

ACEC / Missouri BUSINESS PRACTICE SEMINAR SURVEY

-- RESULTS --

8/3/15

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>	Leadership Development & Practice / Coaching & Mentoring Your Staff	<u>6</u>	Financial Management / Profitability
<u>2</u>	Business Plan Development	<u>7</u>	Project Management
<u>3</u>	Staff Quality / Recruiting / Training / Retaining	<u>8</u>	Cloud Computing
<u>4</u>	Marketing / Business Development	<u>9</u>	Compensation & Benefits
<u>5</u>	Understanding the Future of IT	<u>10</u>	Design-Build for Design Professionals

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

- Accounting Programs
- Accounts receivable
- Adapting to change
- Adequate funding for transportation projects
- Avoiding Burnout in Senior Staff Members
- BIM - Moving to it
- Business Development
- Business Planning
- Changing Federal laws
- Client demands
- Clients squeezing us on fees
- Communication with Clients
- Competing with the low cost, cut rate firms
- Competitive salary structures in different geographic regions
- Contract Language, e.g., indemnification
- Controlling administrative costs
- Dealing with staff personalities
- Design/build liability
- Develop recognition
- Developing additional long term clients
- EEOC
- Effective internal and external communications
- Establish marketing priorities
- Execution
- Explosion and expense of software & licensing
- Government Funding for Transportation
- Health care costs
- Health Insurance
- Hiring quality staff
- International opportunities
- Keeping staff utilized
- Lack of effective QA/QC process
- Lack of statewide funding = lack of local work
- Lack of transportation funding
- Leadership Development
- Low fee competition
- Managing a young staff
- Managing Growth
- Manpower planning for multiple projects

- Marketing
- Marketing / Business Development
- Marketing / Revenue (3)
- Motivating employees to be creative
- Personnel talent
- Pressure to cut fees
- Pressure to decrease schedule
- Process to get agreements executed
- Profitability
- Profitability in an increasingly competitive market
- Project Management
- Project Management / Execution
- Project Management Training for Newest Generation
- Proposal Design
- Quality Control
- Receiving deliverables from clients in a timely fashion to meet project deadlines
- Remote worksharing
- Safety
- Safety training
- Space organization - balancing enough room
- Staff Retention
- Staying under budget
- Strategic Planning (2)
- Succession planning
- Suppressed DOT market
- Talent development and retention because of #1
- Tight time schedules and margins
- Unrealistic expectations of Revit or BIM

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

- Accounts receivable
- Business Development
- Controlling administrative costs
- Design/build liability
- Health care costs
- Manpower planning for multiple projects
- Personnel talent
- Project Management / Execution
- Project Management Training for Newest Generation
- QA/QC
- Receiving deliverables from clients in a timely fashion to meet project deadlines
- Remote worksharing
- Staying under budget
- Suppressed DOT market
- Unrealistic expectations of Revit or BIM
- Client demands

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

- | | |
|--------------|-----------|
| <u> 1 </u> | Friday |
| <u> 2 </u> | Wednesday |
| <u> 3 </u> | Thursday |
| <u> 4 </u> | Tuesday |
| <u> 5 </u> | Monday |
| <u> 6 </u> | Saturday |

4. Preferred location:

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

5. 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.

- A relevant topic with dynamic speaker. A way to increase project profit margin.
- Five hours max for each seminar.
- One day seminars with instructor that will draw attendees.
- Project Management using accounting software. BIM with Autodesk. Both for Architect & Civils.
- Provide training with quarterly meetings.
- Reduce cost, since we conduct most of our training in house.
- Training on Financial and budgeting.
- Use interesting, high-quality speakers.
- Webinars focused on regional issues. National topics do not always relate well to ACEC MO.

6. Have you or others at your firm used ACEC's (national) Webinars?

<u> 18 </u>	YES
<u> 11 </u>	NO

7. If yes, how frequently?

<u> 6 </u>	Once
<u> 0 </u>	1 or more per month
<u> 11 </u>	1 or more per year