



AUSTIN, TEXAS

AEC 14TH ANNUAL
HR 2024
SUMMIT

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

Empowering People: Communication, Collaboration & Culture

Dawn Moore, SPHR, SHRM-SP

Parkhill

Friday April 19, 2024

Parkhill

OUR PURPOSE

MISSION

WHY WE EXIST

Building Community by creating inventive, relevant built environment together

VISION

WHAT WE IMAGINE

To Enhance Lives and Inspire People in the communities we build

VALUES

HOW WE GO ABOUT OUR WORK

COLLECTIVE VALUES

Real Innovation
Intersection of creativity and relevance

Engaging Collaboration
Overlap between individual aspirations and the common good

Life Balance
Our work is important to us, but it's not everything

Enduring Relationships
Long-term connections signal our success in keeping people at the center of all we do

INDIVIDUAL VALUES

Personal Ownership
Taking individual responsibility wherever we are

Deepening Credibility
Recognizing our character and our competence matters

Contagious Passion
Energy and enthusiasm to what is meaningful in our work

Inspired Contribution
Giving back with gratitude

Unassuming Influence
Focusing on long-term change

Informed Insight
Seeing clearly and intuitively beyond complexity

Humble Leadership
Guiding with patience and empathy

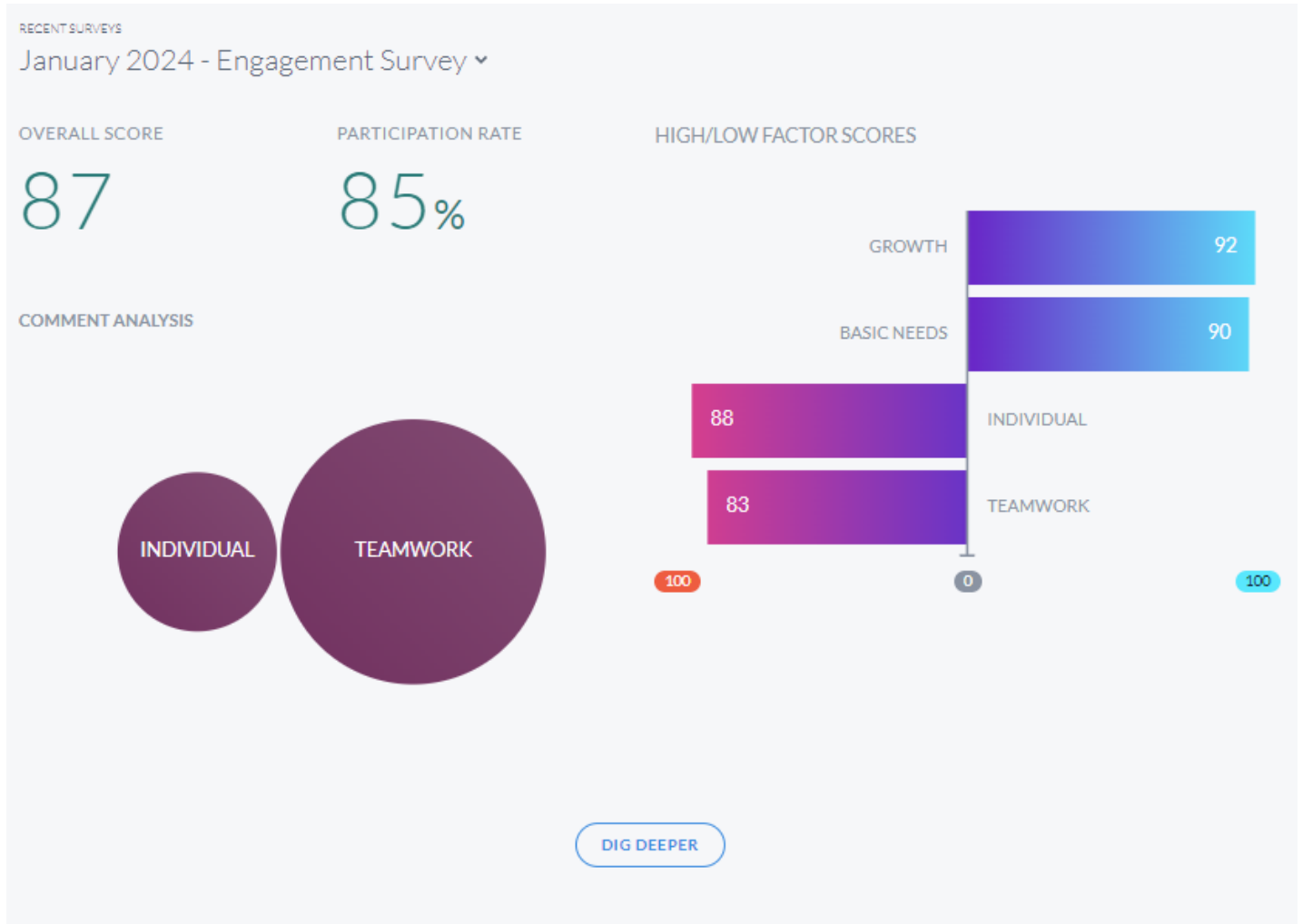
**Engagement is not
something else on your
plate, it is the plate.**



