For more information, contact:
Renée Anne Casillas
Executive Director, ACEC/Alabama
P: 334-254-1500
rcasillas@aceca.org
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, with primary focus on interactive learning with a select peer group facilitated by both local and national leaders of the business community and A/E professionals. 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 and 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.

An added bonus to the Program will be the focus on learning in an interactive environment. Participants will be encouraged to participate. 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. As an added benefit, 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 and remain beyond the formal Program.

PDH Credits

The Alabama Board of Licensure for Professional Engineers and Land Surveyors (BOL) has established the formal Professional Development Hour (PDH) in the requirements for license renewal. Seminars within this series conform to the rules established by the BOL, and in consequence, should qualify for a formal Forty (40) PDH credits.

Each Session Incorporates

- Practical and relevant content designed to inspire you and grow your leadership abilities
- Leadership Stories from successful Industry Leaders and Industry Partners
- Time to work on developing a consistent leadership rhythm with regards to your Vision, Processes and Energy
- Opportunity to network and grow relationships with like-minded people within the industry
- Presentations of time saving Life Hacks
- Opportunities to grow in your ability to confidently convey your message to those you lead

Class Enrollment

Name: ________________________________________________________________
Firm: _________________________________________________________________
Firm Position: __________________________________________________________
Firm Address: __________________________________________________________
Bus PH: _______________________________________________________________
Cell: __________________________________________________________________
Email: ________________________________________________________________
Education School/Grad Date: ______________________________________________
Year Experience: _________________________________________________________
Professional Designation (PE, PLS, EIT, LSA, AIA, Etc.): __________________________

Tuition Payment/Cancellation/Alumni Policy

The program will consist of four sessions, scheduled over one year period to assist with budgeting for the tuition and associated expenses. The tuition fee for this series is $3,750 (Member Tuition) and $4,000 (Non-Member Tuition), per enrollment. Upon acceptance to the Program, the first half, non-refundable deposit, is due upon enrollment, with the remaining balance due thirty days prior to the final session. The final session is in conjunction with the ACEC Engineering Excellence Awards Gala. Fees for lodging and the awards gala are not incorporated in to the LDS Tuition costs.

Facility contracts are negotiated and finalized in advance of the first session. Accordingly, cancellations within 30 days prior to the first session will incur a $1,000 penalty in addition to the non-refundable application deposit. Failure of a participant to attend sessions after the initial session will result in the sponsoring firm to be billed for the participant’s share of lodging/food & Beverage and supplies expenses for each session missed. Because of our contractual financial obligations, cancellation must be reported to ACEC/Alabama Program Coordinator within 72 hours in advance of LDS Session. Penalties will apply.

Participant signature: ____________________________________________________
Firm: _________________________________________________________________

About the Program

Enrollment Deadline
December 20, 2019
## Leadership Development Series
### Alumni 2001-2019

| Class I         | James Joyce, PE, Chair  
| John Jones, PE, Chair  
| Chad Boman, PE  
| James Brown, PE  
| Brad Flowers, PE  
| Russ Nevin, PE  
| Leslie Noble, PG  
| Curt O’Daniel, PE  
| John Ritterhoff, PE  
| Frank Upchurch, PE  
| Kenneth White, PE  
| Tera Wyañ, PE  
| David Coley, PE  
| Chuck Williams  
| Dal Ogle, PE  
| Frank Whitman, PE  
| Jennifer Wilson, PE  
| Class II         | James Joyce, PE, Chair  
| Steven Speaks, PE, PLS  
| Chair  
| Win Bishop, PE  
| John Bowlin, PE, PLS  
| Scott McMilliam, El  
| Michael Owens, PE  
| Robin Phillips, PLS  
| Dwayne Smith, PE  
| Frank Whitman, PE  
| Jennifer Wilson, PE  
| Class III        | Lawren (LP) Pratt, PE, Chair  
| Mike Gardner, PE, PLS  
| Katrina Jarboe, PE  
| Houston Jenkins, PE  
| Tad Nelson  
| Dal Ogle, PE  
| Chuck Williams  
| David Coley, PE  
| Tera Wyatt, PE  
| Class IV         | Tyler Davis, PE, Chair  
| Kenneth Bailey, PE  
| Johnny Carr, PE  
| Lewis Copeland, Jr., PE  
| David “Drew” Crow, Jr., ASLA  
| Stephen Green  
| Willis “Hal” Hendrix, PLS  
| Richard Mickwee, PE  
| Terrell “Terry” Rippstein, PG, CPG  
| Jeffrey Stephenson, PE  
| Class V          | Rick Nail, PE, Chair  
| John Gill, PE  
| Darren Hamrick, PE  
| David Hodge, PE  
| Bert Hughes, PE  
| Roger Joiner, PLS  
| Steve Reeves, AIA  
| Jerry Smith, PE  
| Mark White, PE  
| Class VI         | David Stovall, PE, Chair  
| Phillip Grayden  
| John Harvey  
| Bill Wilson  
| Kevin Moore, PE  
| Marcus Furlow  
| Mark Stephens  
| Andrew Murr, PE  
| David Willingham, PE  
| Chris Roberts  
| William Harding  
| Class VII        | Ty Kicklighter, PE, Chair  
| David Been, PE  
| Walter Britt, PLS  
| Cameron Crigler  
| Jimmy Duncan, PE, PLS  
| Jerry Gingras, PE  
| Ryan Reed, PE  
| Bill Segrest, AIA  
| Dennis Vandegrift, PE  
| Matthew Williams  
| Class VIII       | Anthony Renta, Chair  
| Diane Callahan  
| Greg Nye  
| Heath Williamson  
| Shelby Stringfellow  
| Jeremy Deal, PE  
| Frank Nowicki  
| Dennis Tow  
| Sam Dunn  
| Class IX         | Katrina Jarboe, PE, Chair  
| Becky White, PE, Facilitator  
| Bo Cristwell  
| Kevin Blake  
| Zac Simpson  
| Curtis Eastman  
| Josh Dogan  
| Lori Beth Kearley  
| Hansel Stewart  
| David Webber  
| Class X          | Robby Austin  
| Patrick Collins  
| Drew Davis, PE  
| Brian Hatcher  
| Wade Lowery  
| Paul McClendon  
| Matthew McCullough  
| Andrew Phillips  
| Matt Stoops  
| Stacey Tarrant  
| Class XI         | Mack Moncus  
| Srdj Boskovic  
| Colby Butterfield  
| Tom Callison  
| David Dichiara  
| Matt Foley  
| Andrew James  
| Tony Montanaro  
| J.T. Murphy  
| William Thomas  
| Class XII        | Jacob Bonds  
| Nathan Currie  
| Tyler Harper  
| Tripp Lindsey  
| John Purdue  
| Patrick Rosenow  
| Jihane Rougui  
| Brian Wysock  

