

Presented By: The Employee Engagement Group



AEC 14TH ANNUAL

HR 2024

SUMMIT

AUSTIN, TX | APRIL 17 - 19, 2024

EVENT GUIDE

YOUR HOSTS



THE EMPLOYEE ENGAGEMENT GROUP (TEEG) is an AEC Industry solutions provider that works with leadership teams to implement best-in-class leadership and employee engagement solutions including surveys, 360 assessments, workshops, keynotes, and online employee engagement courses. TEEG was founded by author, speaker, and A/E/C industry expert Bob Kelleher. Bob is also the founder of the A/E/C HR Summit.

MEET YOUR TEEG STAFF

Bob Kelleher | President and Founder

Tara Re | Director of Operations

Meg Anderson | Director of Client Engagement

Candy Kelleher | Operations Coordinator

Kathy Barnett | Associate

GET SOCIAL

We encourage you to be active on social media throughout the event - share your inspirational thoughts and ideas!

The official hashtag for the 2024 A/E/C HR Summit is **#AECHRSUMMIT**

Wireless Network:

Network Name: @Hyatt_Events

Password: aechrsummit

ADDITIONAL RESOURCES

You can find presenter slides, event materials, and more at employeeengagement.com/hrsummitcloud/



WELCOME TO *Austin!* AND TO THE AEC HR SUMMIT

Thank you for joining us in the vibrant city of Austin, Texas for our 14th Annual A/E/C HR Summit! Wow, I cannot believe it's been a whopping 14 years since I hosted our very first Summit. Having spent 30 years in HR in the A/E/C Industry, it always perplexed me that there were summits and conferences specifically for engineers, architects, scientists, planners, CEO's, and CFO's, but no events for the HR professionals and like-minded professionals who care about the people part of the A/E/C industry. Boy, has that changed!

As we gather here in Austin, it's worth reflecting on how far we've come since our humble beginnings in Newport Beach, CA. Back then, with just 35 brave souls, we planted the seed for what has now blossomed into the premier gathering of HR professionals in the A/E/C realm, with over 200 people here with us in Austin! To validate how far we've come, we are honored this year to have Professor Dave Ulrich, widely recognized as the 'father of modern HR', closing our conference!

I want to highlight the tireless effort of the small but mighty team from The Employee Engagement Group (TEEG), who continue to make this Summit possible each year by putting in hundreds of hours of effort. Thank you team TEEG for your tireless effort and commitment!

This year, we have put together an amazing conference focusing on the theme of *Transforming the Workplace*. In an era marked by rapid technological advancements, shifting demographics, and evolving workplace dynamics, this Summit is your compass to navigate the ever-changing landscape of HR in the AEC industry.

On behalf of all of us at The Employee Engagement Group, as well as from our great sponsors, Actions Prove, AECIQ, Eagle Point Software, Emissary Recruiting Solutions, Engineering Management Institute, Knowledge Architecture, Talent Matters, and Vector Solutions, we encourage you to enjoy your time with us, forge new business relationships, and challenge conventional wisdom so you can hit the ground running on Monday accelerating new ideas for your organization. Of course, please let us know if we can answer any questions while you are here.

Enjoy 2024's edition of the A/E/C HR Summit!

Bob Kelleher

Your 2024 AEC Summit Host
Founder and Chief Engagement Officer
The Employee Engagement Group



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

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DIAMOND



ActionsProve, LLC is an AEC industry focused management consultancy serving leaders and firms nationwide to grow and advance their success through modern and new era focused strategic planning, executive coaching, leadership and management team development, performance-based employee engagement, and corporate impact design. You can connect with Peter C. Atherton, PE, ActionsProve's President and Founder at pete@actionsprove.com. You can also connect and follow him on LinkedIn.

For more information, contact:

Peter C. Atherton, PE
E: pete@actionsprove.com
T: (800) 891-8457



AECIQ is a technology-driven talent acquisition platform exclusive to the AEC Industry. Our cutting-edge technology allows clients to curate pipelines of target candidates, drive conversations with passive targets, and manage their talent pools. Our platform creates visibility and transparency across internal hiring teams. With AECIQ, you don't pay placement/hiring fees and get guaranteed interviews with candidates hand-picked by your internal decision-makers.