Tools



BRIDGE Engagement Surveys

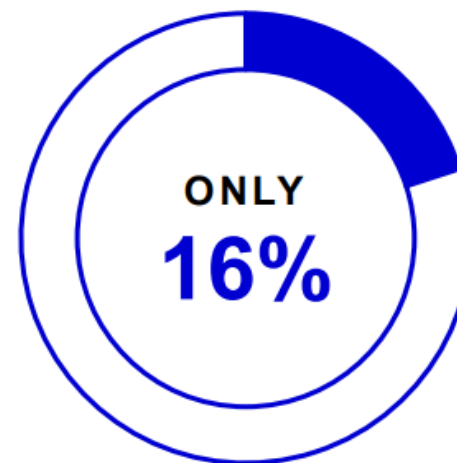


BRIDGE Career Drivers



Meaningful Conversation Meeting Agenda

- 1 **Wellbeing (5 min):** How are you? How is life?
- 2 **Successes (10 min):** What's going well?
What successes have you had?
- 3 **Challenges (5 min):** Where are you struggling?
How can I help?
- 4 **Priorities (10 min):** What's coming up?
What clarity do you need?



of employees say the last conversation with their manager was **extremely meaningful**.

WF Q3 2022, U.S. Employees MOE ±1 point

BRIDGE 1:1s

▼ Dawn & Fanchon's Shared 1on1 Agenda



> HOT TOPICS



> BizLibrary



> Helping Project Delivery with effectiveness of training & communication



> UP Purpose Statement & Education Desire



> Parkhill Connections



> Parkhill Learning



> Covey Inclusive Leadership



> BRIDGE






Performance Conversations October 2023

CYCLE DETAILS QUESTIONS RATINGS MANAGE EMPLOYEES SCHEDULE



Changes are saved automatically

- > Let's Celebrate 
- > Growth, Development, and Goal Setting 
- > Let's Create an Action Plan and Discuss Next Steps 

Performance Conversations Complete	Employee Self-Reviews Complete	Manager Reviews Complete
92%	93%	94%
451 of 490	455 of 490	463 of 490

Bridge Goals

Company Goals

SEARCH

Knowledge & Design: Elevate our KNOWLEDGE and DESIGN CAPABILITIES through creation of an organizational structure that enhances geographic and market strategies.

Active / 33 team goals aligned / 106 individual goals aligned



Project Management: Increase CAPABILITY and CAPACITY of our project management teams through training and targeted hiring.

Active / 27 team goals aligned / 34 individual goals aligned



Project Management: OPERATIONALIZE established project management processes.

Active / 18 team goals aligned / 28 individual goals aligned



People Development: Maximize EMPLOYEE ENGAGEMENT, GROWTH, AND CONTRIBUTION through consistent communication and accountability, at all levels of the organization.

Active / 50 team goals aligned / 127 individual goals aligned



People Development: GROW PARKHILL with the best people possible through targeted hiring and continuous identification of high-level talent.

Active / 24 team goals aligned / 27 individual goals aligned



Client Relations & Business Development: Consistently deliver an elite, CLIENT-CENTERED EXPERIENCE using the Parkhill Way of meeting client's needs with any and all of our service offerings.

Active / 24 team goals aligned / 35 individual goals aligned



Client Relations & Business Development: Bolster our REGIONAL FOCUS to better win work and serve our clients.

