

ACEC / Missouri BUSINESS PRACTICE SEMINAR SURVEY

-- RESULTS -- 7/27/16

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>	Business Plan Development
<u>2</u>	Marketing / Business Development	<u>7</u>	Staff Quality / Recruiting / Training / Retaining
<u>3</u>	Design-Build for Design Professionals	<u>8</u>	Strategic Planning
<u>4</u>	Project Management	<u>9</u>	Ownership Succession
<u>5</u>	Understanding the Future of IT	<u>10</u>	Ethics for Engineering & Business

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

- Addressing needs of younger generation engineers
- Agency Leadership
- Avoiding E&O claims
- Branding
- Business Development (4)
- Business development costs & results
- Cash Flow
- Cash flow PM Training
- Cash Flow/Receivable collections
- Compensation
- Compensation and benefits
- Continuing to effectively market
- Cumbersome government regulations
- Defining a concise direction
- Design / Build market
- Design / Build - Teaming Expectations (2)
- Developing staff
- Effective leadership
- Electronic file management
- Even work flow
- Funding
- Growing an established business
- Hiring qualified people
- Identifying emerging technologies
- Increasing our marketing footprint
- Insurance Cost
- Keeping up to date with technology changes
- Keeping up with technology
- Leadership
- Leadership Training
- Leadership Transition
- Legislation
- Making Employees Feel Valued
- Management Staff Leadership - Instilling Ownership Philosophy
- Managing the project schedule when we are not the prime (early bid packages, etc.)
- Marketing & Business Development
- Ownership succession (3)
- Ownership transition
- People tired of working so hard for so long

- Personnel
- Predicting the next downturn
- Pressure to reduce fees (2)
- Pricing pressure in this industry
- Procedures
- Profitability
- Project Development - Convincing Clients re Selection
- Project Management (2)
- Quality Control
- Quality project management
- Recruiting (2)
- Recruitment of quality staffing
- Reducing overhead and marketing costs
- Retention
- Safe work practices
- Safety
- Selling value
- Staff recruiting
- Staffing needs
- Strategic planning
- Strategic Planning (vision & strategies)
- Succession plans for a 22 year old company
- Sustainable growth
- Talent development
- Talent retention & recruiting
- Technology
- Technology Advancements
- Training inexperienced staff
- markets
- Winning projects (2)
- Work habits/styles of younger staff
- Workload
- Workload planning
- Young Professional Training

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

- Assisting with Funding Opportunities
- Business Development (3)
- Design / Build - Teaming Expectations
- Developing staff
- Effective leadership
- Effective marketing
- Keeping up to date with technology changes
- Leadership
- PM Training
- Project Management (2)
- Quality Control
- Quality project management
- Safety
- Selling Value
- Talent development
- Technology
- Training inexperienced staff
- Working safely
- Young Professional Training

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)?

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

4. Preferred location:

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|--------------|---------------------------|
| <u> 1 </u> | St. Louis |
| <u> 2 </u> | Jefferson City / Columbia |
| <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.

- Surveys such as this one should be oriented to geographic regions, and assess the top three needs for each region.
- Include 2 seminars with every membership.
- Good presenters at a time that fits schedules.
- Use real examples to illustrate important concepts; avoid "textbook" presentations; realize your audience is already aware of the basics of these matters and is interested in some real insight and innovation.
- Good Speakers with time to discuss issues and answer questions.....
- Project management training is typically very expensive. Being able to share training opportunity costs with a larger group could help small and mid-sized firms to better prepare their PMs.
- Half-day seminars or webinars would be good. Have various topics at one time?
- Training focused towards vertical, rather than horizontal construction markets.
- Webinars save a lot of time.
- More training at the winter meeting would help. An afternoon session on Saturday.

6. Your Programs & Seminars Committee is seeking your input regarding identifying topics and/or specific speakers to present at ACEC/MO functions. Please provide your suggestions as to how ACEC/MO can best serve your interest in identifying topics or speakers to present at ACEC/MO functions.

- Include identification of topics and speakers in area/regional surveys. Strive to attract individuals to the Business Practices Committee who have high levels of interest in developing and promoting high quality BP sessions.
- Design / Build from an owners' perspective.
- Recruit previous business owners that have gone through succession planning successfully.
- Google.
- Those with understanding and grasp of topic, but not "in the weeds" presentations....
- Accounting - Cash Flow, Income Statements, Balance Sheets, Industry Matrix.