For more information, contact:

Shaun Leeper
E: shaunl@aeciq.com
T: (916) 412-6402



Most AEC consulting firms are too busy to focus on attracting, developing, and retaining talented professionals, making it hard to grow. EMI uses a proven framework to help firms build professional development plans, programs, and tools including career pathways that help firms attract, build, AND maintain strong teams and grow sustainably. EMI recently launched the new AEC PM certification and AEC PM Behaviors Assessment to further support their clients.

For more information, contact:

Anthony Fasano, P.E.
E: afasano@engineeringmanagementinstitute.org
T: (800) 920-4007



Knowledge Architecture builds software, community, and best practices to help AEC firms evolve and grow. Our flagship software product is Synthesis, an AEC intranet platform that integrates with common industry software like Deltek, Unanet, Newforma, and OpenAsset. Over the last 15 years we've partnered with the HR teams at over 130 AEC firms to improve internal communications, organize essential policies and procedures, and support their learning + development efforts.

For more information, contact:

Susan Strom
E: sstrom@knowledge-architecture.com
T: (415) 523-0410 x701

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PLATINUM



At Eagle Point Software, we empower leaders in the AEC, product design, and manufacturing industries to transform their businesses by implementing learning and development best practices through our Pinnacle Series eLearning and LMS solutions. Our goal is to help organizations create positive learning experiences to increase efficiencies and support employee growth.

For more information, contact:

Jim TeDesco
E: jim.tedesco@eaglepoint.com
T: (563) 690-4606



Founded in 2004, Emissary is a veteran-owned and operated, AEC-specific candidate delivery firm with offices nationwide. We leverage over 25 years of professional recruiting experience and a resume of 950+ recruitment projects across the United States and internationally.

For more information, contact:

Joseph Swarengin
E: jswarengin@emissarysearch.com
T: (479) 312-7024

GOLD



Talent Matters helps you secure a competitive advantage through your people. We use predictive analytics, coaching and leadership development to help you select, develop, and retain top talent. Supporting all stages of the talent life cycle, our aim is to build adaptability at all levels of your organization and achieve mutually beneficial outcomes for your people, your clients, and your bottom line.

For more information, contact:

Luke Carter
E: luke@talentmatters.net
T: (828) 9712-0064



Vector Solutions delivers award-winning online continuing education, safety training, and performance support solutions to the Architecture, Engineering, and Construction (AEC) industry. Our high-quality, accredited content allows you to ensure professional licenses are maintained, improve safety, close skills gaps, and develop talent.

For more information, contact:

Sydney Lauro
E: sydney.lauro@vectorsolutions.com
T: (866) 546-1212

A/E/C HR SUMMIT CREDITS

1. PRE-SUMMIT WORKSHOP A

A Change Management Hands-On Laboratory: Engagement During Times of Change

Bob Kelleher - Author/Speaker/Founder, The Employee Engagement Group

Meg Anderson - Director of Client Engagement, The Employee Engagement Group

April 17, 2024 / 10:00 AM - 5:00 PM

Email hrsummit@employeeengagement.com for Activity IDs

2. PRE-SUMMIT WORKSHOP B

An Interactive Workshop: How to Build Career Paths to Help Recruit, Develop, and Retain Top AEC Talent

Anthony Fasano - President and CEO, Engineering Management Institute

April 17, 2024 / 10:00 AM - 5:00 PM

Email hrsummit@employeeengagement.com for Activity IDs

3. AEC HR SUMMIT

The Employee Engagement Group

April 18-19, 2024

HRCI: 660225

This activity, ID No. 660225, has been approved for 10.50 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). Please make note of the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

SHRM: Activity ID: 24-XRRWP

The Employee Engagement Group is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 10.5 PDCs. For more information about certification or recertification, please visit shrmcertification.org.



KEYNOTE SPEAKERS

Dave Ulrich

Professor / Partner, Ross School of Business, Univ. of Michigan / RBL Group

Dave Ulrich is the Rensis Likert Professor at the Ross School of Business, University of Michigan, and a partner at the RBL Group, a consulting firm focused on helping organizations and leaders deliver value. He has published over 200 articles and book chapters and over 30 books. He edited Human Resource Management 1990-1999, served on the editorial board of 4 other journals, and on the Board of Directors for Herman Miller. He has numerous lifetime achievement awards, has spoken to large audiences in 90 countries, and performed workshops for over half of the Fortune 200. He is a Distinguished Fellow in the National Academy of Human Resources. He is continually learning, simplifying complex ideas, and creating real value for those he works with as he defines human capability as the next agenda for people and organizations.



