



## 2024 Future Leaders Program

*Growing today's engineers into tomorrow's engineering leadership*

### 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. Primary focus is 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.
- Learn the importance of balancing work and life and how to apply strategies to successfully achieve that difficult balance. Each participant will be given a behavioral analysis in order to reveal the areas in which he or she needs individual focus and development.

An added bonus to the Program is the focus on learning in an interactive environment. 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. Therefore, participants will be encouraged to do just that - participate.

Additionally, 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 between the participants and will provide benefits beyond the formal Program.

## Outcome Benefits

Outcome benefits for Program participants include:

- Additional knowledge of the business of consulting engineering
- More experience and confidence in a management role
- More professional value to their firms and to the industry as a whole
- More personal job satisfaction and the honor of having been selected to participate in this initiative, which demonstrates upward mobility

Outcome benefits for employers who send their employees to the Program include:

- A return on investment
- A more reliable and knowledgeable company representative
- A satisfied employee

## Participation & Application Process

Participants must be nominated by a Principal of the firm of which they are employed and should have a minimum of five years' experience in the field. All applicants will be selected on the basis of experience and background. **There is a limit of 1 nomination per firm.**

Insuring geographic and practice-area diversity in each Future Leaders class is an important goal of the Program, and those factors may be considered when selecting participants.

**Participants must attend all sessions (in-person\*) in order to graduate from the program.** If a session is missed, participants will be given one year during which they can make up a missed session with the next class of Future Leaders. If missed sessions are not made up within one year, participants will forfeit all program fees and their opportunity to graduate from the Program.

**Participants must attend at least one ACEC/NC Committee Meeting and Event prior to the 2024 ACEC/NC Summer Conference.**

## Tuition & Payment Policies

The Program will consist of seven sessions over the course of seven months. **The tuition for the ACEC/NC 2024 Future Leaders Series is \$3,000 per person for ACEC/NC members and \$5,000 for non-members.**

Tuition is due with nominations and will be returned should a nominee not be chosen for the Program or if the class reaches the **twenty-person limit**. Please contact the ACEC/NC office directly if an invoice is required for processing or if your firm requires extended time to process a check request. Once a nominee has been notified of acceptance into the Program, no refunds will be available.

The last session and graduation ceremony will be held at the 2024 Summer Conference in Asheville, NC.

**RETURNING THIS YEAR:** All class participants will attend the entire Summer Conference at no additional cost (Conference registration included in Future Leaders program fee).

Travel and accommodations for all sessions and Summer Conference are the responsibility of the participants.

## **PDH Credits**

Professional Development Hours (PDHs) toward the requirements for license renewal will be earned during six of the seminars in the series, for a total of 27 PDH credits. FUEL NC credits will coincide with the agenda. Note: While ACEC/NC offers Professional Development Credit for this program, it is up to each Professional Engineer to determine if the content is relevant to his/her individual practice and suitable for his/her continuing education.

Specific locations for classes will be determined based on where the class participants are located. A typical schedule rotates locations around the state.

## **Curriculum & Schedule**

### **Session One: Communications, Team Building**

Kenneth Ivory, Leadership Consultant  
January 18, 2024 12:00 pm-4:00 pm

### **Session Two: Business Development and Marketing**

Ida Cheinman, Principal, Substance 151 Benefit, LLC  
February 15, 2024 12:00 pm-4:00 pm

### **Session Three: Financial Management**

T.Wayne Owens, Managing Director, Stambaugh Ness  
March 14, 2024 12:00 pm-4:00 pm

### **Session Four: Legislative Process**

Anna Beavon-Graveley, Executive Director, NC Free Enterprise Foundation (Invited)  
April 10, 2024 12:00 pm-4:00 pm

### **Session Five: FUEL NC**

**April 11, 2024**

### **Session Six: Contract Law and Risk Management**

Stephen Safran, Perry Safran, Safran Law  
May 16, 2024 12:00 pm-4:00 pm

### **Legislative Day (Raleigh)**

Late May/Early June

### **Session Seven: Work/Life Balance**

Dick Kracht, Executive Coach, A Constructive Influence  
August 8-11, 2024  
ACEC Summer Conference, Asheville, NC



# 2024 Future Leaders Program

## Nomination Form

**Deadline for nominations is October 20, 2023 OR when the class limit is reached**

**Yes, I would like to nominate the following individual for the ACEC/NC Future Leaders Program:**

**Participant's Name:**

**Participant's Title:**

**Education:**

**Firm:**

**Years Experience:**

**Address:**

**City:**

**State/Zip Code:**

**Phone:**

**Email:**

**What ACEC/NC committee are you most interested in joining?**

**Nominating Principal Name and Email (Print):**

**I fully understand the tuition payment policy & cancellation penalty policy clause,  
and understand travel is not provided in the enrollment fee.**

**Nominating Principal's Signature:**

**Return nomination forms by email by October 20, 2023**

**Email: [jhartong@acecnc.org](mailto:jhartong@acecnc.org)**

**Payment should be mailed to the address below:**

**ACEC/NC  
150 Fayetteville Street, Suite 1340  
Raleigh, NC 27601**