Active / 22 team goals aligned / 26 individual goals aligned



Bridge
Learning

Parkhill

Learning

Bridge Learning Journeys



RED – Intranet from Knowledge Architecture

The screenshot shows the RED intranet homepage. At the top left is the RED logo. The navigation bar includes links for Home, myParkhill, Technology, Marketing, and Practice, along with a search icon. Below this is a secondary navigation bar with links for Welcome, About Us, Applications, Directories, and Offices. The main content area features a large banner with the text "ESSENTIAL RESOURCES | MEANINGFUL CONNECTIONS" and "Click 'Share Something' to Post Firmwide @People @Projects #Topics". Below the banner is a "Share Something" button with a smiley face icon. Underneath is a "All Posts" dropdown menu and icons for grid, list, and full-screen views. The main content area displays three posts: "Tune In to Parkhill Voices: Your Go-To Podcast for Cultural Insights" by Gordon Red (23h), "Capturing the Moment: Don't Miss Our First Group Photo Since 2019" by Clarence Red (Apr 2), and "Essential UP Info - Know Before You Go" by Clarence Red (Apr 1). The "Know Before You Go" post includes a sub-header "Essential UP Info - Know Before You Go" and a description: "We're excited to see you this week for #UP24! Before you set off for the Sheraton in Dallas, there are a few things we need you to know." A "Need to Know" section at the bottom right highlights the "Essential UP Info - Know Before You Go" post with a thumbnail image.

- Essential Resources
- Meaningful Connections





Home

myParkhill

Technology

Marketing

Practice



Welcome

I'm New Here

RED 101

About Us

Our Purpose

2024 Strategic Plan

Leadership

Org Chart

Applications

BRIDGE

Office 365

OpenAsset

Pinnacle Learning Series

SyncHR

Vantagepoint

WebEx

Directories

All Projects

All Employees

CliftonStrengths

Skills + Experience

Licenses

Offices

Abilene

Albuquerque

Amarillo

Arlington

Austin

El Paso

Frisco

Lubbock

Midland

Norman

Oklahoma City

Tulsa

Woodward



Home

myParkhill

Technology

Marketing

Practice



Teams

P&C Team

Accounting

People Development Champions

Location Leaders

People and Culture

Employee Handbook

Benefits

Recruiting

Job Descriptions

Building Community Investment

Parkhill Excellence Awards

University of Parkhill

Meetings + Gatherings

Safety + Workplace Compliance

Nametags

Time and Expense

Paid Time Off

Holidays

Timesheet

Payroll

Expense Reimbursement

Overhead Project Descriptions

Leaves of Absence

Booking Travel

Accounting

Vendor Invoices + Payments

Project Accounting

People Development

Learning Platforms

1on1s + Performance Conversa...

Employee Engagement Surveys

CliftonStrengths

Parkhill Learning

Parkhill Connections

Employee Resource Groups

Group Leads



[Home](#)

[myParkhill](#)

[Technology](#)

[Marketing](#)

[Practice](#)



Teams

[Information Technology \(IT\)](#)

[Design Technology \(DT\)](#)

Getting Started

[Email Setup](#)

[Citrix \(VDI\)](#)

[VPN](#)

[Webex](#)

[Home Internet](#)

[IT Learning Series Videos](#)

[IT Helpdesk Login](#)

[Policies and Security Awareness](#)

Guides

[All Applications](#)

[AutoCAD Guides](#)

[Bluebeam Guides](#)

[Civil3D Guides](#)

[Revit Guides](#)

Learning Platforms

[Bridge](#)

[GitBook](#)

[Pinnacle Series](#)

Equipment

[Work Together Program](#)

[Desk Phones](#)

[Flowscape](#)

[ID Badges](#)



Home

myParkhill

Technology

Marketing

Practice



Teams

Marketing Team

Brand Coordinators

Business Development Champi...

Client Relations Champions

Branding

Parkhill Apparel Store

Brand Guidelines

Email Signatures

Business Card Portal

Branding Library

Font Library

BD + Client Relations

BD Process Infographic

Regional Map

Client Relationship Management

Conferences + Events

#WIN

#CRMLearningSeries

#BDUPDATE

#CRUPDATE

PR + Social

Public Relations Toolkit

Social Media

The Vault

Proposals

More Coming Soon



Home

myParkhill

Technology

Marketing

Practice



Teams

Project Delivery

Design Champions

Knowledge Champions

Project Management Champions

#PDUupdate

Delivery Overview

Project Life Cycle

Project Team Structure

Roles + Responsibilities

Responsibility Matrix

SquareOne (SQ1)

Planning + Setup

Scope Definition

TRiangle Meeting

Negotiations + Contracts

Setup + Alignment

Budget Targets

Execution + Closeout

Kick-off Meeting

Project Monitoring

Design Process

Code Library

Deliverables

Specifications

Bidding + Procurement

Construction

Closeout + Archive

Tools + Resources (E+C)

Real Innovation

Sustainability

Lessons Learned

Research

Parkhill PLACES

Parkhill Architecture Design Aw...