Kevin McMahon

Consultant, ACEC Research Institute

Kevin, former CEO of Edwards and Kelcey (EK), a prominent US engineering firm, orchestrated a remarkable transformation, catapulting EK's growth and profitability by fivefold during his eleven-year tenure. EK was acquired by Jacobs in 2007, where Kevin continued to lead transformation efforts, positioning Jacobs as one of North America's largest Infrastructure firms from 2007 to 2013. He directed significant projects across highways, rail, aviation, telecom, water, and utilities with a 3,000-strong workforce. Kevin then expanded his leadership as the head of Jacobs in Asia, overseeing major ventures across several countries with a 2,500-strong team. Presently, he serves as a consultant with the ACEC Research Institute and actively contributes as a board member in the industry.



Nathan J. Beil

Chairman of the Board/CEO, KCI

Nathan Beil, a two-time graduate of Lehigh University, began his career at KCI Technologies in 1988. He rapidly established and expanded the company's water resources division, leading it to success. Beil's ascent continued with multiple promotions, adding service lines, managing operating groups, and significantly expanding the firm's presence. Beil's leadership extends beyond KCI with involvement in professional organizations and community initiatives, including the Boy Scouts of America. In 2018, he became chief executive officer and assumed the role of chairman of the board three years later. His prolific career showcases his profound impact on the industry and the region.



Bob Kelleher

Author/Speaker/Founder, The Employee Engagement Group

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.



BREAKOUT SPEAKERS



Kate Yoder
Human Resources Business Partner, Shive-Hattery

Kate Yoder is a passionate advocate for employee well-being. Through her time with Shive-Hattery as an HR Business Partner and working with Iowa 4-H she has taught youth and adults about the power of mindfulness and caring about employee wellbeing. She offers a unique perspective that seamlessly blends her HR acumen with a genuine passion for the well-being of individuals within the workplace.



Katrina Williams
HR Director and Principal, DKS Associates

Since 2015, Katrina Williams has led HR for 150 employees across seven locations at DKS Associates. Named Principal in 2022 and joining the Board of Directors in 2023, she boasts 24 years of HR experience, with 15 in A&E. A psychology graduate from Alaska Pacific University, Katrina holds certifications as a Senior Professional in Human Resources and Professional Coach. She's an active member of the National Society of Human Resources and serves as Mentorship Committee Chair for the Portland HR Management Association, alongside committee membership in the Northwest ESOP Association. Katrina's dynamic leadership and expertise make her a cornerstone of the DKS team.



Amanda Thorn
HR Generalist, DKS Associates

Amanda Thorn, PHR joined DKS Associates in 2018. Amanda is passionate about building relationships across the company and uses humor and creativity to connect. Whether wearing crazy outfits for Spirit Week, creating a game show for the DKS Swag Shack, or carefully walking someone through the Leave process, Amanda prides herself on being accessible to the DKS Team. She enjoys Benefits, Leaves, and currently chairs the Wellness Committee. Amanda lives in Portland, OR with her spouse, 2-year-old son, and 18-year-old cat.



Brandon Brodzky
CEO, AECIQ

Founder of AECIQ.com and Mergetalks.com. AECIQ is a revolutionary technology-enabled recruiting platform that accelerates passive candidate sourcing, automating the sourcing & connecting process for talent acquisition/hiring teams. 700+ AEC firms benefit from faster searches and deeper, more aligned talent pools. Similarly, Mergetalks is a technology-enabled M&A platform that connects passive buyers & sellers within the AEC space.



Shaun Leeper
Prinicpal, AECIQ

Shaun has provided strategic growth services to clients in the AEC space for 15 years. He works closely with AECIQ's clients and internal teams to understand their pain points and create strategies to position clients for success. Shaun has a unique perspective on the current state of the hiring landscape and the ability to share "best practices." In addition to his leadership role within the Talent Acquisition space, he has been involved with several M&A initiatives for clients in the AEC industry.



Anne Davis
Assistant Director of HR, H2M architects + engineers

Anne Davis is the Assistant Director of HR and a partner at H2M architects + engineers. Anne has spent most of her career in the AEC industry where she focuses on planning, implementing, and evaluating comprehensive systems that streamline HR activities to provide greater efficiency across the organization. Anne holds an undergraduate degree in Civil Engineering from Clarkson University and a graduate degree in Human Resource Management from Stony Brook University.



