

2023 Leadership Program

Critical Management Skills for Today's Consultant Professional

ACEC/MD is pleased to offer another program targeted for the "rising stars" in your firm. Through a dynamic, interactive program, ACEC/MD will deliver the training your firm's up and coming leaders need for both a reasonable investment and at convenient locations.

Our program's experienced facilitator, Jim Marcotte, will ensure interactive discussion between presenters and participants. To maximize the learning experience, class size will be limited to students with approximately ten years of experience in the consulting engineering industry. As in the past, cover letters and resumes will be used to screen applicants. The deadline to submit applications is **Friday, November 11, 2022**.

Once again, patterned after ACEC's highly acclaimed Senior Executive Institute (SEI) program and "The Business of Consulting Engineering" Program, your firm can avail itself of training that is:

- ◆ Tailored to Maryland firms with presentations by local instructors.
- ◆ Scheduled to minimize work responsibility conflicts with late afternoon sessions and wrap-up at the ACEC/MD conference, being held at The Westin, Annapolis, MD, or at a local venue. (COVID dependent)
- ◆ Reasonably priced to allow your firm to send "up and coming" future leaders without breaking the training budget.
- ◆ Thorough, in providing a curriculum that addresses the myriad of firm management issues that senior principals address on a daily basis.

Recognizing the importance of political activism at the state level, this year's program will once again feature a Grass Roots Lobbying Session, presented by ACEC/MD's Political Consultant Chris Costello of the Public Sector Consulting Group, being held January 12th at the Engineer's Society of Baltimore, and participation at ACEC/MD's Legislative Action Day on January 24th at the Historic Inn of Annapolis.

Session Schedule:

- I. Characteristics of Leaders* Thursday, January 5, 2023
- II. Grass Roots Lobbying Session* Thursday, January 12, 2023
- III. Legislative Action Day* Tuesday, January 24, 2023
- IV. The Future of Engineering, and Organizing & Structuring A Successful Firm*
Thursday, February 16, 2023
- V. Setting the Right Course and the Importance of Political Activism*
Thursday, March 9, 2023
- VI. Risk Management Liability & Insurance* Thursday, April 13, 2023
- VII. Finance & Profitability* Thursday, May 11, 2023
- VIII. Lessons in Leadership & ACEC/MD Conference* Thursday, June 15, 2023



ACEC/MD 2023 Leadership Program

Develop your future leaders by exposing them to:

I. “Characteristics of Leaders”

Jim Marcotte

The opening session will identify the characteristics of leadership that will be discussed throughout the program. This session will also provide participants with an introspective review of the current status of their leadership skills, and an opportunity to identify areas for continued development as they embark on a journey to the pinnacle of their careers. We will also be joined by graduates of the program, who will discuss how the program benefited their career growth.

Thursday, January 5, 2023
3:00 - 7:00 PM
The Engineering Society of Baltimore

II. Grass Roots Lobbying Session

Chris Costello (Public Sector Consulting Group)

Learn how you can be successful in delivering a tailored message to your elected officials about issues of importance to your firm. ACEC/MD’s political consultant will untangle the complicated inner workings of the Maryland General Assembly.

Thursday, January 12, 2023
3:00 - 5:00 PM
The Engineering Society of Baltimore

III. Legislative Action Day

Class participants will join other ACEC/MD representatives as we descend on Annapolis to explain and lobby for issues of importance to the industry and your firm. Following the visitations, you will join your elected officials and colleagues for lunch and a debriefing on the day’s discussions with legislators.

Tuesday, January 24, 2023
8:00 AM - 3:30 PM
Historic Inn of Annapolis

IV. “The Future of Engineering, and Organizing & Structuring a Successful Firm”

Legal Aspects—Terry McShane (McShane, PC)

The Future of Engineering/Organizational Structure—Terry Neimeyer, P.E. (KCI Technologies)

Types of Business Structures
Benefits & Disadvantages of various business structures
Ownership Transition
Legal Issues

Mergers & Acquisitions
Project Organization
Change Management
Safety in the Workplace/Work zone

Thursday, February 16, 2023
1:00 - 9:00 PM
The Engineering Society of Baltimore

Please note - In addition to the classroom proceedings, to provide greater exposure to the inner workings of ACEC/MD, class participants are expected to attend both the Executive Committee Meeting and Awards Banquet being held immediately after the formal session.

V. “Setting the Right Course, and the Importance of Political Activism”

Ethics-The Heart of the Engineering Profession—James T. Johnson, Jr., P.E. (Retired-Wallace Montgomery)

While technology has changed dramatically over the past 40 years, people have not. We continue to face the same ethical dilemmas. This presentation will discuss why ethics is a core principle of our industry, and outline some of the real life ethical issues that engineers encounter over their careers.

Goal Setting for Success—Joel Oppenheimer, P.E. (STV Incorporated)

While goal setting is the master skill of success, less than 3% of people take the time to write out their lifetime goals. Our presenter will discuss the importance of goal setting, and describe how to develop major goals, a “major definite purpose” and corresponding detailed plans of action.

