



2021 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of  
Louisiana

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# 2021 EMERGING LEADERS INSTITUTE

LEADERSHIP // INVOLVEMENT // DEVELOPMENT





# EMERGING LEADERS INSTITUTE

## AT A GLANCE

“It would be an understatement to say that the program inspired me to grow as a leader, not only in our firm, but also in our community!”

Amber L. Plessala, P.E.  
T. Baker Smith, LLC

“The Emerging Leaders Institute provided me with an amazing opportunity to make lasting relationships with fellow engineers and architects. The program focused on the development of professional skills, giving me valuable resources to be a better leader within my company.”

Jeanne Arceneaux Hornsby, MS, P.E.  
C. H. Fenstermaker & Associates, LLC



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# EMERGING LEADERS INSTITUTE

## AT A GLANCE

The American Council of Engineering Companies (ACEC) of Louisiana and the American Institute of Architects (AIA) Louisiana are pleased to offer an Emerging Leaders Institute series, a leadership and career development program for individuals committed to developing both their professional and personal leadership abilities.

### INVEST IN THE FUTURE

Over the years, the consulting design industry has prospered as a result of strong leadership. To ensure an equally successful future, our future leaders must be encouraged to become involved in industry and association activities. Therefore, ACEC of Louisiana and AIA Louisiana have created an Emerging Leaders Institute exclusively for aspiring professionals within its member organizations. The value of this program provides participants the opportunity to build relationships with their peers in the profession, focus on key factors influencing leadership effectiveness and development, gain insight into various aspects of successful project management and sharpen communications skills.

### ELIGIBILITY

The Emerging Leaders Institute is targeted to rising industry professionals who are committed to developing their leadership and management skills and abilities and have been identified by their firm as a “future leader” of the profession.

### ABOUT THE PROGRAM

Beginning in May, and continuing through the fall, the Emerging Leaders Institute will be comprised of three (3) in-person sessions to be held in the Baton Rouge area, along with two (2) additional one-hour virtual educational sessions to be held in the summer. In order for the program to provide maximum benefits, participants are highly encouraged to commit and attend ALL sessions. Participants are eligible to earn no fewer than 30 AIA HSW/PDHs/LUs with full participation. Certificates to be awarded.

### PARTICIPATION

To participate in the Emerging Leaders Institute, an individual must complete the application and submit it along with the registration fee (\$895.00 - Early Bird deadline of **April 1, 2021** or \$995.00 - Registration deadline of **May 1, 2021**). The number of participants is **limited to 20** and applications will be accepted on a first come, first served basis. The registration fee covers all meeting materials, team building event, lunches, and complimentary registration to ACECL's Fall Conference or AIA Louisiana's Conference on Architecture to be held in the Fall 2021.



# PROGRAM SCHEDULES

## SESSION I

May 11 – May 12



# SESSION I - Day 1

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STATE LIBRARY OF LOUISIANA, 1<sup>ST</sup> FLOOR SEMINAR CENTER  
701 NORTH 4<sup>TH</sup> STREET, BATON ROUGE, LA  
9.50 AIA HSW/PDHS/LUs (Total credit hours for Session 1)

## TUESDAY, MAY 11 | PROGRAM SCHEDULE

8:30 a.m. – 9:00 a.m.	Sign-In & Coffee
9:00 a.m. – 9:15 a.m.	Welcome and Introductions
9:15 a.m. – 10:45 a.m.	<b>Orientation   Why can't you just do what I'm thinking?</b> Speaker: Julie Laperouse, Screaming Peacock

*Working with clients and colleagues of different personality types can be frustrating at times. Often, slight adjustments in communication can make all the difference in moving from chaos to collaboration. This engaging workshop will help all participants understand their own personality types and bring back best practices on communicating with anyone and everyone.*

10:45 a.m. – 11:00 a.m.	Break
11:00 a.m. – 12:00 p.m.	<b>Conflict Resolution</b> Speaker: Julie Laperouse, Screaming Peacock

*Relationships are at the heart of every business transaction. Building your emotional intelligence and wielding it in conflict situations is an invaluable tool in maintaining professional relationships and creating your reputation as a problem-solver and a leader.*

12:00 p.m. – 12:30 p.m.	Break/Lunch
12:30 p.m. – 2:30 p.m.	<b>Networking &amp; Business Development</b> Speaker: Julie Laperouse, Screaming Peacock

*It's not what you know; it's who you know. And more specifically, it's who likes you, trusts you, and recommends you. Even as social networking has encroached into every facet of our interpersonal relationships, business leaders still prefer to do business with, promote, and hire people with whom they have an in-person relationship. Learn how to best present yourself and your business to the people that matter – everyone.*

2:30 p.m. – 4:30 p.m.	<b>Team Building Event</b>
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# SESSION I - Day 2

