

# 2025 FUTURE LEADERS ACADEMY

Attendance Limited to First 20 Participants  
Registration Deadline: **February 18, 2025**

## LOCATIONS / DATES

Columbia  
May 21-22, 2025

Kansas City  
June 17-18, 2025

St. Charles  
July 23-24, 2025

Osage Beach  
August 20-22, 2025





# ABOUT FUTURE LEADERS ACADEMY

Join us for an unparalleled journey in leadership and career development tailored specifically for Missouri's design professionals. Our program is designed to catapult individuals onto a trajectory of success in general management, project management and principal positions within design firms. Over four sessions, participants delve into the core aspects of leadership and the business of engineering.

## Forge Lasting Connections

At the heart of our program lies the invaluable opportunity for relationship building. Through engaging sessions and dedicated networking time, participants form strong, enduring bonds, fostering the exchange of innovative ideas. Through this shared experience individuals cultivate a robust network of industry contacts. Plus, with each session featuring an overnight component, the networking continues beyond the classroom, encouraging participants to stay overnight and deepen connections.

## Expert Guidance

Our lineup of presenters comprises a blend of seasoned professional speakers and esteemed firm principals.

## Transformational Sessions

Embark on a transformative learning experience through our comprehensive sessions:

- Active Listening for Leaders
- Contract Language/Risk with Various Project Delivery Methods
- Diversity & Inclusion
- Economics of Private Practice
- Establishing a Firm Culture for Business Development
- Governmental Affairs
- Hard Conversations – An Ethics Case Study in the Destructive Power of Conflict Avoidance and the Redemptive Power of Honesty
- Listening Lab
- Negotiation 101 for Consulting Engineering Managers
- Senior Leaders Roundtable – From Management to Leadership – Secrets of Success
- Strategic Human Resources
- True Colors
- Who is ACEC Missouri.

## Personal Growth

Preparation and follow-up are integral parts of our program. Each participant develops a personal action plan, serving as a roadmap for their growth journey.

## Earn Professional Development Hours

Throughout the program, participants earn approximately 37 PDH credit hours.



# IDEAL CANDIDATES

ACEC/MO's *Future Leaders Academy* is **targeted to all rising industry professionals** who are committed to developing their leadership and management skills and abilities, and identified by your firm as a “future leader” of your business. **This may include design firm new principals, middle managers, business and administrative coordinators, marketing managers, HR managers, project managers...anyone interested in developing solid management skills.**

The ideal candidates are those with the potential to lead projects, teams, offices, or even entire companies. While the program traditionally caters to professionals with 8 to 15 years of industry experience, individuals from varied backgrounds and levels of experience are welcome and encouraged to register.

- Invest in the future of **high-potential emerging professionals** by providing them with the necessary tools and insights to excel in leadership roles.
- Prepare **employees transitioning into new roles managing people and projects**, equipping them with the skills and confidence needed for success.
- Reinforce existing skills, cultivate confidence, and **expand the leadership toolbox of both new and seasoned leaders.**



## INVEST IN THE FUTURE

Participation in our exclusive program offers unparalleled professional development opportunities. By enrolling your staff in the Future Leaders Academy, you are making a strategic investment in the future success of your firm.



# REGISTRATION PROCESS

**DEADLINE: February 18, 2025**

**PARTICIPATION:** The class size is limited to **20 participants** (*first come, first serve*). You may only register one member representative per firm.

**COST: \$2,495 per person.** Fee includes all meeting materials, PDHs, breaks and meals at hotels/restaurants, and registration for Summer Meeting (as part of the final session). Fee does not include hotel or travel expenses. ACEC/MO has negotiated favorable rates at each location. Participants will be responsible for making their hotel reservations. Hotel information will be provided upon registration.

**REGISTRATION:** To register for the Future Leaders Academy, please download the registration form from [www.acecmo.org](http://www.acecmo.org). Completing and submitting the registration form serves as both an individual and firm commitment to the program. Honoring this commitment may mean delegating project work, interviews, etc., and balancing your home calendar to attend.

**PAYMENTS/CANCELLATIONS/REFUNDS:** Full payment must be received by February 18, 2025, or registration may be cancelled. Cancellations received from February 18, 2025, to March 14, 2025, will receive a 50% refund of the total registration fee unless another registrant can be confirmed, in which case a full refund will be made. The firm's "slot" may be transferred to another member of the same firm prior to the start of the program. No refunds after March 14, 2025! Make checks payable to ACEC/MO and mail to 3432 W. Truman Boulevard, Suite 110, Jefferson City, MO 65109. You can also pay via ACH. Contact Dawn Danison at 573-634-4080 or [DawnHill@acecmo.org](mailto:DawnHill@acecmo.org) for ACH information.

**ATTENDEES:** If more than half of one session is missed, that session must be attended the following year to graduate. Attendees must provide a picture (jpeg) and full personal and professional biography to ACEC/MO **by February 26, 2025**.

**PROFESSIONAL DEVELOPMENT HOURS:** 37.0 PDHs will be earned, and certificates will be provided at the completion of each session.



