

“Leadership and learning are indispensable to each other.”

John F. Kennedy

35th president of US, (1917 - 1963)

For more information, contact:

Renée Anne Casillas

Executive Director, ACEC/Alabama

P: 334.254.1500

rcasillas@aceca.org

Class XI

Leadership
Development
Series

October 2017 – March 2018

Est. 1956

Advocacy. Access. Education.

About the Program

Program Objectives

This program is designed to give participants the opportunity to explore concepts and means by which both personal learning and business performance may be increased, with primary focus on interactive learning with a select peer group facilitated by both local and national leaders of the business community and A/E professions. Primary objectives will assist participants to:

- Increase personal knowledge and skills, business acumen and awareness of the environment in which they practice.
- Develop a greater self-reliance and confidence based upon a deeper understanding of themselves, the business of engineering and the social, technical, economic, political context in which they, their clients and the public operate.
- Develop a commitment to life-long learning and be more aware of and inclined to act on their curiosity about themselves and their world.
- Clarify what matters for themselves and their businesses so that compelling visions, goals & strategies emerge.
- Develop a strong peer network as a resource for future business challenges.
- Develop role models for the next generation of leadership in the engineering profession affecting their firms, their associations and their communities.

An added bonus to the Program will be the focus on learning in an interactive environment. Participants will be encouraged to participate. Traditional seminar-based learning does not allow for the depth of learning that occurs when the participants are committed to, and fully involved in, the experience. As an added benefit, the interactive nature of the Program allows for a dynamic curriculum. Although general topics to be explored will remain, the Program format will allow the emerging personality of each class to help lead the direction of the learning experience. A strong peer network will develop and remain beyond the formal Program.

PDH Credits

The Alabama Board of Licensure for Professional Engineers and Land Surveyors (BOL) has established the formal Professional Development Hour (PDH) in the requirements for license renewal. Seminars within this series conform to the rules established by the BOL, and in consequence, should qualify for a formal Forty (40) PDH credits.

Each Session Incorporates

Rules of engagement agreed on by the Class. Participation of keynote speakers, panels of successful leaders, and/or industry partners. Each session delivers 1) Framework to think about the topic. 2) Specific skills to develop an 3) tools to advance. Interactive, discussion based learning. Book Club. Accountability: Pair up participants to share goals and actions to work on between sessions.

Curriculum & Schedule

Session I

October 5-6, 2017 – Federal Reserve Building – Birmingham, Alabama

This session will define “Leadership”. It will convey **WHY** strong leadership is essential, WHAT Intentional Leadership means, and what it takes to lead oneself and others. This session sets the foundation for the entire series.

- Demystifying Leadership
- Making Time to Lead
- Twelve Lessons of Leadership

Session II

November 17-18, 2017 - Pursell Farms - Sylacauga, Alabama

It is paramount that attendees understand their personal leadership style and develop their personal and career vision and life plan before they can effectively lead others. This session will accomplish that by building on the leadership style assessment completed by the attendees prior to this session.

- Design a Life that Works
- Leadership Style and Life Plan
- Personal Goal Setting

Session III

January 17-18, 2018 –Five Rivers Alabama’s Delta Resource Center – Spanish Fort, Alabama

In order to lead well, it is key to understand the inner workings of a business and what successful firms aim to achieve. This session will describe the arena for where leadership is practiced within an AEC firm and how organizational change is created and sustained.

- The Business of Profession Service
- Organizational Structure
- Financial Management
- Strategy

Session IV

February 21-22, 2018 – Montgomery Marriott Renaissance – Montgomery, Alabama

External Leadership: Building Strategic Relationships. Great client and government relationships area a driving factor of each firm’s success. This session will focus on how to effectively build client relationships and properly participate in the political arena for the betterment of the industry and your firm.

- Legislative Day at Alabama Statehouse & The Paradigm of Leadership and Government Relations
- Economic Development
- Business Development

Session V

March 22-23. 2-18 – TBA – Birmingham, Alabama

Internal Leadership: Growing your people. Successful Collaboration with your team is at the core of leadership. This session will focus on the skills necessary and tools available to build strong relationships. We will conclude this session with.

