



**ACEC KS Leadership Summit
August 22-23, 2019**

Developing This Generations of Pioneering Leaders

Engineers who lead with purpose and courage to inspire their team, innovate new solutions and serve the needs in their communities.

The past 8 years nearly all engineering firms have grown anywhere from 5 to 30% or more per year. A great market, high project volume, a talent shortage and intelligent owners require all hands-on deck limiting time for personal and professional development.

Because of this growth many Principals are asking technicians and engineers to move into manager roles and managers to move into executive roles with little to no experience.

Although most are willing, many are not trained or prepared. These expectations and lack of preparedness are causing emerging leaders to be frustrated, intimidated and cautious which is preventing them from effectively inspiring their people and managing their teams or divisions. Over time this environment leads to burnout or even worse, quitting and going to a competing firm.

This leadership workshop is specifically for emerging or existing leaders who are currently responsible for or have a desire to lead their team, division or organization.

Is a leadership position for you?

What do you need to know to effectively lead your team?

How do you inspire people?

How is it possible to manage those much older or much younger than you?

How can you get everyone on your team working in their sweet spot and reaching their fullest potential?

How do you get your team beyond the sole focus of winning projects and onto partnerships?

What should you look for in potential leaders on your team?

How do you balance empowerment vs. abandonment?

This workshop focuses on specific actionable behaviors required of managers and executives to effectively lead, inspire and manage their team, division or firm.

This workshop will provide actionable insights on:

1. 4° of Leadership
2. Personal Pathing
3. 10 Behaviors Required of Tomorrow's Leaders
4. 3 Priorities to Ensure Your Team's Progress

Outline of Workshop:

Afternoon Session:

Kickoff

- Introductions
- Overview of milestones and the path to complete the workshop
- Kickoff 4° of Leadership

Leading Yourself: (complete Personal Pathing)

- Develop and present Vision Boards
- Simplify | Prioritize | Eliminate
- 90-day Personal Action Plan

Evening Event:

ACEC leadership team building exercise guaranteed to create camaraderie and lasting relationships that can be leaned on far beyond this sole workshop.

Morning Session:

Leading One–On–One:

- A Leader's #1 Responsibility
- How to Lead Those Much Younger and Much Older
- How to Inspire People - an equation to being the CSO (Chief Storytelling Officer)

Lead Your Team:

- Introduce and Practice 10 Behaviors of Pioneering Leaders
- Connecting Your Team to the Organization's Purpose and Vision

Empower Your Team to Lead and Impact the Market:

- Three Priorities to Ensure Progress

Close:

- How to transition and begin to practice and apply these concepts in life and with your team.

DeWayne Ables, founder and President of Pioneer iQ, **guides the strategic growth of companies in the Design and Construction Industry.**

DeWayne has developed a unique “Strategic Growth Method” for this generation of Pioneers who are designing and building America.

This method equips leaders to uncover their unique purpose, develop a roadmap to achieve their potential and inspire their organization to intentionally impact their market. Because growth is more than increasing revenue!

His expertise in the construction industry keeps pace with changes and trends through a research focus that drives the ongoing study of hundreds of owners, architects, engineers, contractors and specialty subcontractors in the US.

DeWayne also plays a role in the growth of industry associations:

- National speaker and instructor for DBIA | SMACNA | ACEC | NSPE | AGC
- Serves as a National Resource, Advisor and Presenter to DBIA
- Completed one of the largest studies of Design & Construction professionals with over 550 companies participating
- And has served over 400 design and construction companies

Pioneer your own path.