STRESS AWARENESS MONTH

April is recognized as National Stress Awareness Month to bring attention to the negative impact of stress. Managing stress is an essential component of a healthy lifestyle. Knowin

LaDayna Duson · Apr 9



Marla E. Beasley

Maria E. Beasley was an American entrepreneur and inventor. Beasley had a strong interest in mechanical work and learned about the profession of barrel-making from her grandfather

LaDayna Duson · Mar 12



Dr. Shirley Jackson

Shirley Ann Jackson, noted physicist and former head of the United States Nuclear Regulatory Commission (NRC), was one of the first two Black American women to receive a doctorate

LaDayna Duson · Mar 12



HAPPY INTERNATIONAL WOMEN'S DAY

LaDayna Duson · Mar 8



Mae Jemison

As a Doctor, Engineer, and NASA Astronaut, Mae Jemison has always reached for the stars. In 1992, Jemison became the first African American woman to travel in space when she served

LaDayna Duson · Mar 4



Ruth Handler, 1916-2002, Businesswoman and Inventor

Ruth Handler was president of Mattel from 1945 to 1975, a company she co-founded with her husband in 1945 and which was originally based out of their garage in California. In 1959,

LaDayna Duson · Mar 4



Women's History Month

Women's History Month is a time to honor the women who have made important sacrifices and contributions to society in both the past and present. Each year, a different theme is nam

LaDayna Duson · Mar 1



Daniel Hale Williams

In 1891, Daniel Hale Williams opened Provident Hospital in Chicago, IL. It was the first hospital with a racially integrated staff, a school for nurses, and also a training residen

LaDayna Duson · Feb 27



Is Your Soul Healthy?

Ninety percent of all visits to a primary care physician are stress related. We don't realize how much our emotions, attitudes, and thoughts affect us physically. If our soul is un

LaDayna Duson · Feb 26



Richard Bowle Spikes

Richard Bowie Spikes was a prolific inventor with eight patents to his name, awarded between 1907 and 1946. On April 9, 1907, Spikes patented a beer-tapper (U.S. Patent number 850,

LaDayna Duson · Feb 21



OKC Office Unicorns!

After receiving our new and improved nametags yesterday, we quickly discovered that two of our #OKCOfficemates are Clifton Strengths Unicorns! Alex Dolan boasts a tag...

Brittany Cotton · Mar 14

OKC OFFICE	BRAD	DANNY	ERIC	JONATHAN	ROBIN
RESPONSIBILITY	X	X	X	X	X
AMBIV	X	X	X	X	X
LAZOR	X	X	X	X	X
HELPER			X	X	X
DEFY			X	X	X
PERSISTENCY		X	X	X	X
LIBERATE	X				X
WIT					X
ADAPTABILITY				X	X
SO		X			
STRATEGIC		X			

Team Tulsa Is Responsible!!!

If you're like me, you are always looking for patterns, solving puzzles and squirreling at shiny objects along the way!

Danny Cahill · Mar 13



Dynamic Strengths Duo

Kyle Hetzel and I aren't just colleagues, we're work buddies whose strengths do more than complement each other; they create a dynamic filled with energy, creativity, and a dash of

Chance Medlock · Mar 13



A S'more-sational Strengths Event in El Paso

What better way to kick off the morning than by celebrating the unique strengths that each of us brings to the table? This morning we ignited a spirit of unity and warmth, quite li

Chance Medlock · Mar 13



STRATEGIC TWINNING #ShamrockYourStrengths

#ShamrockYourStrengths Austin Moore
Ashlee Horsley #StrategicTwinning

Ashlee Horsley · Mar 13



Strengths Snapshot: New Nametags Out + #ShamrockYourStrengths Photo Contest Today

You've heard of the "Luck o' the Irish" - today, we're celebrating how fortunate we are to have each and every one of you on Team Parkhill!! As we speak, nametags are officially bei

Rocellus Red · Mar 13

Jay's 2024 State of the Firm Tour

WHERE'S JAY?

- JANUARY 24 - ALBUQUERQUE OFFICE
- JANUARY 25 - EL PASO OFFICE
- JANUARY 26 - AUSTIN OFFICE
- JANUARY 30 - TULSA OFFICE
- JANUARY 30 - OKLAHOMA CITY OFFICE
- JANUARY 31 - NORMAN OFFICE
- JANUARY 31 - WOODWARD OFFICE
- FEBRUARY 1 - AMARILLO OFFICE
- FEBRUARY 6 - LUBBOCK OFFICE
- FEBRUARY 7 - LUBBOCK OFFICE
- FEBRUARY 8 - LUBBOCK OFFICE
- FEBRUARY 14 - ARLINGTON OFFICE
- FEBRUARY 15 - FRISCO OFFICE
- FEBRUARY 19 - VIRTUAL PRESENTATION
- FEBRUARY 20 - MIDLAND OFFICE
- FEBRUARY 21 - ABILENE OFFICE

Beginning January 24, Jay will be visiting each office to discuss the State of the Firm and our 2024 Strategic Plan. It's important that we have these meetings in person so that we can all engage and connect with each other on a more personal level. The goal for these visits is to help everyone understand their role in our progress and how we can all share in our success.