**CLAIBORNE BUILDING, THOMAS JEFFERSON ROOM**

**1201 NORTH 3<sup>RD</sup> STREET, BATON ROUGE, LA**

9.50 AIA HSW/PDHS/LUs (Total credit hours for Session 1)

## WEDNESDAY, MAY 12 | PROGRAM SCHEDULE – LEGISLATIVE DAY

Business leaders need to know how to participate effectively in the public arena and build consensus. They also need to understand how government affairs activities can help their business succeed and how to encourage active participation at the grassroots level. (IF THE LEGISLATURE IS NOT IN SESSION LOBBYIST & LEGISLATORS WILL SPEAK TO THE CLASS ON THE IMPORTANCE OF ADVOCACY)

8:00 a.m. – 8:30 a.m. Sign-in & Coffee

8:30 a.m. – 10:00 a.m. **2021 Legislative Session Update – What’s Going on in the A/E Industry**

*ACEC of Louisiana and AIA-Louisiana staff and lobbyists review the trials and tribulations the design community and citizens have or will face at the 2021 Legislative Session.*

10:00 a.m. – 10:30 p.m. Walk to State Capitol (photo-op)

10:30 a.m. – 12:00 p.m. **House/Senate Committee Meetings**

12:00 p.m. – 1:30 p.m. **Lunch with Legislators & Legislative Staff**

Advocacy: Why Get Involved?  
Lt. Governor’s Office, Pentagon Barracks  
Sponsored by: Forterra Pipe & Precast, LLC.



Grace Hebert Curtis Architects



1:30 p.m. – 2:00 p.m. Break

2:00 p.m. – until **House/Senate Floor Observation**



# PROGRAM SCHEDULES

# SUMMER VIRTUAL SESSIONS

June 10 & July 8



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# Summer Virtual Sessions

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1.0 AIA HSW/PDHS/LUs (Total credit hours for Virtual Session)

## JUNE 10, 2021 | PROGRAM SCHEDULE

11:00 A.M. – 12:00 P.M.     **Virtual Virtuoso: Mastering Remote Interactions with Clients and Coworkers**  
Speaker: Mel Lester, BizEdge

So how is the shift to the remote workplace working out for us? The evidence suggests things have gone better than we expected and yet things are not as good as we think. In this webinar, we're going to explore the dynamics of virtual interactions with both our clients and our coworkers and the steps we can take to enhance those interactions. Think this is a temporary situation that will pass in the months ahead? Think again. Studies indicate that remote interactions are not going away even as workers return to the office. The tips you take away from this webinar can help you strengthen connections with clients and coworkers for the long haul.

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1.0 AIA HSW/PDHS/LUs (Total credit hours for Virtual Session)

## JULY 8 | PROGRAM SCHEDULE

11:00 A.M. – 12:00 P.M.     **THE FINANCIAL SIDE OF PROJECT MANAGEMENT**  
Speaker: Will Trege, AIA  
Mathes Brierre Architects

Projects and design are fun, but what about making a profit and paying employees or the others on the team? This interactive presentation will provide information on the things one should know before tackling that project and how to navigate through the details of it without "seeing red"!





# PROGRAM SCHEDULES

## SESSION II

August 18 – August 19



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# SESSION II - Day 1

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**LA ASSOCIATED GENERAL CONTRACTORS**

**666 NORTH STREET, Baton Rouge, LA**

13.0 AIA HSW/PDHS/LUs (Total credit hours for Session II)

## **WEDNESDAY AUGUST 18 | PROGRAM SCHEDULE**

8:30 a.m. – 9:00 a.m.	Sign-In & Coffee
9:00 am. – 12:00 p.m.	<b>Personal Leadership: Creating a Plan of Action</b>  Speaker: Peter A. DeLisle, PhD, Hon. AIA-Dallas
12:00 p.m. – 12:30 p.m.	Break/Lunch
12:30 p.m. – 4:00 p.m.	<b>Part 2: Personal Leadership: Creating a Plan of Action</b>  Speaker: Peter A. DeLisle, PhD, Hon. AIA-Dallas

The program will present a custom focus of study examining the key factors influencing leadership effectiveness and development. The agenda addresses focused leadership in a complex enterprise including problem-solving, communication, conflict management, decision-making, influencing in complex environments; sustaining effective teams and ethics for members of firms seeking enhancement of their leadership capabilities. It is ideal for architect/engineer leaders making transitions to increased responsibility.

The program of study will be interactive and dialogue-centered. Participants will be encouraged to reflect on personal and professional skill. Successful completion of the program will give each participant the awareness and ability to be critically self-reflective and make an honest appraisal of their effectiveness. Additionally, participants will be able to devise strategies to positively influence their work groups and constituencies.





