What is the plan for your firm’s future? The answer to this question may lie in ACEC Indiana’s Engineering Leadership Program.

This program targets professionals at your firm that show great promise and a bright future in engineering firm management. This educational experience will prepare and position these rising stars for firm partnerships, management and potential succession ownership opportunities.

This intensive program is only available to employees of ACEC Indiana regular and associate member firms and is limited to 26 motivated people interested in strengthening their future and next steps in their career.

The program begins November 2023. Help develop your firm’s future and future leadership in the engineering profession and in ACEC Indiana.

Candidate Experience

Engineering Leadership will help prepare employees for firm partnerships, management and potential succession ownership opportunities.

Candidates must have 8-13 years experience in the profession and at a level in which they are at least managing a team (Project Manager). Candidates should have a drive to develop strong leadership traits, people skills, and project management skills, and be seen by principals as a rising star within the firm with the potential for upward mobility.

Program Format

ACEC Indiana’s intense course work is taught by a variety of speakers:

- Personality Types
- Team Building
- Leadership & Diversity, Equity & Inclusion
- Human Resources
- Government Affairs 101
- Time Management
- Presentation Skills
- Business Development and What it Takes to Win Work
- Short List Interviews
- Running the Business (Financial)
- Insurance Requirements, Risk Management & More!

Professional Development Hours

ACEC Indiana will distribute certificates acknowledging professional development hour accreditations for graduates of the Program. This program is eligible for 60+ hours of PDH credits.

Location
Skyline Club Indianapolis
1 American Square 36th Floor, Indpls, IN 46204

Dates: all are MANDATORY
Nov. 16-17, 2023
Jan. 11-12, 2024
Feb. 19-March 1, 2024
April 18-19, 2024

Registration Fees
$3,500/ ACEC Indiana member-- payment by check/ACH made out to ACEC Indiana
Session I

Personality Types: Know Thyself Then Others- Become more self-aware and apply leadership techniques to motivate and engage others.

Team Building- Starting Day 1, participants will get to network, socialize and get to know their classmates better. This session will motivate the class to work together, develop their strengths, and to address any weaknesses. The benefits of team building include increased communication, planning skills, employee motivation and employee collaboration.

Human Resources- The strongest asset for any organization is its people. In this session, participants will learn how to approach HR from a strategic emphasis, ensure selections and onboarding processes reduce lost productivity costs and create a culture that fosters engagement, team member growth and feedback.

Diversity, Equity & Inclusion- Learn the fundamentals towards building more inclusive workplaces, managing diverse teams, and serving diverse clients. Understand cause of conflicts and best practices for team management.

Session II

Government Affairs 101/Legislative Day- Understanding the impact of the legislative process on the industry is critical. This session focuses on why it is important for design professionals to build relationships with legislators and participate in the legislative process. The class will tour the Statehouse and then join members of ACEC IN at the annual Legislative Luncheon. This is a great opportunity to learn the issues affecting Indiana design professionals and ACEC IN's role in the process.

Time Management, Leadership & Communications- In this highly ranked session, participants will learn the history of time management and tactics/strategies for staying focused on what's really important. The session will also cover leadership and creating culture that helps your people effectively prioritize.

Running the Business- Leaders need to understand the fundamentals of running a successful business. This session focuses on the importance of financial score keeping, reading statements and reports, key indicators and what impacts future growth. You will walk away with real world examples and analyzing actual data from successful and not so successful firm.

Session III

Sales and Marketing- From client analysis to persuasive communication techniques, and from planning a sales call exercise to learning about what it takes to win, participants will have tools and resources that help grow their firms' backlog and contribute to their personal business development confidence. This session will teach, challenge, motivate and inspire technical staff to become comfortable and confident in the selling side of engineering.

Developing and Delivering Effective Public Presentations- In this session, participants will learn how to make the most of their presentation through expectations, style and common pitfalls. Participants will prepare and give a five minute presentation and receive personalized feedback to understand the five strong principles of good communicators.

Session IV

Short List Interviews and What It Takes to Win Work- Winning work feeds your company's engine. Participants will connect principles of servant leadership to organizational success and identify ways to practice servant leadership in skill sets. This session includes mock Short List Interviews in front of a live panel to help build client relationships and create value to the client and community.

Risk Management for Future Firm Leaders- The success of an engineering firm is dependent on managing risk. This session provides the information leaders need to know and understand about risk management. Learn to think beyond the technical work and more like a businessperson.

Understanding Contract Basics- Congrats, your firm just got awarded a new project! Now the contract is on your desk and it needs to be reviewed, signed, and returned. Do you know how your professional liability insurance can be jeopardized if you aren't negotiating the correct terms and conditions? This session won't turn you into a legal expert, but it provides an overview of best practices to keep in mind when reviewing a contract and suggestions on how to review a client drafted agreement.