DAY ONE- March 29, 2022

7:30am - 8:00am  Breakfast and Registration

8:00am - 12:00pm  Managing to Succeed in a Challenging Business Environment
   Steve Walker, srwalker & associates
   • The Leadership path
   • Personal Vision
   • Strategic planning
   • Trends and opportunities
   • The Discipline of Market Leaders
   • Growth Horizons

12:00pm – 1:00pm  Lunch and Networking with Attendees

1:00pm - 5:00pm  Pathway to Leadership
   Barbara Irwin, HR Advisors Group, LLC
   • Transitioning from Project Management to Leadership
   • Building Relationships
   • Creating High Performance and Diverse Teams
   • Management Best Practices in the E/A Industry

DAY TWO- March 30, 2022

7:30am - 8:00am  Continental Breakfast

8:00am - 12:00pm  Finance
   Matt Fultz, Matheson Financial Advisors
   • Fine-tuning financial management in uncertain times
   • Driving value in a volatile market
   • Long-term financial and valuation results: setting the stage
   • Accounting principles and practical financial tools

12:00pm - 1:00pm  Lunch and Networking with attendees
1:00pm - 5:00pm  Business Management & Ownership Transition  
Matt Fultz, Matheson Financial Advisors
- Financial exit strategies
- Retirement Planning: Internal ownership transition issues, internal buy-outs, stock plans, ESOPs
- Gearing stock expansion programs to the new market realities
- The "ins and outs" of mergers and acquisitions in the recovery decade

7:30am - 8:00am  Continental Breakfast

DAY THREE- March 31, 2022

7:30am - 8:00am  Continental Breakfast

8:00am - 12:00pm  Contracts and Risk Management  
Brett Stewart, Risk Manager, and Michaela Kendall, Underwriting Manager, AXA XL, a division of AXA
- How good is your risk management crystal ball?
- The legal system—friend or foe?
- Importance of Pre-project planning
- Key risk factors that determine project success or failure
- Contracts do’s and don’ts
- The quality management process
- Communication and documentation – a two-edged sword
- The construction contract administration process

12:00pm - 1:00pm  Lunch and Networking with attendees

1:00pm - 5:00pm  Maximizing Your Business Development & Marketing ROI  
Richard Friedman, Friedman & Partners
- A comprehensive view of your entire “get-work” effort
- Using the five-stage system for a balanced, multi-layered marketing program
- Starting with strategy—finding your differentiators
- Broadcasting your message through brand-building
- Winning with one-on-one selling
- Building a high-touch, high-return customer service program
- The vital role of business development