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

1) Leadership Development & Practice / Coaching & Mentoring Your Staff
2) Staff Quality / Recruiting / Training / Retaining
3) Compensation & Benefits
4) Design-Build for Design Professionals
5) Strategic Planning
6) Management / Principles & Practice
7) Financial Management / Profitability
8) Business Plan Development
9) Identification of Project Risks
10) Safety for Design Professionals

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

1) Leadership Development & Practice / Coaching & Mentoring Your Staff
2) Staff Quality / Recruiting / Training / Retaining
3) Marketing / Business Development
4) Compensation & Benefits
5) Business Plan Development

What type of professional would you most prefer to hear discuss the topics previously ranked?

1) Business Leader – A/E Industry
2) Executive Coach
3) Business Leader – Non-A/E
4) Legislator/Politician

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.

- More of the financial management training as provided by FLA.
- Focus on management topics (such as the list you provided above).
- Diversity in speakers.
- A seminar on average financial indices for engineering consulting firms (profitability, utilization, effective multiplier, etc.).
- Provide engaging presenters that share insight into the topic planned.
- Shorter programs are best and my preference is in person over a breakfast or end of day followed by a happy hour. Lunch webinar is an acceptable option too.
- A seminar on Project Interview Tips would be beneficial. Tips for keeping Younger Engineers Engaged and Motivated would be another good topic.
- Webinar or face to face.
- As a larger firm, business issues around insurance, health care, taxes, and other business issues are handled at a corporate level and most of our staff involved in ACEC at a state level will not have to concern themselves with these issues. Therefore, seminars based on these topics do not get regularly attended.
Your Programs & Seminars Committee is seeking your input regarding identifying specific speakers to present at ACEC/MO functions. Please suggest good speakers you have heard present on any related topics in the past.

- Dan Oblinger - difficult conversations and 7 listening skills.
- Sandy Riley - MoDOT Audits.
- Jeff Glenn - Legislative outlook.
- Kim Cella - Citizens for Modern Transit/Missouri Transit Authority - transit funding and transit oriented development.
- Andy Likes was very good. Suggest perhaps a full-day or half-day stand-alone course for his presentation on presentation skills.
- Janet Jakobe-Gray on Human Resources.
- Bill Ebel on leadership.
- My own opinion is successful practitioners are better than "experts" that speak theoretically. Practitioners can add more real-world examples attendees can identify with and address how they handled difficulties "experts" may not have had to deal with.
- Don Miller of StoryBrand...he presents on growing business through clarifying your message and communication. Very good presenter.

Your Programs & Seminars Committee is seeking your input regarding what topics would be of great interest or value that your firm would encourage more members to attend. Please provide your suggestions.

- Tech trends in our industry.
- Generational impacts in the workplace.
- Retention of younger staff.
- Legislative updates (of substance) are always a good topic.
- Regional projects - Lesley Hoffarth Forest Park Forever master plan and specific projects.
- KCI Airport Project.
- MoDOT Louisiana Bridge design-build.
- Suggest another professional liability panel discussion. Attorney, business owner, agent or PL carrier rep.
- Information about funding.
- Project management and business development.
- Project Interview Tips from a Business Leader in the A/E Industry.
- Project management training and leadership development.
- Seems like everyone is struggling with hiring and retaining quality employees, increasing diversity, growing the business in a down or stagnant market. How do you accurately assess when to enter into a new business line, market, or client and how do you assess the level of investment necessary to be successful.