Ruthie Heikkila
HR Director, CSHQA, Inc.

Two mentors spotted Ruthie's natural people skills and knack for understanding practical organizational needs early on in her career. They encouraged her to develop her talents through real-world experience. As CSHQA's Human Resources Director Ruthie establishes and executes strategic initiatives for the firm. Ruthie is most carefree when spending time with family and friends outdoors, where she can hike, bike, run, camp, or just have a good time.



BREAKOUT SPEAKERS



Gabe Caretto

Finance and Analytics Director, CSHQA, Inc.

Gabe joined CSHQA in 2000, embarking on a new career path - this former high school music educator turned to corporate accounting. Last year he transitioned from Financial Manager to Finance & Analytics Director. In addition to managing the accounting team, he works closely with the Executive Team to analyze firm data and capture key financial metrics to aid in strategic decision-making. Gabe is passionate about employee-ownership culture and education. He is currently serving his second 3-year term on CSHQA's Board of Directors and was appointed to the hiring committee for both chief executives.



Sarah Noble

HR Business Partner, Heico CSG

Sarah Noble has worked in the AEC industry for five years and is currently an HR Business Partner for Heico Construction Solutions Group. She is passionate about crafting strategies and initiatives that solve business and people challenges. Sarah knows that skilled and motivated employees are the backbone of any company, and she makes people her top priority.



Anthony Fasano

President and CEO, Engineering Management Institute

Anthony is a globally recognized best-selling author, speaker, host of three engineering podcasts which have been downloaded over 2 million times, and author of the bestselling book for engineers entitled *Engineer Your Own Success: 7 Key Elements to Creating an Extraordinary Engineering Career*. He is the President & CEO of the Engineering Management Institute, which focuses on helping A/E firms identify and develop more effective managers and leaders.



Peter Atherton

President and Founder, Actions Prove, LLC

Peter is an accomplished A/E industry insider and practitioner turned executive coach and consultant. Pete has over 30 years of industry experience, 24 as a successful professional civil engineer, project manager, principal, practice group leader, major owner, and board member with high-achieving A/E firms. Pete works with A/E leaders and firms nationwide to grow and advance their success through modern and new era-focused strategic planning, executive coaching, leadership and management team development, performance-based employee engagement, and corporate impact design.



Sarah Gilliland

HR Manager, Terracon

As the eldest of 7 siblings, some would say Sarah Gilliland has been a coach and team-builder to a diverse group of humans her entire life. With 20+ years in HR, she focuses on fostering trust and belonging to give teams a competitive edge. At Terracon since 2017, Sarah loves brainstorming new ideas to retain and engage talent. She excels at uniting diverse perspectives to achieve common goals.



Vic Donald

Senior Innovation Consultant, Terracon

Vic Donald is a geotechnical engineer, turned business owner, turned consultant. Currently, he helps set the vision for and implement change in a 6,000-person engineering firm. Over his 45 years of experience in leadership in geotechnical, environmental, and civil engineering, Vic's drive for innovation, combined with his understanding of the value that engineers bring to our world, provide a perspective that can help define our journey into a very different world of professional engineering.



Dawn Moore

Principal and Senior VP of People & Culture, Parkhill

Since 2011, Dawn has shaped Parkhill's culture with her community-focused leadership. An Arizona State University alumna, she serves on boards like the Community Foundation of West Texas. Dawn's contributions earned her the 2015 SHRM Legacy Award, reflecting her impact on Parkhill's mission. Originally from Colorado, she's been a proud Lubbock resident since 1999, embodying dedication to local and national community-building.



THURSDAY | APRIL 18, 2024

7:00 AM - 8:15 AM

General Registration and Networking Breakfast (2nd Floor Texas Ballroom)



8:15 AM - 9:00 AM

Welcome and Introductions (Ballroom)

Your A/E/C HR Summit host - Bob Kelleher and The Employee Engagement Group - open the conference.

