



## 2017 EMERGING LEADERS PROGRAM

ACEC of Michigan Emerging Leaders Program is for individuals committed to developing their leadership abilities. This program imparts specific skills and competencies identified by top ACEC of Michigan principals as critical for leadership success. These highly interactive sessions are taught by experts in the field of business administration and people management in professional services firms. Session meeting locations and times are listed with the session. This program is only open to ACEC of Michigan member firms.

Featured session topics include:

### **Thursday and Friday, September 28-29, 2017**

**Radisson Hotel Lansing  
111 N. Grand Avenue  
Lansing, MI 48933**

### **Thursday, September 28, 2017**

**Orientation – *Scott Heidner, J.D., ACEC of Kansas Executive Director* 10:30 am – 1:30 pm**

Do you think 20 engineers will be too shy to get to know each other in a short time? Think again! ACEC of Kansas Executive Director Scott Heidner will deliver a high energy presentation, and interactive sessions will have class members working and laughing together in no time at all. This critical session sets the stage for class members to work together for the program.

**Human Resources – *Dan Oblinger, Leadercraft Corporate Education* 1:30 – 4:30 pm**

The strongest asset for any organization is its people. Maximizing that asset is essential for strong leadership. Human resource initiatives are pivotal components that help foster a company through growth and transformation. We'll explore performance management strategies, best in class hiring practices, and techniques to create a dynamic company culture that strengthens your company's brand to become an employer of choice.

**Governmental Affairs – 4:30 – 5:30 pm**

***Steve Hall, ACEC National Vice President of Government Affairs*  
*Scott Heidner, ACEC of Kansas Executive Director***

The government's leadership influences the overall business climate and an individual firm's success. Business leaders need to know how to participate effectively in the public arena and build consensus. They also need to understand how government affairs activities can help their business succeed and how to encourage active participation at the grassroots level in the firm.

**Reception at Kelley Cawthorne Office 6:00 – 7:00 pm**

**208 North Capitol Avenue, 3<sup>rd</sup> Floor  
Lansing, MI 48933-1356**

This will include a presentation from Steve Hall, ACEC National Vice President of Government Affairs and other ACEC Michigan leaders.

### **Thursday, September 28, 2017 (continued)**

**Dinner as a group: Nuthouse Sports Grill**  
420 E. Michigan Ave  
Lansing, MI 48933

**7:30 pm**

### **Friday, September 29, 2017**

**Risk Management –**

***Mike Cosgrove, Professional Concepts Insurance Agency***

**8:30 am – 12:30 pm**

***Craig Thompson, J.D., Sullivan, Ward, Asher & Patton***

Carefully wording contract provisions minimizes risk to design professionals. We'll discuss how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting contracts right the first time can be the difference between a profitable project and incurring more liability than your firm can afford.

### **Thursday and Friday, October 26-27, 2017**

**Crowne Plaza Detroit Downtown**  
2 Washington Blvd  
Detroit, MI 48226

### **Thursday, October 26, 2017**

**Strategic Planning – *John Hiltz, P.E., OHM Advisors***

**1:00 - 3:00 pm**

Strategic planning is an essential process for assessing and evaluating a business and creating a viable, flexible guide for future success. The critical components of a successful planning effort include preparation, establishing a plan baseline and creating the plan. We'll examine the major elements of a strategic plan, including organizational vision, schedule, responsibilities, accountabilities and metrics.

**Leadership – *Mike Cooper, P.E., LEED AP, MBA, Harley Ellis Devereaux* 3:00 – 6:00 pm**

Leadership is the process of influencing people by inspiring them to achieve, by communicating effectively, motivating toward a common vision, and building trust to embrace the challenges ahead. A leader's ability to see themselves as others see them is not easy. Leaders must continually evaluate their value proposition, enhance their skills, and obtain feedback to remain effective. In this module, we will study leadership from multiple perspectives, all with the intent of building our leadership skills and abilities, and readying ourselves for greater responsibilities.

