MISSION

The Florida Engineering Leadership Institute (FELI) was created with the mission to transition engineering professionals into community professionals and leaders within our societies, communities, and workplaces—an important step in realizing our ultimate goal of professional engineers helping to shape society worldwide.

Through its initial 10-month class, FELI enhances the leadership skills of its participants and sets out a clear pathway to put these skills into practice serving our profession and our communities. FELI also provides networking across current and past classes, serving as an outreach group to business and community leaders. By fostering interaction that puts training into practice, FELI achieves its mission to “Transform Leadership Opportunities into Reality.”
As a participant in the inaugural Florida Engineering Leadership Institute, I would like to convey my wholehearted endorsement and appreciation for both the establishment and goals of this program. It is truly exciting to be involved in what will undoubtedly serve as a future cornerstone for engineering leadership in Florida. More than ever, today’s society is reaching for sound infrastructure policy and capable leadership to carry it through. The Florida Engineering Leadership Institute makes a giant step forward to prepare tomorrow’s leaders for the task. Hats off to John Zumwalt III, PE and Fermin Diaz, PE, for the vision to establish this program.

G. Dewey Martin, III, PE
Class of 2004

PROGRAM SCOPE

The Florida Engineering Leadership Institute (FELI) is more than a “training program.” It is a metamorphic experience in which the student transitions from a professional manager to a fully-engaged leader equipped with a vision, a mission, the personal connections, and the know-how to effectively employ their talents in the service of their community and profession.

FELI runs from November through August and consists of six sessions held in key cities throughout Florida. Four of the six programs begin with a reception on Thursday evening, meet all day Friday, and conclude at noon on Saturday. Often there is an optional golf or other outing offered on Thursday. One session is held in conjunction with the Professional Engineers Legislative Days in Tallahassee, and gives students the opportunity to see Florida government in action as well as personally meet their state representatives. The final session is held concurrently with the FES/ACEC-FL Annual Summer Conference and Exposition, where graduation is celebrated during the opening general session.

Speakers and topics are selected to instill the student with two primary understandings:
1. A large-scale perspective of the state of Florida and its engineering profession
2. The individual’s strengths as a leader and how to best use them to serve their state, local community and profession.

To achieve a more “global” understanding of Florida, participants study its government, its politics, its place in the world, its current policies and concerns, its economy and its future. In combination with this, students consider how these factors impact the engineering profession.
By virtue of our speaker selection, students are able to interact with state leaders from both the public and private sectors, allowing them to form personal connections. Our choice of activities, limited class size, and focus on fellowship creates a solid bond among class members. Alumni are invited to various functions to enable students to forge an additional link in their ever-expanding network.

Students progress through a series of trainings in which they identify the qualities, habits, and mindset of a leader. Then, they learn to elicit and cultivate these characteristics from within themselves. Finally, they receive the motivation and direction to put their leadership into practice in the service of our state and profession.

This program is intended to develop a vast network of community professionals and business leaders who will boost the positive profile, stature and public perception of engineering professionals in Florida. Since its inception in 2004 through the Class of 2017, over 450 such individuals have graduated from FELI.

CORE CURRICULUM
6 Focal Points:
1. Personal Leadership
2. Organizational Leadership
3. Governmental Leadership
4. Community Leadership
5. Economic Leadership
6. Professional Leadership
Community Service through Class Projects

Class members flex their leadership and team building skills by managing class projects which they select themselves. For example, the FELI Class of 2005 published the *Engineer’s Guide to Community Service,* which plots a course for fellow engineers to engage in community-based service all the way to elected office. The FELI Class of 2011 selected Miami’s Kristi House, which provides services to child victims of sexual abuse, and transformed their otherwise unutilized grassy area to a lush, fantastical playground area where children who deserve to be able to play safely can now do so. In addition, thousands of dollars have been raised from numerous class efforts for the Florida Engineering Foundation, whose purpose is to encourage and assist students in pursuing engineering careers and to educate the public about engineering.

My experience with FELI is best demonstrated by the new colleagues and friends I was able to learn from and interact with.

Throughout the program, I became more familiar with my own personality and how it may be perceived by others. This enhanced self-awareness has allowed me to grow into a more influential leader both personally and professionally.