9:00AM - 10:00 AM

OPENING KEYNOTE (Ballroom)

An Insider's View of AEC Industry Trends – 'Talent Will Win'

Kevin McMahon - Consultant, ACEC Research Institute

Kevin McMahon will deliver a comprehensive overview of the AEC Industry from a former CEO and Operational leader's perspective. He will give an overview of current Growth and Financial Operating Performance, Consolidation Trends, and the competitive landscape. He will also address the Human Capital aspect of our business and offer some thought-provoking ideas for HR executives to consider in their organizations, to deal with the most industry change all of us have ever seen!

10:00 AM - 10:30 AM

Networking Break *Sponsored by* emissary

10:30 AM - 11:45AM

AEC CONNECTIONS CAFE (Ballroom)

This participant driven session relies on the passion of attendees for the topics discussed. You will have the opportunity to attend multiple topic groups to discuss what's important to you and your organization right now.

11:45 AM - 12:00 PM

Networking Break

12:00 PM - 12:45 PM

LUNCH *Sponsored by* AECIQ

12:45 PM - 1:45 PM

KEYNOTE LUNCHEON PRESENTATION (Ballroom)

Proactive Re-Organization = Opportunities for Career Growth

Nathan J. Beil - Chairman of the Board/CEO, KCI

Change within the AEC industry is ever accelerating. Whether it be delivery systems, contract vehicles, procurement procedures, client requirements, or risk profiles, the business environment within which we operate demands that we rethink our organizations, policies/procedures, and leadership profiles. Successful firms embrace change and plan for the future BEFORE they need to adapt, benefiting from a "first mover" perspective. This change encompasses leadership, corporate governance, HR systems, and our most important asset, our employee-owners.

1:45 PM - 2:15 PM

Networking Break *Sponsored by* EAGLE POINT SOFTWARE

2:15 PM - 3:15 PM

CONCURRENT BREAKOUT SESSIONS 1

1A: Enhancing Employee Wellbeing: A Year of Growth in Our Wellness Program (2nd Floor Texas 5)

Kate Yoder - Human Resources Business Partner, Shive-Hattery

Kate will share insights gleaned from her diverse professional journey, offering a holistic perspective on the intersection of workplace well-being and the crucial role it plays in fostering a healthy and thriving community. Her knowledge in





benefits administration and policy development uniquely positions her to explore the vital link between employee well-being and organizational success. She will walk through the advancements that Shive-Hattery has made within the last year. Attendees will interact with one another, compete in a fun wellness game utilizing Menti-Meter, and walk away with ideas that can be incorporated into their own company.

1B: *The Rocky Road to Automation - Might Not Be So Bad* (2nd Floor Texas 6)

Victor Donald - Senior Innovation Consultant, Terracon

Sarah Gilliland - HR Manager, Terracon

Engineering consultants tend to charge by the hour for everything that we do. Our profession has noticed an alarming trend; reduced chargeable hours. But we have also enjoyed good profits. How can those two co-exist? We think that we know. That computer is doing the work that humans used to do. With the rapid proliferation of Artificial Intelligence, we are beginning to see the computer exercise better professional opinions than we humans have. This session will consider how to enjoy the benefits of automation by rethinking our value as employees and consultants. The road to automation is not an easy road to travel, but we may find comfort if we change vehicles for this inevitable journey.

1C: *Run Your Talent Acquisition Efforts Like a Data-Driven Business*

(2nd Floor Texas 7)

Brandon Brodzky - CEO, AECIQ

Shaun Leeper - Principal, AECIQ

A data-driven talent acquisition strategy is critical. Talent acquisition teams that leverage data are more efficient, operate with lower costs and achieve better results in terms of external recruiting and retention. We'll share the most important data points your business needs to be focusing on to ensure you're running a winning talent acquisition practice.

3:15 PM - 3:30 PM

Networking Break

3:30 PM - 4:30 PM

CONCURRENT BREAKOUT SESSIONS 2

2A: *Taking Control of Your Healthcare Benefits - A Journey into Self-Funding*

(2nd Floor Texas 5)

Anne Davis - Assistant Director of HR, H2M architects + engineers

After several years of contemplation, in 2022 H2M moved from a fully insured medical benefit plan to a self-funded model. In this session, we will explore the paradigm shift from the short-term strategy of an annual renewal to a long-term healthcare approach to regain control and help provide the best program for our employees and dependents for the years ahead. In this session, you will take away: 1) An understanding of the components of a Self-Funded Program 2) Pros and Cons of various healthcare insurance delivery models 3) Some interesting truths and startling statistics we uncovered during the process.