Programs

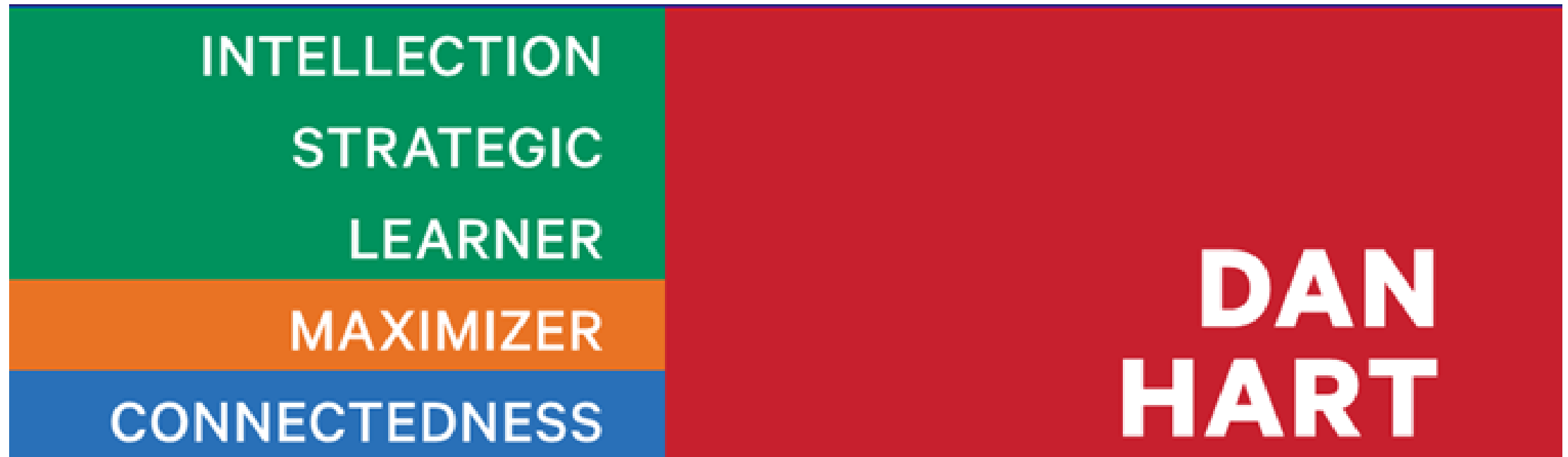
WORK
TOGETHER
PROGRAM



Gallup's CliftonStrengths

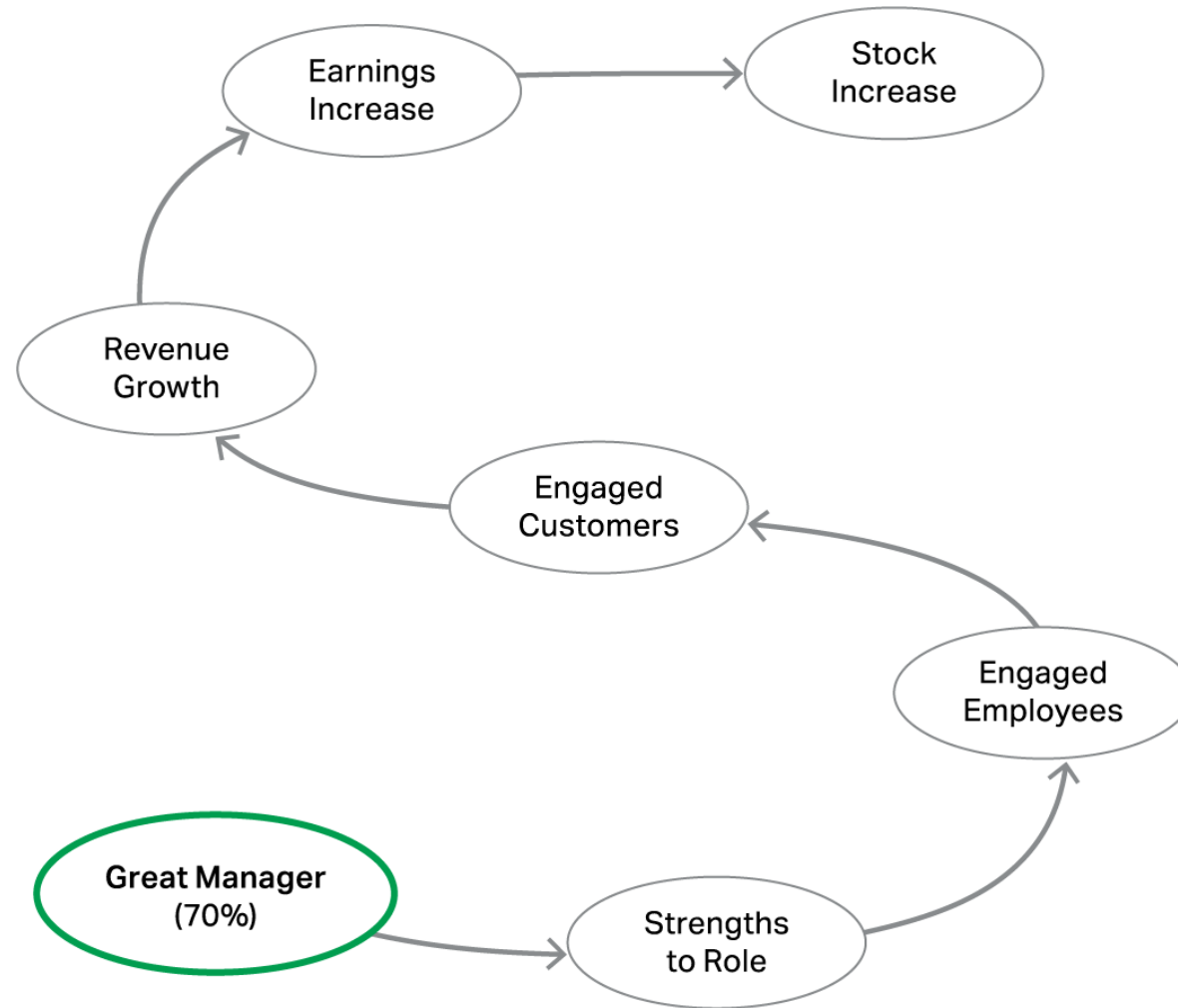
Discovering natural talents

- Aligns with Parkhill's values
- Supports growth and development in the Six Areas of Excellence



The Gallup Path®

The role human nature plays
in financial outcomes





Location Leaders & Brand Coordinators





PEOPLE
People are the core of what we do, we will aspire to collaborate potential with passion through our Areas of Excellence to deliver innovative, unique, and excellent projects.

KNOWLEDGE
Gaining comprehensive subject matter expertise in multiple disciplines makes us valuable to our clients and differentiates us within the industry.

REVENUE
Synthesizing our comprehensive knowledge into innovative and relevant solutions meets our clients specific needs.

BUSINESS DEVELOPMENT
Building Community through brand awareness connects our services with clients needs.

PROJECT MANAGEMENT
Engaging our clients and project teams in transitional collaboration delivers excellence in the execution of built environment projects.

CLIENT RELATIONS
Developing enduring relationships keeps people at the center of all we do.

Accelerating the growth and engagement of our people by engaging ourselves with passion to deliver innovative projects.



