

# ACEC / Missouri BUSINESS PRACTICE SEMINAR SURVEY

## -- RESULTS -- 7/29/14

### 1. Seminar Topics -- Choose Five (5) Business Seminar Topics You Would Like Considered and Rank Them (1 to 5, with 1 being first choice):

<u>1</u>	Design-Build for Design Professionals	<u>6</u>	Ethics for Engineering & Business
<u>2</u>	Leadership Development & Practice / Coaching & Mentoring Your Staff	<u>7</u>	Financial Management / Profitability
<u>3</u>	Compensation & Benefits	<u>8</u>	Business Plan Development
<u>4</u>	Project Management	<u>9</u>	Staff Quality / Recruiting / Training / Retaining
<u>5</u>	Marketing / Business Development	<u>10</u>	Safety Programs

### 2. Project Leaders/Managers (Current & Future) Development – Stand-Alone Seminar Topics (1.5 – 3 Hour Sessions).

<u>23</u>	YES -- Support ACEC/MO in providing Local Stand-Alone Seminars for future project leaders/managers.
<u>2</u>	NO – Not comfortable sending future project leaders/managers to ACEC/MO training.
<u>11</u>	YES – Would provide subject matter experts to assist in conducting training for future project leaders/managers.
<u>11</u>	NO – Prefer not to provide subject matter experts to assist in conducting training for future project leaders/managers.
<u>9</u>	YES – Would commit in advance to a specific number of spaces for annual training program for future project leaders / managers (given subjects, time and costs are known).
<u>17</u>	NO – Prefer not to make an advance commitment for training future project leaders / managers.

### 3. Choose Five (5) Business Seminar Topics to which you would agree to sponsor Project Leaders/Managers attendance.

<u>1</u>	Business Development	<u>4</u>	Accounting & Financial Management
<u>2</u>	Contracts and Risk Management	<u>5</u>	Managing Multiple Projects
<u>3</u>	Leadership and Management	<u>5</u>	Oral Communications for Leaders

### 4. What are the three most pressing business practices issues facing your firm today?

- Affordable ERP systems.
- Balancing marketing time and chargeability for PMs.
- Business Development. (5)
- Change in delivery.
- Client Service Maintenance.
- Coaching and mentoring.
- Coaching Staff.
- Communication Skills.
- Competition from minority firms.
- Computing Needs.
- Design-build delivery method competition.
- Employee engagement & ownership to projects.
- Excessive competition for work.
- Field staff safety training.
- Financial management/project tracking & cash flow.
- Finding/Hiring qualified technical engineers with project experience.
- Finding and retaining qualified staff. (2)
- Getting Amendment 7 passed.
- Growing staff size.

- Helping clients understand FAR Overhead.
- Hiring experienced staff.
- Hiring top talent.
- Human Resources.
- Keeping compensation competitive.
- Leadership skills.
- Locating and retaining staff in a small metro area.
- Maintaining QBS.
- Maintaining workload to sustain current staff and maintain profitability.
- Making the right hire.
- Managing cash flow during growth.
- Managing MBE/WBE/SLBE Subconsultants.
- Managing projects and profitability.
- Ownership transition. (3)
- Predicting the Economic Future.
- Project Collaboration between offices.
- Project Management.
- Recruiting and maintaining talent.
- Reducing overhead costs.
- Regaining former profitability.
- Risk Management. (2)
- Software Upgrades/Training.
- Staying current with changes in IT systems/programs.
- Teaming for huge Design Build projects.

**Of these, which one would your firm be most likely to spend training budget to address?**

- Affordable ERP systems.
- Business Development.
- Change in delivery.
- Client Service Maintenance.
- Employee engagement & ownership to projects.
- Financial management/project tracking & cash flow.
- Finding/Hiring qualified technical engineers with project experience.
- Finding and retaining qualified staff.
- Growing staff size.
- Helping clients understand FAR Overhead.
- Hiring experienced staff.
- Locating and retaining staff in a small metro area.
- Maintaining workload to sustain current staff and maintain profitability.
- Managing cash flow during growth.
- Managing MBE/WBE/SLBE Subconsultants.
- Ownership transition.
- Project Management.
- Staying current with changes in IT systems/programs.

**5. What day of the week works best for ACEC/MO Seminars (rank your top 3 choices - number 1 thru 3; 1 being first choice)?**

- 1   Friday
- 2   Thursday
- 3   Wednesday
- 4   Tuesday
- 5   Monday
- 6   Saturday

**6. Most of our seminar offerings are 1/2 day in length. Which half of the day do you prefer (PDHs will be awarded for all seminars)?**

  20   A.M.        11   P.M.

**7. We have received comments that some topics should have been offered as a full day (6 hours). Would you attend or authorize employees to attend a full day seminar if the topic was of particular interest to you and your firm?**

1 day format      Yes  26  No   4 

**8. Preferred location:**

  1   St. Louis  
  2   Kansas City  
  3   Jefferson City / Columbia  
  4   Springfield

**9. Your Programs & Seminars Committee is seeking your input regarding how to make its seminars program responsive to the needs of your firm. Please provide your suggestions as to how ACEC/MO can best serve your firm's business practices training needs.**

- Keep up the good work, but don't be afraid to mix up the offerings.
- Early notice of seminar opportunities.
- Provide outline and narrative of sessions and information on speakers' experience prior to registration.
- Keep offered seminars reasonably priced.
- How to best use ACEC "New member benefit information."
- Have a seminar available several times in a year.
- Keep cost as minimal as possible.