The carefully planned sessions drove home the importance of political engagement and social responsibility that further strengthens the future of our engineering profession.

I highly support and recommend FELI for your continued growth and personal achievement!

Kevin J. Crump, PE, LEED AP
Class of 2016
GOVERNANCE

The Leadership Institute Steering Council (LISC) is responsible for the coordination and implementation of the program. The LISC serves under the overall guidance of the FES and ACEC-FL Board of Directors.

The LISC shall consist of the following: a Chairman, Vice Chairman and a representative of each graduating class. Class representatives include members from each geographical area of the state. Strategic, logistic, administrative and planning assistance is provided by the FES/ACEC-FL Director of Continuing Education.

SELECTION COMMITTEE

The Selection Committee is responsible for assisting in the recruitment of qualified applicants and the promotion of the program. The Committee is responsible for the review and recommendation of qualified applicants to the LISC for their consideration and approval.

ALUMNI MEMBERSHIP

To receive the full benefit of the Florida Engineering Leadership Institute, continued involvement after graduation is a must. The commitment one makes to leadership training is not merely to oneself, but also to the community of Florida and its successive leaders as well.

Membership requires graduation from the Leadership Class and payment of either an annual Membership Fee ($25) or the Lifetime Membership Fee ($250). Dues are payable in conjunction with the FES membership dues.

SCHOLARSHIPS FOR GOVERNMENT EMPLOYEES

A limited number of scholarships are available to qualified applicants who are government employees. To apply for a scholarship, simply complete the Enrollment Application and select “yes” when asked if you want to be considered for a scholarship. Once the scholarship recipients are selected, it is mandatory for them to attend the program in accordance with the attendance rules established by LISC.

Scholarship applicants not selected during the yearly cycle will be notified in writing. Qualified applicants who are not selected for the scholarship as the result of class size or scholarship limitations and/or class composition may opt to pay the tuition fee. Alternatively, they will be given priority during the next selection cycle.
ACTIVITIES

Activities sponsored by FELI consist of two major functions: interaction with the current class and programs designed to target alumni.

Interaction with the current class consists of attendance at the receptions held at the opening of each FELI session, participation in the golf outing held at each FELI session and other class-related activities such as the Poker Tournament.

I found FELI to be a rewarding program and a valuable use of my time and the firm’s finances. The program exposed me to many of the aspects of our profession that you do not appreciate when you are focused solely on serving clients. The relationships that I built during my time in the program remain today. I will continue to recommend the program to anyone who asks me of its value.

John C. Atz, PE
Class of 2004
The alumni activities consist of two major areas: receptions designed to provide social and networking opportunities for alumni, and additional training classes designed to provide follow-up to the initial FELI program.

Alumni Receptions are held twice a year, once at the FES Annual Conference and once in conjunction with the FES Legislative Days in Tallahassee.

Alumni Training Sessions are designed to provide additional or supplemental training to refine those skills learned in the original Leadership Class. Topics may range from personal and professional development to technical or managerial skills. Topics are selected by the Steering Committee based on input from the membership. Sessions may be held in conjunction with the current FELI sessions in order to capitalize on the resources and speakers committed to those meetings.

Periodically, an alumni e-newsletter is published in order to promote upcoming functions, provide a source of news regarding alumni (promotions, transfers, new opportunities, etc.), and help alumni maintain connection through information sharing. In addition, alumni members have the opportunity of participating in group interaction through the social networking site, LinkedIn (Group: FELI ALUMNI).

FELI has given me some incredibly valuable tools that I use on a daily basis. The course is very well put together, and the friends and colleges that you will meet in the class will stay with you in years to come. The only problem with graduating from FELI is that you can’t attend the next year’s class!

Tom Hayden, PE
Class of 2009
GUEST SPEAKERS

In addition to local leaders and community professionals, the following individuals have served as faculty of the FELI program. The contributions of these esteemed individuals have helped make FELI the success it is today.

E. Michael Lillibridge, PhD, licensed psychologist, marriage and family therapist, president and founder, Peoplemap™ training. In addition to his full-time clinical and consulting practice, Dr. Lillibridge speaks nationwide on the Peoplemap™ and consults with businesses throughout the United States. He has provided extensive ongoing training to engineering firms such as PBS&J and WilsonMiller to assist in enhancing their managerial practices.