• Role Dawn/Jul
• Bridge Kelly/Janet
• Strengths Cora/Clare
• V Social/Brian/Jan

Group Leads



Parkhill Connections



Month 1: myParkhill



Using Your Strengths for Personal Effectiveness

Learning Objectives:

- Identify your strengths and learn how they can help you work more efficiently and effectively.
- Recognize the strengths of others to build strong partnerships with your peers and colleagues.
- Apply the key principles and adopt paradigms of personal and professional effectiveness.

START HERE

LEARN

REVIEW

Thrive Using Your CliftonStrengths

PRE-WORK READ

How Well Are You Living *The 7 Habits of Highly Effective People?*

ATTEND

The 7 Habits of Highly Effective People

ATTEND

Parkhill Dinner Activity

REFLECT

REFLECT

Living the 7 Habits

CONNECT

APPLY

Complete This Month's Challenge

CONNECT

Meet with Your Accountability Connection

CONNECT

Meet with Your Manager

Month 2: ourParkhill



Building Trust Through Meaningful Dialogue

Learning Objectives:

- Apply win-win thinking to create meaningful dialogue with your peers and colleagues that leads to successful partnerships.
- Develop self-trust and build relationship trust to improve workplace relationships and positively impact business results.
- Network with others to expand and improve your relationships at work.

