



2015 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

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# 2015 EMERGING LEADERS INSTITUTE

LEADERSHIP // INVOLVEMENT // DEVELOPMENT



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# EMERGING LEADERS INSTITUTE

## AT A GLANCE



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# EMERGING LEADERS INSTITUTE

## AT A GLANCE

The American Council of Engineering Companies (ACEC) of Louisiana and the American Institute of Architects (AIA) Louisiana are pleased to offer an Emerging Leaders Institute series, a leadership and career development program for individuals committed to developing both their professional and personal leadership abilities.

### INVEST IN THE FUTURE

Over the years, the consulting design industry has prospered as a result of strong leadership. To ensure an equally successful future, our future leaders must be encouraged to become involved in industry and association activities. Therefore, ACEC of Louisiana and AIA Louisiana have created an Emerging Leaders Institute exclusively for aspiring professionals within its member organizations. The value of this program provides participants the opportunity to build relationships with their peers in the profession, gain insight into various aspects of successful project management and sharpen communications skills.

### ELIGIBILITY

The Emerging Leaders Institute is targeted to rising industry professionals who are committed to developing their leadership and management skills and abilities and have been identified by their firm as a "future leader" of the profession.

### ABOUT THE PROGRAM

Beginning in May, and continuing through November, the Emerging Leaders Institute will be comprised of three (3) one and one-half (1 ½) day sessions to be held in the Baton Rouge area. In order for the program to provide maximum benefits, participants are highly encouraged to commit and attend ALL three (3) sessions. Participants are eligible to earn a total of 22.5 AIA HSW/PDHs/LUs with full participation. Certificates to be awarded.

### PARTICIPATION

To participate in the Emerging Leaders Institute, an individual must complete the application and submit it along with the \$695 participation fee no later than **April 27, 2015**. The number of participants is **limited to 20** and applications will be accepted on a first come, first served basis. The registration fee covers the administrative and program costs, plus breakfast and lunch at each full day session.



# PROGRAM SCHEDULES

## SESSION I

MAY 7 - MAY 8



# SESSION I

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BREAZEALE, SACHSE & WILSON LAW FIRM 300 Main St., 23rd Floor, Baton Rouge, LA  
7.5 AIA HSW/PDHS/LUs (Total credit hours for Session I)

## THURSDAY, MAY 7 | PROGRAM SCHEDULE

**10:00 a.m. - 10:15 a.m. Welcome and Introductions**

**10:15 a.m. - 11:30 a.m. Orientation | Can't We All Just Scream Together?**

Speaker: Julie Laperouse, Screaming Peacock, Speaker, Trainer & Author

Join Screaming Peacock for this energetic, interactive workshop. Participants will engage in exercises that help expand workplace communication, creativity, and synergy - all while getting to know your colleagues in a meaningful way. Take away concrete ideas on how to keep the energy going year-round and a little more appreciation for the strengths and challenges we all bring to the table.

**11:30 a.m. - 12:00 p.m. Travel to State Capitol (2 Blocks)**

**12:00 p.m. - 1:15 p.m. Lunch with Legislators & Legislative Staff** - State Capitol, Senate Dining Room

Speaker(s): Legislative Leadership

Business leaders need to know how to participate effectively in the public arena and build consensus. They also need to understand how government affairs activities can help their business succeed and how to encourage active participation at the grassroots level.

**1:30 p.m. - 3:00 p.m. State Capitol Tour & Legislative Recognition**

**3:00 p.m. - 3:30 p.m. How Does a Bill become Law?**

**3:30 p.m. - 4:30 p.m. Advocacy | Why Get Involved?**

What does it take to become an influential leader within the community? You may think you don't need to get involved or that you don't have the time, but everyone needs to build a network of relationships. You will learn how to be an advocate in your own community and understand the issues affecting your community, state and country.

**DINNER ON YOUR OWN**



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## FRIDAY, MAY 8 | PROGRAM SCHEDULE

**8:30 a.m. - 9:00 a.m. Continental Breakfast and Coffee**

**9:00 a.m. - 11:30 a.m. Risk Management/Contract Language/Public Bid Law**

Speaker: Steven Loeb, Attorney, Breazeale, Sachse & Wilson

Carefully worded contract provisions minimize risk to design professionals. We'll discuss how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting contracts right the first time can be the difference between profitable projects or incurring more liability than your firm can afford. Also, recent Public Bid Law changes will be discussed.





