's 4 operating divisions and 18 offices across the country. Brian has the unique advantage of having been with Timmons Group for over 3 decades, starting his career with the company as an entry level engineer and serving in his current role for the past 16 years. Under his leadership, Timmons Group has achieved significant and sustained growth, landing the firm on the Inc. 5000 list of the Fastest Growing firms in the U.S. for the past 6 years. Brian lives in Virginia and has 2 grown children. Over the years, Brian has distinguished himself as an endurance athlete by running in over 20 marathons and competing in more than 100 triathlons.

Remaining Small While Growing Big

Shannon Hayes, Director of HR, Timmons Group

Shannon leads the firm's HR department. She also leads Timmons Group's Women in Design group, oversees the firm's admin. staff, coaches staff in the Enneagram professional development test, provides leadership training and oversees the firm's facilities at all locations. She's passionate about creating a culture that empowers women, attracts top employees, fosters initiative, cultivates enthusiasm, and promotes wellness, and relationships. Shannon was named the first female shareholder of the firm in 2010 and was nominated to the firm's Board of Directors in 2017. While Shannon enjoys her career, her favorite title is Mom. She lives in Chesterfield with her husband Myk and their children, Lexi, Jadon and Jaxon. When not at work, she can be found on a sports field cheering on her kids.

The Great Recruiting Idea Kit

Joel Peterson, Associate Director of HR, Kohn Pedersen Fox Associates

Joel Peterson is the Associate Director of Human Resources at Kohn Pedersen Fox Associates (KPF), a global architectural design firm based in New York City. For the last fifteen years, Joel has worked in the AEC industry whereas an HR leader he helps build the people who build the buildings.

Appreciation and Recognition: High Impact, Low-Cost Engagement

Bob Kelleher - AEC HR Summit Founder/Host

Bob is a best-selling author of 5 books, keynote speaker, global thought leader on employee engagement, and A/E/C industry expert who 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 and host of The HR Summit since its inception in 2010. Previously, Bob spent 25 years in the A/E/C industry, including roles with AECOM as Chief HR Officer; ENSR as Executive Vice President of Organizational Development, and Chief Operating Officer; and Metcalf & Eddy as Director of HR.

Meg Anderson - AEC HRemote Producer

Meet the 2022 AEC HRemote producer. Meg is a seasoned presenter, instructional designer, and energetic learning and development leader. She has over 15 years of experience in the field and has spent time in the banking, construction, and healthcare industries. She is passionate about helping organizations engage their employees through learning.

REGISTER TODAY!

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group