START HERE

LEARN

PRE-WORK READ
How to Earn Trust

ATTEND
Creating Meaningful Dialogue

ATTEND
Speed of Trust® Foundations

ATTEND
Parkhill Dinner Activity and Parkhill Workshop

REFLECT

REFLECT
Win-Win Thinking

REFLECT
Building Trust With Others

CONNECT

APPLY
Complete This Month's Challenge

CONNECT
Meet with Your Accountability Connection

CONNECT
Meet with Your Manager

Month 3: oneParkhill



Connecting Together Is Better

Learning Objectives:

- Embrace diverse perspectives and cultivate connections with others to contribute to a more inclusive workplace.
- Expand and deepen your professional network to develop and nurture professional relationships.
- Achieve higher levels of performance by amplifying the strengths, capabilities, and intelligence of others.

START HERE

LEARN

PRE-WORK READ

8 Listening Tips to Help You Draw Out Others' Best Thinking

ATTEND

Cultivate Connections

ATTEND

Parkhill Workshop and Parkhill Dinner Activity

ATTEND

Multipliers: How the Best Leaders Ignite Everyone's Intelligence

REFLECT

REFLECT

Cultivate Connections

REFLECT

Multipliers: How the Best Leaders Ignite Everyone's Intelligence

CONNECT

APPLY

Complete This Month's Challenge

CONNECT

Meet with Your Accountability Connection

CONNECT

Meet with Your Manager



University of Parkhill



Parkhill Women's Network



Xie Tracz

Mar 20

You Can Sit with Us - Parkhill Women's Network

Do you have lunch plans today?



If not, please feel free to join the Parkhill Women's Network at 12:30CST as we get pumped up and motivated by our very own [Mary Stills](#). Mary presented "The Power of Women Leaders" to a 'sold-out crowd' at University of Parkhill last year. She's coming back with more inspiration for us.

If you missed last year's presentation and conversation this is another opportunity for you to get in the know!

Link here for the Webex presentation: [Resolve for Women in Architecture and Engineering](#).

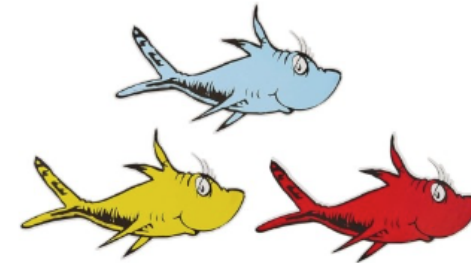


Xie Tracz

Nov 29, 2023

Parkhill Women's Network presents: One Fish, Two Fish, Red Fish, Brown Trout?!

PWN would like to (in)formally invite you (yes, anyone) to a presentation by one of our own: [Troy Luedeker](#).



PWN Presentation_ Brown TROUTT

If this [post](#) by [Dean Lackey](#) was a TLDR; or you simply didn't know it existed, we'd love to invite you to bring your lunch (or maybe eat it before) to this presentation of Brown Trout! Read the teaser below and click the calendar to join in on the sludgy fun.

Wastewater pond systems are designed to store a certain amount of wastewater sludge, but when excess sludge accumulates, problems can arise. By monitoring sludge volume, we can make recommendations to extend the life of the wastewater treatment plant. The existing method to estimate sludge volume was rudimentary at best. A more accurate and more cost-effective method was needed. This presentation will discuss the design, construction, testing, and implementation of a new sludge study tool developed by Treatment/Water Resources engineering staff.

MEET THE **Parkhill** 2024 **DEI** COUNCIL



Aaron Rivera
Lubbock



Amber Sanchez
El Paso



Jay Edwards
Midland



Brandon Young
Abilene



Brittany Cotton
Oklahoma City



Jesse Bernard
Abilene



Julio Carrillo
Austin



Kim Hooker
Amarillo



Dawn Moore
Lubbock



Marcy Trujillo
El Paso



Sonia Samir
Frisco



Zane Edwards
Lubbock



Zack Williams
Lubbock



Xie Tracz
Arlington



Chris Libby
Frisco

ADVISORY MEMBERS

DEI Impact



Sonia Samir

Mar 13

Ramadan Mubarak!



As Ramadan begins this week, I extend heartfelt wishes to all of you. The Muslim community celebrates this month for the revelation of the holy Quran, emphasizing themes of introspection, self-discipline, and communal solidarity. As Muslims embark on this journey by fasting from dawn to dusk for the entire month of Ramadan to deepen the spiritual connection and reflect on our blessings, may the blessings of this month inspire us all to cultivate empathy, understanding, and a shared sense of purpose within our diverse community of Parkhill. Ramadan Mubarak to all!