2B: *Let's Grow! Strategic Growth Transformation, Building Beyond a Corporate Plateau* (2nd Floor Texas 6)

Ruthie Heikkila - HR Director, CSHQA, Inc.

Gabe Caretto - Finance & Analytics Director, CSHQA, Inc.



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See how CSHQA, a well-established 130-year-old firm, still finds ways to rebuild itself as a leading A/E firm. In the latest chapter of our storied history, we found ourselves on a corporate plateau hovering around 100 employees across 3 offices. Amid the pandemic, we endeavored to explore our own management and systems at every level of our firm, allowing us to grow systematically and responsibly as we journey into our next 130 years.

2C: How to Attract, Engage and Retain Top Talent in 2024: Unpacking the Results of the Latest Present and Future of Work in Engineering and Architecture Report (2nd Floor Texas 7)

Anthony Fasano - President and CEO, Engineering Management Institute
Peter Atherton - President and Founder, ActionsProve, LLC

Most AEC consulting firms are looking to grow at a rapid pace; however, they face many challenges around recruiting, development, and retention in this competitive atmosphere. EMI and Actions Prove have once again asked AEC professionals questions that their firms are afraid to ask and present the answers in this must attend session. This session will review the answers to questions that can help you better recruit, develop, and retain your professionals in 2024 and beyond. Do not miss access to this game changing information.

4:35 PM - 5:00 PM

CLOSING COMMENTS (Ballroom)
 Join us as we walk through the logistics of the evening and close the first day.

5:00 PM

Adjourn

6:00 PM - 7:00 PM

Cocktail Reception (Foothills Ballroom, 17th Floor)
 Join your A/E/C HR Summit hosts and sponsors for the start of a fun evening of cocktails and hors d'oeuvres. Cheers!



7:00 PM

Tavern Tour
 A great opportunity for attendees to renew old acquaintances and make new ones - an always popular event, led by your Summit Hosts.
 *Or choose a dine around option.

FRIDAY | APRIL 19, 2024

7:30 AM - 8:00 AM

Networking Breakfast (Ballroom)



8:00 AM - 8:30 AM

Opening Comments & Live Summit Poll (Ballroom)

8:30 AM - 10:00 AM

HOST KEYNOTE PRESENTATION (Ballroom)

Bosses Are People Too - Why Leadership Engagement is at an All-Time Low

Bob Kelleher - Author/Speaker/Founder, The Employee Engagement Group

In this provocative and dynamic multimedia presentation, author and speaker Bob Kelleher takes attendees through a journey of why it has become so difficult to be a boss in these times. Gallup claims that only 33% of the workforce is engaged, but for the first time, the boss is less engaged than the employees they manage. Given the boss is the single biggest driver of both engagement and disengagement - this is a significant organizational challenge. Attendees will learn the importance of training managers in these times, including best practices in selecting and training the best people to manage people.

10:00 AM - 10:15 AM

Networking Break

10:15 AM - 11:15 AM

CONCURRENT BREAKOUT SESSIONS 3

3A: How to Build an Immigration Program You Can Recruit From!

(2nd Floor Texas 5)

Sarah Noble - HR Business Partner, Heico CSG

With unemployment clocking in at under 4%, it is tough to find qualified candidates to fill open positions. How many times have you thought you must be recruiting a unicorn because the search was so tough? Offering a robust immigration program might be just what your organization needs to close the talent gap. Join me for this session to learn how to build an immigration program you can recruit from.

3B: Launching an Effective Mentorship Program (2nd Floor Texas 6)

Katrina Williams - HR Director & Principal, DKS Associates

Amanda Thorn - HR Generalist, DKS Associates

Early into the pandemic, it became apparent to us that a formal mentorship program was something our employees wanted and needed. Come join as we take you on our Mentorship Program journey through conception, creation, and implementation. We'll touch on how we solicited feedback from our employees for the program, best practices used, our pilot program, communication, and implementation of the program. We'll also share details of our final Mentorship Program as well as the feedback we've received from employees.

3C: Empowering People: Communication, Collaboration & Culture

(2nd Floor Texas 7)

Dawn Moore - Principal, Senior VP of People & Culture, Parkhill

In this session we'll explore the pivotal role HR professionals play in fostering a culture of empowerment. Through practical examples, participants will learn how they can leverage their HR expertise to create an environment in which employees



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communicate openly, collaborate seamlessly, and contribute meaningfully to the execution of business objectives. We will explore several communication and collaboration approaches Parkhill uses to facilitate information flow, increase employee engagement, and cultivate a positive organizational culture at the firm.