James Krug, PhD, president and founder, Advanced Performance Group Inc. Jim’s expertise in organizational development, strategy, leadership and talent development is based on more than 35 years of extensive practical experience and research in the design/construction industry. He was one of the founders of Productivity Point Construction Software and was a lead researcher on the bestselling management book, Good to Great by Jim Collins. He has also held senior management positions at a Fortune 100 international engineering company.

I think FELI is a great opportunity. You have a chance to learn and spend time with friends that you will make for life. If your firm will sponsor you, then you need to apply. If you would like your firm to sponsor you, then you need to request them to do so. I think the FELI is a model for all the other states to follow. Don’t spend time thinking about, just do it. I guarantee you will be glad you did.

Jeffrey H. Greenfield, PhD, PE, BCEE, F.NSPE
Class of 2007
Dr. Henry “Hank” Fishkind has over 30 years of experience in economic analysis and forecasting, and is widely regarded as one of Florida’s premier economists and financial advisors. Dr. Fishkind’s career began in the public sector, where he worked as an economist and Associate Professor at the University of Florida. Dr. Fishkind served from 1979-1981 on the Governor’s Economic Advisory Board and from 2001-2003 as a member of Governor Bush’s council of Economic Advisors. He has been operating Fishkind & Associates since 1988, a full-service economic and financial consulting firm.

I highly recommend this leadership institute. It exposed me to issues and introduced me to leaders throughout the state. It was a great experience and has been beneficial to me personally and professionally. I still count most of those in my class as personal friends as well as colleagues. If you have the opportunity to be a part of the FELI...just do it! You won’t regret it.

Angelina Fairchild, PE
Class of 2008
SELECTION CRITERIA

We seek motivated individuals who will use their leadership abilities for the long-term benefit of Florida, as demonstrated by:

• A commitment, motivation and interest in serving the profession of engineering in Florida
• A concern for Florida’s welfare, demonstrated by past community, professional and statewide activities
• A personal and professional interest in seeking to be in a key volunteer, appointed or elected state, local or regional leadership role profiled in the statewide community of Florida
• Potential or existing occupational responsibilities that have significant influence on important economic, growth management, environmental or infrastructure issues facing the state.

In order to ensure an effective learning environment, the class size is limited to 40 individuals; therefore:

• preference will be given to candidates with at least 10 years of engineering-related experience, and
• preference will be given to members of the Florida Engineering Society (FES) or employees of firms that are members of the American Council of Engineering Companies of Florida (ACEC-FL).

All applicants will be notified in writing of their selection status. The LISC will be responsible for the approval of the roster of class participants.

The selection process will target individuals who will enhance the value, stature and exposure of being a class member and alumni of FELI.

When I was accepted to the program, I planned on learning more about regional areas around the state, meeting top local and state leaders and enhancing my leadership skills. What I hadn’t planned on is the amazing networking and friendships that would be formed, including making best friends for life. The program is extremely organized thanks to the wonderful work of the staff. The alumni network is also a great way to connect with others who have or are currently going through the program. Also, I love getting together with all the alumni in Tallahassee during PE Days.

It took nine months to convince my boss that the investment was worth it—and it paid off for both of us. I urge anyone, no matter where you are in your career, to consider applying for this fantastic opportunity. See why most of us call FELI... family!

Carlos Gittens, PE
Class of 2008
My participation in the Florida Engineering Leadership Institute has broadened my professional outlook, and helped me learn how engineers can become leaders in our communities and take on stronger roles in guiding the future of Florida. Being a part of this group from all over the state has given me insight to the challenges others are facing. Through the seminars we were introduced to a wide range of issues involving community leadership, politics, commerce, people and human resources, and recognizing the statewide community of Florida. We have the opportunity to interact with state leaders and develop a greater understanding of strategic planning and business positioning.

The Florida Engineering Leadership Institute is truly focused on building the leadership skills necessary for engineering professionals to have a significant influence on important issues for the long-term benefit of Florida.

Patrick Hickox, PE
Class of 2004