Home myParkhill Techno



Gordon Red

Apr 2

Tune In to Parkhill Voices: Your Go-To Podcast for Cultural Insights



Kicking off Parkhill Voices - a cultural podcast by us, for us, and about us. ... see more

GRANT • EMPLOYEE MATCHING • PRO BONO

BCI

BUILDING COMMUNITY INVESTMENT

Parkhill



Chris Mundell

Feb 1, 2022

Bonton Farms Wellness Center - Community Meeting



Dan Searight, Kaitlyn Jackson and Chris Mundell enjoyed presenting to the local Bonton community on Saturday with our latest design for the new Wellness Center! Local community leaders were very happy with the progress and look forward to this much needed facility. #Design #InteriorDesign #Community #sustainable #socialjustice #DEI #ProBono

Bonton Farms - Health and Wellness Center (Pro Bono)

City Build Community Development

Dallas

03161221.00





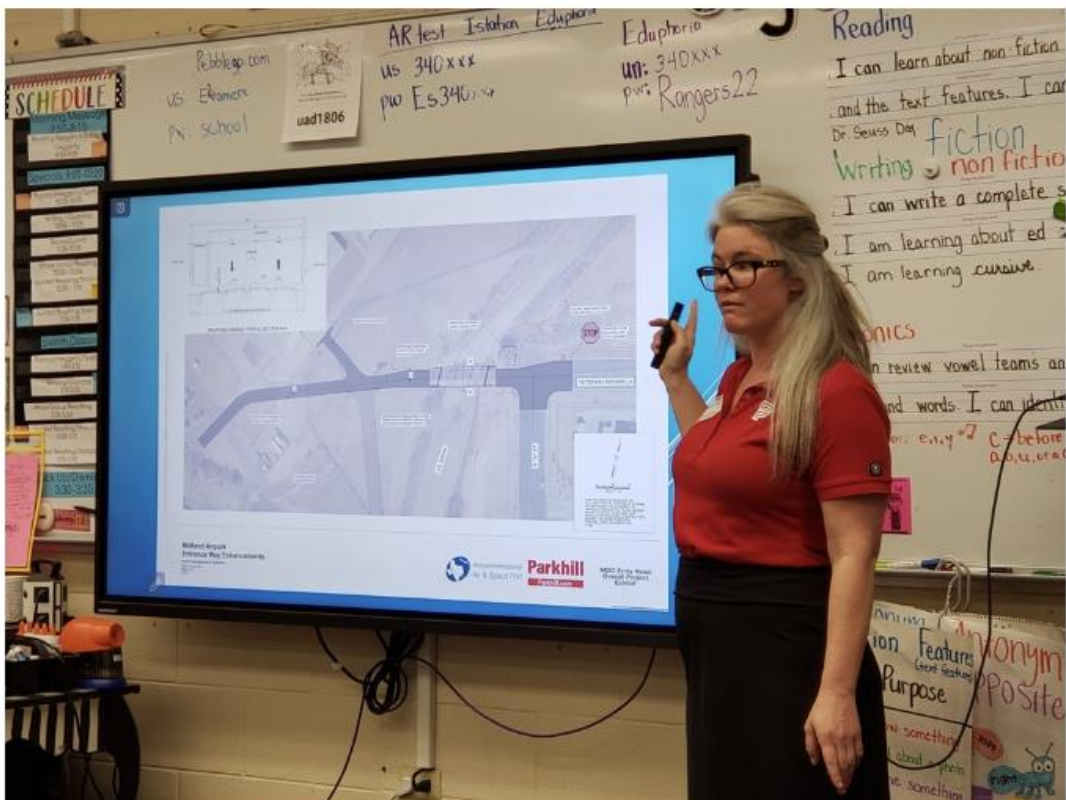
Roland Holder

Mar 8

Parkhill Represents at Career Day

Engineers from Parkhill's #MidlandOffice spent part of their day talking to approximately 200 second-graders at Greenwood ISD for their first annual Career Day, and Amanda Benson and Amber Sanchez absolutely killed it!

Strangely, the kids didn't seem interested in shear and moment diagrams. How would you explain your job to a bunch of second graders?



Madison Koceich

Apr 8

Arlington Office Building Community

After wrapping up our time at University of Parkhill, a group from the #ArlingtonOffice used Saturday morning as a time to ALIGN our objectives, TRUST our skills, and FOCUS on providing a deserving family with a fresh coat of paint as part of Habitat for Humanity's Cowtown Brush Up Initiative.



Lessons Learned



Change is hard.



Believe in yourself
and persevere.



Sometimes we
have to break up.



It is ok to make
mistakes.

Session Evaluation

All evaluations are available on the HR Summit Cloud Website which can be found on the back cover of your event guide.