- Where do we go from here? The privilege of Leadership
- Team Communications and Negotiating Styles
- Transforming and High Performance Team

Class Enrollment Form

Name: _____

Firm: _____

Firm Position: _____

Firm Address: _____

Bus PH: _____ Cell: _____

Email: _____

Education School/Grad Date: _____

Years Experience: _____

Professional Designation (PE, PLS, EIT, LSA, AIA, Etc): _____

Tuition Payment/Cancellation/Alumni Policy

The program will consist of five sessions, scheduled over two calendar years to assist with budgeting for the tuition and associated expenses. The tuition fee for this series is \$3,000 (Member Tuition) and \$3,500 (Non-Member Tuition), per enrollment. Upon acceptance into the program, the first half, non-refundable deposit, is due upon enrollment, with the remaining balance due thirty days prior to the final session. A fifth session is held in conjunction with the ACEC Engineering Excellence Awards Gala. Fees for lodging and the awards gala are not incorporated into the LDS Tuition costs.

Facility contracts are negotiated and finalized in advance of the first session. Accordingly, cancellations within 30 days prior to the first session will incur a \$1,000 penalty in addition to the non-refundable application deposit. Failure of a participant to attend sessions after the initial session will result in the sponsoring firm to be billed for the participant's share of lodging/food & beverage/and supplies expenses for each session missed. Because of our contractual financial obligations, cancellation must be reported to ACEC/Alabama Program Coordinator within 76 hours in advance of LDS Session. Penalties will apply.

Participants will be encouraged to continue their learning and networking through the LDS Alumni Program. The primary objective is to encourage continued involvement in both the learning and business practice aspects of our industry. Another program objective is to reinforce opportunities for LDS Alumni to become active in ACEC/Alabama on both state and national level. Please sign to agree to your understanding of our program policies:

Participant Signature: _____

Firm: _____

About the Class Facilitators



Ty Kicklighter, PE

Prior to Kicklighter Group, Ty spent 15 years on his way from entry level engineer to project manager to CFO of a market leading engineering firm. This combination of project design and delivery experience and responsibility for the financial well-being of a company has driven the desire to continually look for ways to involve, educate and motivate employees at all levels to creating financially healthy and sustainable companies. Ty received a Master of Business Administration

from Samford University and a Bachelor of Science in Civil Engineering from Georgia Tech.



Michael Alan Tate

Michael (Mike) is President of On the Same Page Consulting Group. For over 20 years he has advised successful executives and technical professionals on innovative career strategies to help them move in, move up or move on in a purposeful way during times of rapid change. Tate also facilitates leadership succession processes, strategic planning and learning systems to support the growth and sustainability of progressive mission-driven organizations.

In 1990 Tate began his work in the field of management consulting, as a career transition coach and director of web-based learning projects for a national human resource management firm. In 2000 he became Partner at a regional management-consulting firm where he focused on strategic planning and executive coaching. He formed a formal alliance with HRM Inc. in 2011 and founded On the Same Page Consulting Group to further hone his craft in facilitating healthy transition in leadership and life and invest more time writing and speaking. Tate writes a monthly ideas letter entitled "Leadership and Life Journal". He is the author of *Design a Life that Works: Business, Career, Family and Faith on the Same Page*. His latest book, *The White Shirt: an ancient parable about how to find your place in the world* will be released in Fall of 2017. He holds several professional certifications which include: Benchmark® facilitator for the Center for Creative Leadership, Birkman Method® Consultant and Compression Planning® storyboard planning specialist and graphic facilitator. The Career Certification International Institute (ICCI) awarded him the Fellow designation CMF for his professional contributions to the field of career management. He served as the CFO and a sitting Governor on the ICCI worldwide board. Mike is an avid outdoorsman and active Rotarian. He and his wife, Patricia live in Birmingham, Alabama. They share three children, five grandchildren and a two bird dogs named Annie and Wendy.