## SCHEDULE AT A GLANCE

### **SESSION 1:**

**May 21-22, 2025**  
**Columbia**

### **SESSION 2:**

**June 17-18, 2025**  
**Kansas City**

### **SESSION 2:**

**July 23-24, 2025**  
**St. Charles**

### **SESSION 2:**

**August 20-22, 2025**  
**Osage Beach**



# SESSION 1

**Date:** Wednesday, May 21, 2025 – Thursday, May 22, 2025  
**Location:** Tiger Hotel, 23 S. 8th Street, Columbia, MO  
**Schedule:** Day 1: 9:30 AM to 8:00 PM -- Day 2: 7:30 AM to 12:45 PM

## Session Highlights:



**Who is ACEC Missouri:** Learn who ACEC Missouri is and how you can benefit from becoming active.



**True Colors:** This interactive session will have class members working and laughing together in no time at all; and sets the stage for class members to work together for the weeks to come.



**Diversity & Inclusion:** This presentation is designed to demonstrate the positive impact of diversity and inclusion; why companies that embrace diversity and inclusion succeed; and how every person in an organization has a role in organizational success.



**Establishing a Firm Culture for Business Development:** Developing a business development culture requires understanding the distinction between marketing and business development, exposing false common business development myths, recognizing the many ways in which technical staff can contribute to the business development process, and investing in strategies that yield the highest return-on-investment.



**Governmental Affairs:** Business leaders will learn how to participate effectively in the public arena and build consensus. You'll also learn how government affairs activities can help your business succeed and how to encourage active participation at the grassroots level in the firm.



# SESSION 2

# 2

**Date:** Tuesday, June 17, 2025 – Wednesday, June 18, 2025  
**Location:** The Fontaine, 901 W. 48th Place, Kansas City, MO  
**Schedule:** Day 1: 1:00 PM to 8:00 PM -- Day 2: 7:30 AM to 12:30 PM

## Session Highlights:



**Active Listening for Leaders:** This session is a deep look at the activity called active listening, used by hostage negotiators and leaders to create connection, discovery, and engagement in critical conversations. This will use small group exercises, roleplaying, and instructor-led explorations of the toughest situations in our professional and personal lives.



**Negotiation 101 for Consulting Engineering Managers:** Students will apply the lessons and new skills from Active Listening for Leaders to the process of creating strong agreements with their internal teams, clients, and joint venture partners. Each module will be applied to: internal leadership opportunities like talent acquisition and retention, compensation issues, performance, and strategic vision; and external leadership opportunities like client management, business development, and project delivery and coordination.



**Listening Lab:** This session will feature a refresher and debrief from day one to lock in principles and skills, and a two-hour culminating, small-group exercise using active listening and negotiation in a simulated environment to seal learning.



**Hard Conversations – An Ethics Case Study in the Destructive Power of Conflict Avoidance and the Redemptive Power of Honesty:** We will share an actual incident and response to demonstrate how conflict avoidance can damage the trust placed in your organization – and how transparent honesty can rebuild that trust. We will take the class through an event, our internal investigation, and our discussions with regulators and clients. While we will highlight the pressures and dangers of conflict avoidance, we will also provide tools to manage responses to similar crises.



# 3

## SESSION 3

- Date:** Wednesday, July 23, 2025 – Thursday, July 24, 2025
- Location:** Ameristar Casino Resort Spa, One Ameristar Blvd., St. Charles, MO
- Schedule:** Day 1: 1:00 PM to 8:00 PM -- Day 2: 7:30 AM to 12:30 PM

### Session Highlights:



**Economics of Private Practice:** This session will be split into two sections. The first portion will focus on basic finance terms and principles; how companies use these principles to make financial decisions and how they measure their financial success. The second portion of the session will focus on project cost fundamentals, how to interpret project cost information, and what it means to you.



**Contract Language/Risk with Various Project Delivery Methods:** We'll discuss how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting the contract right the first time can be the difference between a profitable project and incurring more liability than your firm can afford.



# SESSION 4

4

**Date:** Wednesday, August 20, 2025 – Friday, August 22, 2025

**Location:** Margaritaville Lake Resort, 494 Tan Tar A Drive, Osage Beach, MO

**Schedule:** Day 1: 1:00 PM to 8:00 PM -- Day 2: 7:30 AM to 9:00 PM  
-- Day 3: 8:00 AM to 12:00 PM

## Session Highlights:



**Strategic Human Resources:** In this session we will discuss best practices to make HR more than just a support department and instead make it a driver of corporate success.



**Senior Leaders Roundtable – From Management to Leadership – Secrets of Success:** Take the opportunity to network with a diverse panel of leading industry professionals. This session will culminate the Future Leaders Academy Program experience. The facilitated session gives participants a chance to ask industry leaders questions concerning industry, practices, and management.



**Committee Meetings:** Join other ACEC/MO member representatives for quarterly committee meetings. You'll have multiple options of committee meetings to choose from.



**Reception/Dinner/Cornhole Tournament:** Participants from the 2025 FLA class will be paired with other members for the cornhole tournament. It's a great opportunity to network with other members and have a great time as well.



**FLA Graduation Ceremony:** During breakfast, participants from the 2025 FLA class will be called up to receive their graduation plaque and FLA pin, and will take a group photo of the graduating class. The class will also elect a class President for the year.