11:15 AM - 11:30 AM

Networking Break

11:30 AM - 12:30 PM

LUNCH *Sponsored by* 

12:30 PM - 1:45 PM

KEYNOTE PRESENTATION (Ballroom)

How Human Capability Creates Stakeholder Value

Dave Ulrich - Professor at Ross School of Business, University of Michigan, and Partner at RBL Group

People and organization issues are getting enormous attention in today's world. We will talk about three responses to this opportunity: (1) HR is NOT about HR, but about creating value for all stakeholders both inside the organization and outside (customers, investors); (2) HR delivers human capability to these stakeholders through innovations in talent, leadership, and organization; (3) HR needs to be upgraded to respond by building more effective HR functions.

1:45 PM - 2:00 PM

Closing Comments and Adjourn (Ballroom)

3:00 PM

Historic Walking Tour of Austin, TX

Join TEEG and your fellow colleagues for a historic walking tour around Austin!
(Sign-up sheet at registration desk. Meet in hotel lobby at 2:45pm)



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TO SCHEDULE A DEMO

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Attract, Develop, & Retain

Your AEC Project Managers



Look at the holistic picture of PM development with the AEC PM Certification from the Engineering Management Institute.

With the AEC PM Certification, your PM team will explore multiple levels of curated development from expert trainers who have been in their shoes. Instead of training courses in isolation, the AEC PM is a multi-step process that provides an individualized growth experience for each of your PMs by benchmarking their strengths and areas of improvement multiple times through the training process with the comprehensive AEC PM Behaviors Assessment from EMI and Talent Matters.

Invest in your success by investing in the proper training for your team.

The AEC PM Behaviors Assessment will help you meet your PMs where they are and benchmark their development.

The AEC PM Behavioral Assessment uses the Harrison Assessment system to assess the behavioral suitability of your PMs. This assessment dives beneath standard eligibility factors, like necessary certifications and work experience, to answer the question, "Will my PM perform and succeed in the job?"

From behavioral competencies to interpersonal skills, this assessment will help you accurately diagnose and prescribe individual and organizational training needs, set career goals, and map trajectories for your PMs.

"At TranSystems we believe in developing our PMs, but doing so specifically based on their needs. Fifty or our project managers took the Harrison Assessment as part of our pilot PM Development Program with EMI, and the feedback was excellent. Many of the PMs mentioned how knowing their behaviors would help them to avoid blind spots and spend their time improving the right PM skills."

- Monique Mitchum, PMP, Assistant VP, Operations

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At Eagle Point Software we empower leaders in the AEC, product design, and manufacturing industries to transform their business by implementing learning and development best practices. Our goal is to help organizations create positive learning experiences to increase efficiencies, support employee growth, and improve collaboration.

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TALENT

M A T T E R S

Gain a performance advantage through a holistic approach to leadership development

Let's talk about how the AEC PM Behaviors Assessment can help your PMs become strategically adaptive by personalizing their own development planning.

SELECT

the right people for the right role

DEVELOP

adaptive leaders

RETAIN

by establishing engagement mutuality

WIN

by focusing on talent matters



HARRISON
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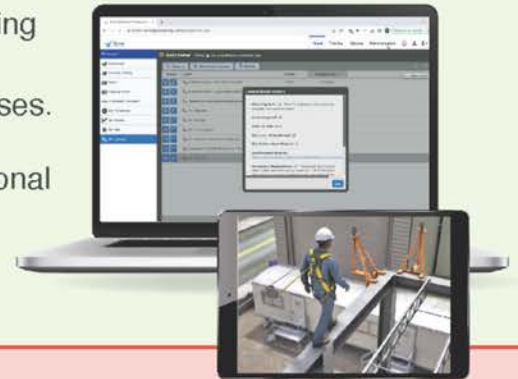
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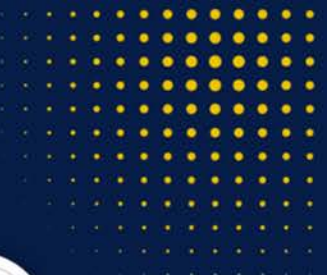
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