



## 2024 EMERGING LEADERS PROGRAM

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

### Wednesday and Thursday, August 14-15, 2024

**Cyrus Hotel  
920 S. Kansas Ave  
Topeka, KS 66612**

#### Wednesday, August 14, 2024

##### **Orientation**

**10:00 am – 1:00 pm**

***Scott Heidner, J.D., ACEC of Kansas Executive Director***

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 Provided**

**12:00 pm**

##### **Economics of Private Practice**

**1:00 pm – 5:00 pm**

***Brad R. Wilson, CMA, CDA, MBA, Director, AE Consulting, Stambaugh Ness***

One of the most important responsibilities of the leadership team in an engineering firm is to make sure it is able to provide income for its employees and owners. Even though most engineering firms are small and owned by engineers who work there, almost no time is spent in college on the economics of engineering. Most aspiring leaders have to learn "on the job" and through trial and error and it is not easy. This program is designed to shorten that learning curve. The learning objectives focus on the leadership behaviors that make engineering firms profitable and the operational "levers" that must be managed to ensure success. At the end of the day, attendees will know how to measure and manage the variables that impact the economic conditions within their engineering firms.

##### **Reception at ACEC Office**

**6:00 pm – 7:00 pm**

**825 S. Kansas Avenue, Suite 500  
Topeka, KS 66612**

This will include a presentation from Dave Bender, ACEC National Vice President for Political Affairs and other ACEC Kansas leaders.

##### **Dinner as a group:**

**Celtic Fox  
118 S 8<sup>th</sup> Ave.  
Topeka KS 66603**

**7:00 pm**

## Thursday, August 15, 2024

**Breakfast Provided**

**8:30 am**

**Business Development Panel**

**9:00 am – 12:00 pm**

*Jeff Hancock, P.E., President, SMH Consultants, P.A.*

*Tawn Nugent, PE, DBIA, Associate Partner, TREKK Design Group*

*Tony O'Malley, P.E., ENV-SP, Water Services Group Leader, Lamp Rynearson*

*Agnes Otto, Transportation Director, Principal, Burns & McDonnell*

Join four successful business developers from the consulting engineering field for a full download and lessons learned and best practices to grow business and clients. This panel will be part presentation and part Q&A to allow class members to ask all the hard questions about becoming a top-tier BD success story!

**Lunch Provided**

**12:00 pm**

**Governmental Affairs**

**12:15 pm – 1:30 pm**

*Blaine Finch*

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.

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## Wednesday and Thursday, September 18-19, 2024

**Courtyard Wichita at Old Town**

**820 E. 2<sup>nd</sup> St. N.**

**Wichita, KS 67202**

### Wednesday, September 18, 2024

**Management**

**1:00 pm – 5:00 pm**

*Dan Oblinger, Founder, Leadercraft Corporate Education*

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.

**Dinner as a group: Public at the Brickyard**  
**129 North Rock Island Road**  
**Wichita, KS 67202**

**5:45 pm**

### Thursday, September 19, 2024

**Breakfast Provided**

**8:30 am**

**Leadership**

**9:00 am – 12:30 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.

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**Monday and Tuesday, October 14-15, 2024**  
**Hyatt Place – Kansas City/Lenexa City Center**  
**8741 Ryckert Street**  
**Lenexa, KS 66219**

**Monday, October 14, 2024**

**Lunch Provided** **11:15 am**

**Professional Etiquette for a Leader: Habits and Mindsets** **11:30 am – 1:00 pm**  
**for Long Term Success**

*Scott Heidner*

Build the mindset, practices, and habits for all phases of your career which will set you apart and get you noticed. People often wonder how to be seen and heard....but are these the right questions? We'll talk about habits which are easy to implement but career-changing in impact.

**Risk Management** **1:10 pm – 5:00 pm**

*Nick Maletta, Client Executive/Shareholder, Holmes Murphy*

This program offers insight on underlying risks that could exacerbate or trigger a claim for the world of A/E/C professionals. We will examine non-technical risk drivers from closed claims that incurred a loss or expense over a recent 5-year period. To gain further perspective on the areas of risk, we delve into the elements of risk within each risk driver. These 30 elements break out the non-technical actions, behaviors, or breakdowns in project or practice management that have resulted in a Loss Prevention file or a claim. Participants learn how to manage the key contract Risk Drivers: poor project evaluation/selection, scope of services problems and breakdowns in contract protocols. Recommendations will be provided to avoid claims and improve practice and project management.

**Dinner as a group:** **Jack Stacks** **5:30 pm**  
**8721 Ryckert St**  
**Lenexa, KS 66219**

**Bowling as a group:** **Park Lanes** **7:00 pm**  
**7701 Renner Rd**  
**Shawnee, KS 66217**

**Tuesday, October 15, 2024**

**Breakfast Provided** **8:30 am**

**Senior Leaders Roundtable** **9:00 am – 12:00 pm**  
**From Management to Leadership**

*Panelists TBD*

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**