# SESSION II - Day 2

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## LA ASSOCIATED GENERAL CONTRACTORS

666 NORTH STREET, BATON ROUGE, LA

13.0 AIA HSW/PDHS/LUs (Total credit hours for Session II)

## THURSDAY, AUGUST 19 | PROGRAM SCHEDULE

8:30 a.m. – 9:00 a.m.	Sign-In & Coffee
9:00 a.m. – 10:15 a.m.	<b>Cover Your Assets: Professional Liability Documentation and Recordkeeping</b> Speaker: Wyatt Sanders, Alexander & Sanders Insurance, a division of BXS Insurance

At the conclusion of this session, participants will:

- Know what Professional Liability Insurance Covers
- Know what Professional Liability Insurance Doesn't Cover
- Things you must do and not do to Cover Your Assets
- Learn the "red flag" words
- Learn how to avoid a claim

10:15 a.m. – 10:30 a.m.	Break
10:30 a.m. – 11:45 p.m.	<b>Risk Management/Contract Language</b> Speaker: Dale Clary, Attorney at Law The Long Law Firm

Carefully wording contract provisions minimizes risk to design professionals. This will be an interactive roundtable discussion on how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting contracts right the first time can be the difference between profitable projects or incurring more liability than your firm can afford.

11:45 – 12:30 p.m.	Break/Lunch
12:30 p.m. 2:30p.m.	<b>Presentation Skills: "Sweaty Palms and Death by PowerPoint"</b> Speaker: Julie Laperouse, Screaming Peacock

Effectively verbalizing your idea, vision, product, or service is at the crux of any business or professional growth. While there is no singular correct way to craft and deliver a message, there are a number of pitfalls to avoid and best practices to consider. This workshop will cover the basics of content creation, audience engagement, tactical delivery tips, and mastering virtual presentations.

2:45 p.m. – 4:00 p.m.	<b>Principal Panel Discussion: Your Leader Within</b>
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This interactive panel discussion provides a sound set of guidelines for creating a high-performance leader and tactics for keeping that leader moving forward toward optimal results such as civic, professional and team leadership skills.



# PROGRAM SCHEDULES

## SESSION III



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# SESSION III

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Session III of the Emerging Leaders Institute will include **complimentary registration** to your association's Fall Conference:

***AIA Conference on Architecture 2021\****

***September 22-24, 2021***

***DoubleTree by Hilton Lafayette***

*1521 W Pinhook Road, Lafayette, LA*

-OR-

***ACEC of Louisiana Fall Conference***

***November 18, 2021***

***Baton Rouge Marriott Hotel***

*5500 Hilton Avenue, Baton Rouge, LA*

\*AIA Louisiana Emerging Leader graduates will receive their award of completion at the awards luncheon held at the AIA Louisiana Conference on Architecture 2021 on September 24<sup>th</sup>.

\*\*ACEC of Louisiana's Emerging Leader graduates will receive their award of completion at the awards luncheon held at the ACECL Fall Conference on November 18, 2021.





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# REGISTRATION FORM

**Send in Your Registration Form Today! Space is Limited**

**Registration Deadline | May 1, 2021 (April 1, 2021 - Early Bird Discount Deadline)**

**Attendees are strongly encouraged to attend all sessions to gain the full benefits of the Institute. Only the attendees registered may attend the sessions. Substitutions will not be accepted.**

## HOW TO REGISTER

Return completed registration form to ACEC of Louisiana via fax, email or U.S. mail as soon as possible to reserve a spot. Deadline for registration is **May 1, 2021. (EARLY BIRD DISCOUNT REGISTRATION DEADLINE IS APRIL 1, 2021)**

If you have questions contact Janet Tomeny, Vice President, ACEC of Louisiana by phone (225) 927-7704 or email [jtomeny@acecl.org](mailto:jtomeny@acecl.org).

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Baton Rouge, LA 70809

Phone: (225) 927-7704  
Fax: (225) 927-7779  
Email: [jtomeny@acecl.org](mailto:jtomeny@acecl.org)

## PAYMENT INFORMATION

Tuition cost is \$895.00 (Early-Bird Registrants) or \$995 (after May 1<sup>st</sup>) per person for attendees. Tuition covers all meeting materials, team building event, lunches, and complimentary registration to ACECL's Fall Conference or AIA Louisiana's Conference on Architecture to be held in the Fall 2021. Tuition does not include lodging or travel expenses. Please make checks payable to ACEC of Louisiana with completed registration to ACEC of Louisiana, 9643 Brookline Ave, Suite 112, Baton Rouge, LA 70809. Full payment must be received by May 1st, 2021 or registration will be cancelled.

## CANCELLATIONS/REFUNDS

Cancellations received before May 10, 2021, may transfer allotted spot to another member of the same firm. Absolutely no refunds will be made for cancellations received after April 25<sup>th</sup>.

Name of Emerging Leader: \_\_\_\_\_ Title \_\_\_\_\_

Firm Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Email: \_\_\_\_\_ Member Number: \_\_\_\_\_

(AIA Members Only)