Importance of Political Activism—Steve Hall, Vice President, Dir. of Government Affairs (ACEC)

The final part of the day will feature ACEC’s Steve Hall, who will explain the issues and challenges that lie ahead in the federal political arena, and how to push the “right buttons” to get your message delivered.

Thursday, March 9, 2023
3:00—6:00 PM
The Engineering Society of Baltimore

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VI. "Risk Management Liability & Insurance"

Art Ebersberger (CBIZ Business Insurance)

Kent Hoffman, P.E. (Kleinfelder)

When Does Risk Management Start?

Construction Review & Administration

Office Management

Project Design & Administration

Risk Drivers

The Importance of Risk Management Services (from a principal's perspective)

CADD

Contracts

Coordination Problems

What Position Does Insurance Play?

Thursday, April 13, 2023

3:00—6:00 PM

The Engineering Society of
Baltimore

VII. "Finance & Profitability"

Peter Patrone, CPA (RK&K)

Tony Mawry, P.E. (Wallace Montgomery)

Ron Grodzinsky, CPA (EBL Engineers)

Financial Planning

Financial Statements

Overhead & Burden

Project Control

Invoicing/Accounts Receivable

Purchase versus Leasing

Capital Budgeting

Thursday, May 11, 2023

3:00—6:00 PM

The Engineering Society of
Baltimore

VIII. "Lessons in Leadership"

The industry's most successful leaders will provide their unique perspective on building and sustaining a successful firm. Through ever changing markets, clients, economic conditions, staffing issues and political landscapes, the following leaders have guided their firms:

Melinda Peters, P.E. (RK&K)

Cathy Ritter, P.E. (Constellation Design Grp.)

Art Barrett, P.E. (Gannett Fleming)

Alan Straus (AECOM)

Sean McCone (JMT)

Tony Frascarella, P.E. (Kleinfelder)

Thursday, June 15, 2023

3:00—9:00 PM

The Westin of Annapolis

Class participants will hear lessons learned from a diverse cross-section of some of the most successful professionals in the industry. Through both interactive discussion and during formal presentations, class participants will be exposed to what it takes to be both a leader in their community and their firms.

Following the Thursday session, class participants completing the course will be recognized at the evening conference banquet, being held from 6:00-9:00 PM.

About the Facilitator

James F. Marcotte, SHRM-SCP, SPHR For over 25 years, Jim Marcotte has held multiple roles within for profit A/E firms as well as nonprofit entities including leadership for all facets of Human Resources. Jim holds a Bachelor's degree from The University of Maryland, College Park in Business Administration with a concentration in Human Resources, a graduate certificate in Foundations of Human Resources Management from University of Maryland Global Campus, and a Master's Management from the University of Maryland Global Campus. Jim is a Senior Certified Professional by the Society of Human Resources Management (SHRM) and is also certified as Senior Professional Human Resources (SPHR) by the Human Resources Certification Institute (HRCI). Jim has extensive facilitation experience and has lead business planning meetings and panel discussions on a wide variety of Human Resources issues for college, universities, and A/E industry forums. Jim is also a past Chairperson for the American Council of Engineering Companies/Maryland Human Resources Committee.

Registration

This program is tailored for individuals with approximately ten years of experience in the consulting engineering profession. In order to enrich the learning experience for the program participants, class size will be limited to 30 participants. To be considered for the program, applicants should submit a resume with a one-page cover letter that addresses:

- ◆ Motivation for applying to the program.
- ◆ Expectations from the program.
- ◆ Long-term benefits envisioned due to participation in the program.

To ensure the proper learning environment, the program's steering committee will select suitable candidates from individuals nominated by their firm. Member firms may nominate as many individuals as they wish. However, the member firm will be obligated only for candidates selected.

Successful applicants will be notified by Monday, December 5, 2022, and will be billed for the cost of the program. The investment for this significant and extensive training is \$1,895.00 per person, which includes: Registration and resource materials for all sessions. All class participants completing the course will be presented with a certificate, that includes a maximum of 20 PDHs, at the ACEC/MD banquet Friday evening during the annual conference, at the Westin in Annapolis.

Send completed registration form below, with cover letter and resume, to acecmd@acecmd.org no later than November 11, 2022. Please include a color headshot. ACEC/MD will bill the firm only if the applicant is accepted.

American Council of Engineers Companies/Maryland

2023 Leadership Program Nomination Form

Please print or type.

Deadline for nominations - November 11, 2022.

For multiple nominees, please use separate forms. Photocopying permitted.

Submit nominations to acecmd@acecmd.org.

Name of Nominee: _____

Firm: _____

Address: _____

Telephone: _____

Email: _____

Applicant's Commitment:

I understand the purposes of the ACEC/MD Leadership Program, and if I am selected will devote the time and resources necessary to complete the program. By signing the application, I agree to be bound by this commitment.

Signature _____ Date _____

Nominating Principal:

This application has the approval of this firm and the applicant has our full support, which includes the time required to participate in the program.

Name (print): _____

Signature _____ Date _____

Return completed nomination form, letter, resume and photo to acecmd@acecmd.org
ACEC/MD will bill firm if applicant is accepted.