ENROLLMENT DEADLINE AUGUST 11, 2017

Leadership Development Series Alumni

2001 - 2017

Chair Class I & II	James	Joyce, PE	Class V	John	Gill, PE	Class IX	Kevin	Blake
Class I	Chad	Bowman, PE	Class V	Darren	Hamrick, PE	Class IX	Zac	Simpson
Class I	James	Brown, PE	Class V	David	Hodge, PE	Class IX	Curtis	Eastman
Class I	Brad	Flowers, PE	Class V	Bert	Hughes, PE	Class IX	Josh	Dogan
Class I	Russ	Nevin, PE	Class V	Roger	Joiner, PLS	Class IX	Lori Beth	Kearley
Class I	Leslie	Noble, PG	Class V	Steve	Reeves, AIA	Class IX	Hansel	Stewart
Class I	Curt	O'Daniel, PE	Class V	Jerry	Smith, PE	Class IX	David	Webber
Class I	John	Ritterhoff, PE	Class V	Mark	White, PE	Class IX - Chair	Katrina	Jarboe, PE
Class I	Frank	Upchurch, PE	Class V - Chair	Rick	Nail, PE	Class IX - Facilitator	Becky	White, PE
Class I	Kenneth	White, PE	Class VI	Phillip	Grayden	Class X	Robby	Austin
Class I - Chair	John	Jones, PE	Class VI	John	Harvey	Class X	Patrick	Collins
Class II	Win	Bishop, PE	Class VI	Bill	Wilson	Class X	Drew	Davis, PE
Class II	John	Bowlin, PE/PLS	Class VI	Kevin	Moore, PE	Class X	Brian	Hatcher
Class II	Scott	McMillan, EI	Class VI - Chair	David	Stovall, PE	Class X - Facilitator	Ty	Kicklighter
Class II	Michael	Owens, PE	Class VI	Marcus	Furlow	Class X	Wade	Lowery
Class II	Robin	Phillips, PLS	Class VI	Mark	Stephens	Class X	Paul	McClendon
Class II	Dwayne	Smith, PE	Class VI	Andrew	Murr, PE	Class X	Matthew	McCullough
Class II	Frank	Whitman, PE	Class VI	David	Willingham, PE	Class X	Andrew	Phillips
Class II	Jennifer	Wilson, PE	Class VI	Chris	Roberts	Class X	Matt	Stoops
Class II - Chair	Steven	Speaks, PE/PLS	Class VI	William	Harding	Class X	Stacey	Tarrant
Class III	David	Coley, PE	Class VII	David	Been, PE			
Class III	Mike	Gardiner, PE/PLS	Class VII	Walter	Britt, PLS			
Class III	Katrina	Jarboe, PE	Class VII	Cameron	Crigler			
Class III	Houston	Jenkins, PE	Class VII	Jimmy	Duncan, PE/PLS			
Class III	Tad	Nelson	Class VII - Chair	Jerry	Gingras, PE			
Class III	Dal	Ogle, PE	Class VII	Ty	Kicklighter			
Class III	Chuck	Williams	Class VII	Ryan	Reed, PE			
Class III - Chair	Lawren (LP)	Pratt, PE	Class VII	Bill	Segrest, AIA			
Class III	Tera	Wyatt, PE	Class VII	Dennis	Vandegrift, PE			
Class IV	Kenneth	Bailey, PE	Class VII	Matthew	Williams			
Class IV	Johnny	Carr, PE	Class VIII	Diane	Callahan			
Class IV	Lewis	Copeland, Jr., PE	Class VIII	Greg	Nye			
Class IV	David "Drew"	Crow, Jr, ASLA	Class VIII	Heath	Williamson			
Class IV	Stephen	Green	Class VIII - Chair	Anthony	Renta			
Class IV	Willis "Hal"	Hendrix, PLS	Class VIII	Shelby	Stringfellow			
Class IV	Richard	Mickwee, PE	Class VIII	Jeremy	Deal, PE			
Class IV	Terrell	Rippstein, PG,	Class VIII	Frank	Nowicki			
Class IV	"Terry"	CPG	Class VIII	Dennis	Tow			
Class IV	Jeffrey	Stephenson, PE	Class VIII	Sam	Dunn			
Class IV - Chair	Tyler	Davis, PE	Class IX	Bo	Cristwell			