# PROGRAM SCHEDULES

## SESSION II

AUGUST 27 - AUGUST 28



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# SESSION II

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PORT OF GREATER BATON ROUGE 2425 Ernest Wilson Drive, Port Allen, LA  
7.5 AIA HSW/PDHS/LUs (Total credit hours for Session II)

## THURSDAY, AUGUST 27 | PROGRAM SCHEDULE

**9:30 a.m. - 10:00 a.m. Continental Breakfast and Coffee**

**10:00 a.m. - 12:00 p.m. Transcending Generation Gaps with Effective Communication**

Speaker: Sarah Walpert, ExactSource/Ingenium Marketing, Atlanta, GA

We are in a unique situation in the A/E/C industry where there are 4 different generations in the workforce currently. With millennials entering leadership roles while baby boomers and the silent generation have delayed retirement – communication among the workforce is more complicated than ever before. This session will be highly interactive on communication styles and preferences among generations. Some prefer to send a text over an email; others dismiss any communication other than in person and phone – how should professionals communicate with one another where there is a difference of preference?

**12:00 p.m. - 2:00 p.m. Lunch and Tour of Port of Greater Baton Rouge**

**2:00 p.m. - 4:00 p.m. Building Your Brand: Personally and Professionally**

Speaker: David Schmidt, ExactSource/Ingenium Marketing, Atlanta, GA

Learning how to build your brand personally and professionally is a critical factor to the success for you and your firm. This session will focus on formulating, building and implementing the right course of action. Learn branding techniques, presentation skills, keys to networking and the Do's and Don'ts of Marketing yourself. You will have the material needed to walk away with actionable and goal setting activities that will help you to thrive as a leader in the design professional industry.

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## FRIDAY, AUGUST 28 | PROGRAM SCHEDULE

**8:30 a.m. - 9:30 a.m. Continental Breakfast and Coffee**

**9:00 a.m. - 10:30 a.m. Speaking with Impact: How to Create & Deliver Powerful Presentations**

Speaker: Sarah Walpert, ExactSource/Ingenium Marketing, Atlanta, GA

Ever wonder how to make that pitch you deliver every single week sound fresh for each client? Do you have trouble reading the audience during a presentation? Are you aware of how your body language and verbal delivery can drastically change the effectiveness of a pitch? This interactive workshop focuses specifically on creating and delivering powerful presentations for those of us who know how to do it, but would like to step it up a notch. You'll learn strategies to be professional and confident when speaking in front of both large and small groups.

**10:45 a.m. - 11:45 a.m. Work/Life Balance for an Effective Leader**

Speaker: David Schmidt, ExactSource/Ingenium, Atlanta, GA

Work-Life balance is imperative for maximizing productivity and effectiveness among today's leaders. Without a proper balance, quality of work life and personal life begins to suffer and output is most certainly affected. This session teaches you what work-life balance looks like in a present day workplace, how to achieve this balance, and what the effects of your efforts are.





# PROGRAM SCHEDULES

## SESSION III

NOVEMBER 5 - NOVEMBER 6



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# SESSION III

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BATON ROUGE AREA FOUNDATION (BRAAF) 402 North 4th Street, Baton Rouge, LA  
7.5 AIA HSW/PDHS/LUs (Total credit hours for Session III)

## THURSDAY, NOVEMBER 5 | PROGRAM SCHEDULE

**9:30 a.m. - 10:00 a.m. Continental Breakfast and Coffee**

**10:00 a.m. - 12:00 p.m. Personal Leadership: Creating a Plan of Action**

Speaker: Peter A. DeLisle, PhD, Dallas, TX

The program will present a custom focus of study examining the key factors influencing leadership effectiveness and development. The agenda addresses focused leadership in a complex enterprise including: problem-solving, communication, conflict management, decision-making, influencing in complex environments; sustaining effective teams and ethics for members of firms seeking enhancement of their leadership capabilities. It is ideal for architect/engineer leaders making transitions to increased responsibility.

The program of study will be interactive and dialogue-centered. Participants will be encouraged to reflect on personal and professional skill. Successful completion of the program will give each participant the awareness and ability to be critically self-reflective and make an honest appraisal of their effectiveness. Additionally, participants will be able to devise strategies to positively influence their work groups and constituencies.

**12:00 p.m. - 1:00 p.m. Lunch**

**1:00 p.m. - 4:00 p.m. Part 2: Personal Leadership: Creating a Plan of Action**

Speaker: Peter A. DeLisle, PhD, Dallas, TX

**DINNER ON YOUR OWN**



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# SESSION III

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7.5 AIA HSW/PDHS/LUs (Total credit hours for Session III)

## FRIDAY, NOVEMBER 6 | PROGRAM SCHEDULE

### 8:30 a.m. - 10:00 a.m. **Breakfast | Morning Session: Your Leader Within**

Panel Discussion

The performance challenges that today's leaders face demand a level of knowledge, responsiveness, flexibility and quality. There are some basics that all successful leaders have in common and learning these basics and how to apply them is what this discussion is all about. This session will be led by firm principals who are community leaders. This interactive conversation provides attendees with a sound set of guidelines for creating a high performance leader and tactics for keeping that leader moving forward toward optimal results such as civic, professional and team leadership skills.