### Curriculum & Schedule

| Session I   | January 8-9, 2020 - Federal Reserve Bank Building - Birmingham, AL  
| This session will define “Leadership.” It will convey **WHY** strong leadership is essential, **WHAT** “Intentional Leadership” means, and what it takes to lead oneself and others. This session sets the foundation for the entire Series!  
| **Takes Action!**  
| **Leadership Style**  
| **Life Plan**  
| **Personal Goal Setting**  

| Session II  | February 5-6, 2020 - Farmlinks - Sylacauga, AL  
| It is paramount that attendees understand their personal leadership style and develop their personal and career vision before they can effectively lead others. This session will address that by building on the leadership style assessment completed by the attendees prior to this session.  
| **Leadership Style**  
| **Life Plan**  
| **Personal Goal Setting**  

| Session III | March 4-5, 2020 - Renaissance Montgomery - Montgomery, AL  
| Legislative Day: Spend a day at the Alabama State House learning about the legislative process and issues facing the State of Alabama. This session will focus on how to effectively participate in the political arena for the betterment of the industry and your firm.  
| **Financial Intelligence and Strategy**  
| **Leadership is a Verb.**  
| **Prioritization and Time/Management**  
| **Leadership is a Verb.**  
| **Prioritization and Time/Management**  

| Session IV  | April 1-2, 2020 - Birmingham Botanical Gardens/Grand Bohemian Hotel - Birmingham, AL  
| Internal Leadership: Growing your People. Successful Collaboration with your team is at the core of leadership. This session will focus on the skills necessary and tools available to build strong relationships.  
| **Communication**  
| **People Development**  
| **Teamwork**  
| **Leadership is a Verb.**  
| **Prioritization and Time/Management**  

### Business Development
- **Business Development**
- **People Development**
- **Teamwork**
- **Communication**
- **Leadership is a Verb.**
- **Prioritization and Time/Management**
About the Facilitators

Ty Kicklighter, PE

Ty is the President of Kicklighter Group, partnering with companies to take the complexity and mystery out of their financial management and creating financially intelligent cultures that bring health and peace to the organization. Prior to Kicklighter Group, Ty spent 15 years on his way from entry level engineer to project manager to CFO of a market leading engineering firm. This combination of project design and delivery experience and responsibility for the financial well-being of a company has driven the desire to continually look for ways to involve, educate and motivate employees at all levels to creating financially healthy and sustainable companies.

Ty received a Master of Business Administration from Samford University and a Bachelor of Science in Civil Engineering from Georgia Tech.

Michael Alan Tate

Michael (Mike) is President of One the Same Page Consulting Group. For over 20 years he has advised successful executives and technical professionals on innovative career strategies to help them move in, move up or move on in a purposeful way during times of rapid change. Tate also facilitates leadership succession processes, strategic planning and learning systems to support the growth and sustainability of progressive mission-driven organizations.

Tate writes a monthly ideas letter entitled “Leadership and Life Journal.” He is the author of Design a Life that Works: Business, Career, Family and Faith on the Same Page as well as The White Page: an ancient parable about how to find your place in the world. He holds several professional certifications which include Benchmak® facilitator for the Center for Creative Leadership, Birkman Method® Consultant and Compression Planning® storyboard planning specialist and graphic facilitator. The Career Certification International Institute (ICCI) awarded him the Fellow designation CMF for his professional contributions to the field of career management.

James Parsons, PE, LEED AP

James is a Principal and Director of Engineering at Schoel Engineering. He has successfully guided clients through civil-site development projects for over 10 years. His passion is developing people and helping them achieve more personally and professionally.

James holds a Master of Business Administration from Samford University and a Bachelor of Science in Civil Engineering from Auburn University.

“Leadership and learning are indispensable to each other.”

~ John F. Kennedy (1917-1963)
35th President of the United States