

Opening Keynote 8:30am-9:10am

The Pandemic Will End: Embracing the Challenges and Opportunities of the Next Ten Years...and Beyond
Hugh Hochberg, The Coxe Group Inc
Some A/E/C firms are thriving in the pandemic world, and a few are devastated. Most are somewhere in between. Many are focusing on survival, with elevated and at times frantic efforts to keep current projects moving, to get new work, to retain talent, to maintain financial stability, and to deal with the societal, political, and economic woes. In contrast, forward-looking firms will be less frantic about the current situation and will confront the challenges to capitalize – and create – opportunities to crescendo and thrive beyond today's dark clouds. Hugh Hochberg will lay the groundwork for those with the courage and wherewithal to move forward strategically and confidently.

Panel Discussion 9:15am-10:15am

Using Challenges to Build Courage, Confidence and Cultivation
A generationally-diverse group discussing leadership challenges, what they need, and how they contribute to the industry.

Panelists are:

Anastasia Barnes, Moderator, High-Profile
Rohan Freeman, Freeman Companies
Michael McKelvy, Gilbane Building Company
Adrienne Nelson, Pickard Chilton

Group Workshop 10:20am-12:15am

How to Work With & Manage Your Team in Tough Times
Kelly McDonald, McDonald Marketing
As if managing people wasn't difficult enough already, today's environment demands that you manage your people AND our challenging business environment at the same time. In this workshop, you will learn the Three Phases of a Crisis and what to do – and not do, in each phase, how to address the stress, complex emotions, fear and anxiety your team is experiencing – and what the next stage of emotions they will experience is, essential tips for managing your WFH team (these are the ones that have never even occurred to you) but they matter NOW, and the most common mistake leaders and managers make when facing a crisis or difficult time - and how to navigate around that with a FOOLPROOF approach.

Breakout Sessions 1:15pm-2:20pm and 2:30pm-3:35pm (repeated)

- The Mindset of Innovation
Anna Greenald, On the Goga
Times of crisis bring stress, uncertainty, and even division for organizations of every industry. But the changing tides are also an opportunity for growth. As leaders, understanding the psychology of crisis and innovation is crucial to advancing our organizations. In this session, led by Anna Greenwald, CEO and Founder of On the Goga, participants will learn cognitive tactics to help convert the challenge of crisis into the threshold for innovation by fostering resilience, mindfulness, and grit.
- Safety, Stability, Agility, Consistency: 4 Key Areas to Lead Through Any Challenge
Carol Kardas, KardasLarson, LLC Human Resource Solutions

Leading employees at any time can be a difficult task. However, during a particularly challenging time such as the current pandemic, leaders need to take a look at their style and adjust how they are interacting with their employees. The current world of work is demanding a review of how employees are reacting to working differently. A pandemic challenges managers to listen to what employees want and act accordingly. This breakout session will look at what workers are looking for to engage and be productive, prepare to lead in an agile environment, communicate business viability, focus on crisis communication to provide a consistent message, and reset expectations to what is realistic.

- Resolution of Construction Disputes in Mediation and Arbitration: What a Leader Needs to Know
Louis Pepe, McElroy, Deutsch, Mulvaney & Carpenter, LLP
In today's construction world, disputes and litigation have unfortunately become a way of life. They are to be avoided, of course, whenever possible, but when that effort is unsuccessful, familiarity with dispute resolution processes is essential. This workshop is designed to provide an overview of arbitration and mediation and some insight and guidance on what a leader can do to maximize the chances of success in those forums.
- Leaders create effects—what effects are you creating?
Ben Callaghan, FATHOM
Matt Reiniger, FATHOM
Leadership is often misunderstood. People are frequently promoted into leadership positions because they are good at “getting things done.” But leadership isn't primarily about doing—it's about creating conditions or effects on those around them—effects that set up their teams for success and create other leaders. In this session we will explore the conditions and effects of leadership, and each participant will reflect on their own experience and their potential, to come away with a customized tool that lets them have greater choice and power in the effects they're able to create for themselves and others.

Closing Keynote 3:40pm-4:40pm

Bring It Home

Nancy Alexander, Lumenance Consulting

People often leave conferences inspired and ready to act—and then the day-to-day takes over again. In this professionally-facilitated, hands-on wrap-up, participants will ground their learning within the context of their company's culture and their individual leadership values. Together they will connect the dots between the day's sessions, compare notes, and generate their simple action plans and accountability.