2020 EMERGING LEADERS PROGRAM

ACECNJ Emerging Leaders Program is for individuals committed to developing their leadership abilities. This program imparts specific skills and competencies identified by top ACECNJ 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 ACECNJ member firms. Featured session topics include:

**Thursday and Friday, March 19-20, 2020**
Location: Forsgate Country Club
375 Forsgate Drive, Monroe Twp, NJ

**Thursday, March 19, 2020**
**Orientation** –
*Scott Heidner, J.D., ACEC of Kansas Executive Director* 10:00 am – 12:00 pm
Do you think 20 engineers will be too shy to get to know each other in a short time? Think again! ACEC 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.

Lunch - 12:00 – 1:00 pm

**Leadership** 1:00 – 5:00 pm

*Dan Oblinger, Founder, Leadercraft Corporate Education*
If you want to be a great leader, you'll want to be a great listener. This presentation helps the participants to diagnose any listening habits that are hindering their ability to communicate well. It provides a practical and effective method of improving listening, negotiating, and leadership. An experienced hostage negotiator will provide a guided tour of the ancient and nearly lost art of listening well.
Reception and Dinner as a group immediately following session
Forsgate Country Club
375 Forsgate Drive
Monroe Twp., NJ
This will include a presentation from Steve Hall, ACEC National Vice President of Government Affairs and remarks by special guest NJBPU President Joseph Fiordaliso.

**Friday, March 20, 2020**

**Breakfast**

**Governmental Affairs –**

*Scott Heidner and Steve Hall, ACEC*  
8:30 am – 9:30 am

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.

**Creating a Culture for Successful Management –**

*Dan Oblinger, Founder, Leadercraft Corporate Education*  
9:30 am – 12:30 pm

The most critical ongoing discussion managers have is the performance conversation. This session clearly defines the relationship between manager and employee and offers concrete strategies to manage performance, handle workplace issues, and ensure employees are engaged and satisfied.

**Thursday and Friday, April 23-24, 2020**

**Location:** Doubletree by Hilton Tinton Falls (tent)

700 Hope Road

Tinton Falls, NJ 07724

**Thursday, April 23, 2020**

**Human Resources/Managing People –**

*Tony Comella, SPHR, Hanson Professional Services, Inc. (invited)*  
4:00 pm – 6:00 pm

Human resource philosophy and functions are often the basis for company planning and meeting client needs. We’ll examine systems for performance management and employee relations strategies. The strongest asset for any organization is its people. Maximizing that asset is essential to strong leadership.
Dinner as a group: Doubletree by Hilton Tinton Falls  
5:30 p.m.

**Friday, April 24, 2020**

Breakfast  
Begins 8:00 a.m.

Business Development –  
*Tony Comella, SPHR, Hanson Professional Services, Inc.*  
8:30 - 12:30 am

Instilling and encouraging a strong business development culture in your firm makes great business sense. It can prove to be an important differentiator and can positively influence the firm’s project delivery, hiring and recruiting, and career development processes. Developing a business development culture requires understanding the distinction between marketing and business development, exposing false common business development myths, recognizing the many ways in which technical staff can contribute to the business development process, and investing in strategies that yield the highest return-on-investment.

**Thursday and Friday, May 28-29, 2020**

**Location:** Tropicana Hotel  
Atlantic City, NJ 08401

**Thursday, May 28, 2020**

Risk Management –  
1:00 pm – 5:00 pm
TBD

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.

Dinner as a group: The Palm, Tropicana  
5:45 pm

**Friday, May 29, 2020**

Breakfast  
Begins 8:00 a.m.

Senior Leaders Roundtable –  
9:00 am – 12:00 pm

Welcome – Glen Kartalis, Chairman, ACECNJ  
Panelists: Bernie McNeilly, President US Region PM/CM, WSP USA  
Steve Ramiza, Vice President, LAN Associates  
Mitch Simpler, Managing Partner, Jaros, Baum & Bolles (invited)

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 12:00 pm – 1:00 pm