**Dinner as a group: Grand Trunk Pub**  
612 Woodward  
Detroit, MI 48226

**6:30 pm**

### **Friday, October 27, 2017**

**Business Development –**

**9:00 a.m. – 12:00 pm**

***Sean Kelley, PE, MBA, The Mannik & Smith Group, Inc.***

Good business development skills are considered by many in the consulting industry to be the most sought-after quality. If there are no projects to work on, then people don't have jobs. Unfortunately, engineers typically have very little formal education relative to business development. Furthermore, the majority of engineers lack confidence in their business development skills. The goal of this session is to clarify some of the myths surrounding business development, develop an understanding of the 'art and science' of good business development execution, and to increase the participants' confidence in their business development skills.

## **Monday and Tuesday, December 4-5, 2017**

**Courtyard Marriott Downtown Grand Rapids  
11 Monroe Avenue NW  
Grand Rapids, MI 49503**

### **Monday, December 4, 2017**

**Economics of Private Practice – *Lee James, Lee James & Associates* 1:00 – 5:00 pm**

Understanding the role and importance of financial project management is a critical attribute of emerging leaders. It is equally important that they understand fundamental metrics of successful firms, which financial indicators are important and what they mean for future growth. In this session, we will discuss these important financial management issues.

**Dinner as a group: Sundance Grill & Bar 6:00 pm**  
151 Ottawa Ave NW  
Grand Rapids, MI 49503

### **Tuesday, December 5, 2017**

**Senior Leaders Roundtable – 8:30 – 11:30 am**

***Steve Nichols (Fishbeck, Thompson, Carr & Huber, Inc.), Amy Trahey (Great Lakes Engineering Group), Jack Wheatley (ROWE Professional Services Company)***

**From Management to Leadership – Secrets of Success**

Take the opportunity to network with a diverse panel of leading industry professionals. This session will culminate the Emerging Leaders Program experience. The facilitated session gives participants a chance to ask industry leaders questions concerning industry, practices, and management.

**Conclusion**

**Graduation Celebration and lunch 11:30 am – 1:00 pm**

*ACEC of Michigan*  
**REGISTRATION FORM**  
**2017 EMERGING LEADERS PROGRAM**  
**Send in Your Registration Form Today, Space is Limited!**

**Participation is limited to 20. You may only register one member from your firm.** Registration priority is given to firms that have not participated, length of time since firm last participated and then first-come first-served. A waiting list will be maintained.

- **Cost:** \$1375 per person for attendees. Tuition includes all meeting materials, continuing education certificates, welcome reception, breakfasts, dinners and lunches. Tuition does not include lodging or travel expenses.
- Return the completed registration form via fax, email or regular mail as soon as possible to reserve a spot. If paying for the program by check, that check should be sent with a printed copy of the participant's registration form.
- **Payments/Cancellations/Refunds:** Full payment must be received by August 3, 2017 or registration will be cancelled. Cancellations received from August 4, 2017 to September 12, 2017 will receive a 50% refund unless another registrant can be confirmed. Slot may be transferred to another member of the same firm. **No refunds after September 12, 2017.**
- **For check payments:** Please make checks payable to ACEC Michigan and mail it with this form to ACEC Michigan, 215 N. Walnut Street, Lansing, MI 48933.
- This program is only open to ACEC of Michigan member firms. If you have questions or would like to add a second individual from your firm to the program waiting list, call 517-332-2066.
- Attendees must be present at all sessions. If more than half of one session is missed, that session must be attended the following year to graduate. Only the attendee registered may attend the sessions. Substitute attendees will not be accepted. This program is designed and will be most beneficial to those participants with approximately 8-15 years of industry experience. There will be continuing education forms available at the end of the program.

Name of Emerging Leader: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Approving Principal (if applicable): \_\_\_\_\_ Email: \_\_\_\_\_

Firm: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Work Phone: \_\_\_\_\_

MasterCard/Visa #(circle one): \_\_\_\_\_ Exp Date: \_\_\_\_\_

Name on Card: \_\_\_\_\_ Signature: \_\_\_\_\_