### 10:00 a.m. - 10:30 a.m. **Wrap Up**





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# REGISTRATION FORM

## Send in Your Registration Form Today! Space is Limited Registration Deadline | April 27, 2015

Attendees are strongly encouraged to attend all sessions to gain the full benefits of the Institute. Only the attendees registered may attend the sessions. Substitutions will not be accepted.

### HOW TO REGISTER

Return completed registration form to ACEC of Louisiana via fax, email or regular mail as soon as possible to reserve a spot. Deadline for registration is **April 27, 2015**.

If you have questions contact Janet Tomeny, Director, Membership and Development, ACEC of Louisiana by phone (225)927-7704 or email [jtomeny@acecl.org](mailto:jtomeny@acecl.org)

ACEC of Louisiana  
9643 Brookline Ave, Suite 112  
Baton Rouge, LA 70809

Phone: (225)927-7704  
Fax: (225)927-7779  
Email: [jtomeny@acecl.org](mailto:jtomeny@acecl.org)

### PAYMENT INFORMATION

Tuition cost is \$695.00 per person for attendees. Tuition includes all meeting materials, quality speakers, AIA HSW/ PDH/LUs, continental breakfasts, and luncheons. Tuition does not include lodging or travel expenses. Please make checks payable to ACEC of Louisiana with completed registration to ACEC of Louisiana, 9643 Brookline Ave, Suite 122, Baton Rouge, LA 70809. **Full payment must be received by April 27, 2015 or registration will be cancelled.**

### CANCELLATIONS/REFUNDS

Cancellations received before May 1, 2015, may transfer allotted spot to another member of the same firm. **Absolutely no refunds will be made for cancellations received after April 27, 2015.**

Name of Emerging Leader: \_\_\_\_\_ Member Number: \_\_\_\_\_

Firm Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

E-mail: \_\_\_\_\_





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# SCHOLARSHIP OPPORTUNITIES FOR AIA LOUISIANA MEMBERS

## Submission for Scholarship Deadline | April 13, 2015

AIA Louisiana has established seven (7) scholarships to the 2015 Emerging Leaders Institute to foster the development of member emerging professionals (interns and architects licensed for less than ten years). These scholarships will be used to encourage involvement within AIA and the individual's career. Selections will be based on geographical location in Louisiana and involvement in AIA and community activities. Scholarships will cover lodging for 2 nights per session for out of town participants at one of the following hotels in Baton Rouge:

### Hampton Inn & Suites Baton Rouge Downtown

462 Lafayette Street, Baton Rouge, LA 70801 / 225-382-2100

[www.hamptonbatonrouge.com](http://www.hamptonbatonrouge.com)

### Hilton Baton Rouge Capitol Center

201 Lafayette Street, Baton Rouge, LA 70801 / 225-344-5866

[www.batonrougecapitolcenter.hilton.com](http://www.batonrougecapitolcenter.hilton.com)

### Hotel Indigo Baton Rouge Downtown

200 Convention Street, Baton Rouge, LA 70801 / 225-343-1515

<http://www.ihg.com/hotelindigo/hotels/us/en/baton-rouge/btrin/hoteldetail>

### The Cook Hotel and Conference Center at LSU

3848 West Lakeshore Drive, Baton Rouge, LA 70808 / 225-383-COOK (2665)

[www.thecookhotel.com](http://www.thecookhotel.com)

Scholarships will not be available for the reimbursement of registration fee, activities, travel or meals. Costs are reimbursable. Recipient must be a current Associate or emerging professional (intern or architect licensed ten years or less) member of AIA Louisiana.

## DEADLINES AND NOTIFICATION SCHEDULE

Submissions for funding must be received by April 13, 2015. Winners will be announced April 15, 2015 and must be able to attend all three (3) sessions.

## SUBMISSION AND QUESTIONS

Please email a brief statement of interest and listing of AIA and community involvement to [inquires@aiala.com](mailto:inquires@aiala.com) by **Monday, April 13, 2015**. Please refer questions to AIA Louisiana, 225.387.5579 or [inquiries@aiala.com](mailto:inquiries@aiala.com).

