WOMEN IN ENGINEERING & CONSTRUCTION

March 5-6, 2018
Hyatt Regency Denver Downtown
Denver, CO

PRE-CONFERENCE WORKSHOP
Negotiation 101
MONDAY, MARCH 5, 2018

POST-CONFERENCE WORKSHOP
The Real Opportunity for Diversity and Inclusion
WEDNESDAY, MARCH 7, 2018

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OVERVIEW

According to the National Association of Women in Construction, 9.8 million people worked in the U.S. construction industry in 2014. Of that number, just 8.9% were women. The goal of this event is to help professionals advance their careers in a traditionally male industry by providing insight into key engineering and construction trends and skills for personal and professional development.

This conference brings together women and men across related sectors in the engineering and construction industry, leading the way on diversity and inclusion issues. Come network with top professionals in the industry regarding the most pertinent developments in engineering and construction, and discuss the challenges of diversity in a traditionally male-dominated sector. We will cover strategies for leveraging both professional development resources in addition to technical advances in engineering and construction to invoke change for diversity and inclusion.

This event will ensure both women and men are prepared in the changing environment, and leave with the tools necessary to both continue the gender conversation in a solution-focused way, and utilize new developments and trends within engineering and construction to help advance in this career despite any roadblocks.

LEARNING OUTCOMES

- Discuss the business case for diversity with respect to including women and minorities in the decision-making process
- Review new projects focused on sustainability in infrastructure & design
- Explain lingering workplace challenges, including: transparency in pay, retention of women within the industry, best hiring practices, and work-life integration
- Assess opportunities to partner with colleagues to achieve effective communication
- Discuss how to obtain equitable representation in the workplace
- Describe current cutting-edge projects and the women involved
- Explain innovative sustainability projects, including net zero energy buildings
- Discuss how to create the next generation of women leaders in engineering and construction

WHO SHOULD.AttEND

Women and men within engineering and construction firms in search of a solution-oriented discussion on how to implement change in the industry, and female professionals within engineering and construction trying to develop the necessary skills and confidence to find success in a male-dominated field. This includes:

- Construction executives
- MEP engineers
- Project managers
- Civil engineers
- Structural engineers
- Building consultants
- Architects
- Government representatives
- Law firms specializing in AEC

“Very enlightening and empowering. There are so many smart and amazing women out there. I think I forgot that because I haven’t had these types of women in my firms or above me in my career path thus far. It was great to connect with all these likeminded women.”

Assistant Project Manager, Shawmut Design & Construction
MONDAY, MARCH 5, 2018

12:30 – 1:00 pm  Registration

1:00 – 1:15 pm  Welcoming Remarks

1:15 – 2:45 pm  The Economic Case for Inclusiveness
   - The business case for diversity with respect to including women and minorities in the decision-making process
   - The effects diversity has on both creativity and innovation
   - Understanding the long-term impact diversity has on the company lifecycle
   - Tactics for being a change agent and stating the economic value of your contributions
   **Moderator:** Renita Mollman, Vice President and General Manager, Burns and McDonnell
   Colleen Layman, Vice President, Resources Business Group Water Principal, HDR
   Renita Mollman, Vice President and General Manager, Burns & McDonnell
   Alfredo Mendez, Vice President, Organization and Employee Experience, AECOM
   Kim Davis, Controller, Jensen Hughes
   Maryam Aboosaber, Senior Project Engineer, DeSimone Consulting Engineers
   Barbara Jackson, Director, Franklin L. Burns School of Real Estate and Construction Management, Daniels College of Business at the University of Denver

2:45 – 3:15 pm  Afternoon Break

3:15 – 4:45 pm  Moving Forward: Sustainability in Infrastructure & Design
   - **Case Study:** Creating a Design Challenge to Promote Innovation and Sustainability
     o Moving beyond the “standards manual” mindset
     o Encouraging staff to share their sustainable design experience with clients, colleagues
   - **Case Study:** Innovation & Sustainability in Roadway Lighting
     o Flexibility & resiliency in design for a smart feature-filled streetscape
   - **Case Study:** Multi-year Project with a Zoo to Move Energy Efficiency Programs Forward to Meet Sustainability Goals
     o Assessment reports of entire campus
     o Utility bill tracking system
     o Various individual projects and studies
   - **Case Study:** The Growth of Renewable Energy on the CSU Campus
     o The commitments that helped pave the way for that
     o The economics/financing that are making it “easy”
   **Rachel Hayden, President, Hayden Consultants**
   **Carol Dollard, Co-Chair - President’s Sustainability Committee, Colorado State University**
   **Sandra Scanlon, Director of Electrical Engineering - Associate Principal, BCER Engineering**
   **Maren Traeger, Project Manager, Iconergy**

4:45 – 6:00 pm  Networking Reception

“An intimate and safe environment for women in various positions to share and address differing experiences of success and challenge in navigating the real world of the AEC industry.”

President & CEO, The Daniele Company
TUESDAY, MARCH 6, 2018

8:00 – 8:30 am  Continental Breakfast

8:00 – 9:30 am  Reality Check: Lingering Workplace Challenges
   • Transparency in pay
   • Retention of women within the industry
   • Best hiring practices
   • Work-life integration
   • Workplace challenges: Helping management acknowledge lack of diversity
   **Moderator:** Megan Armstrong, District Engineering Manager, Kiewit
   **Alison Jones,** Operations Director, Senior Vice President, Arcadis North America
   **Rachel Hayden,** President, Hayden Consultants
   **Martina Driscoll,** Principal & Unit Manager, Wiss, Janney, Elstner Associates
   **Kim Davis,** Controller, Jensen Hughes
   **Maryam Aboosaber,** Senior Project Engineer, Desimone Consulting Engineers

9:30 – 10:15 am  Understanding Our Operating Systems: Partnering with Your Colleagues to Achieve Effective Communication
   • Travel back in time to the hunter gatherer days to see how the same characteristic that applied then still exist
   • Learn (2) separate operating modes that we interchange between at any given time
   • Get clarity on what you may have thought was just your own individual insanity is actually what is considered “normal”
   • Walk away with tools to identify who you’re working with and how to choose to come from a place of partnership in any given interaction
   **Ann-Marie Jennette,** Project Manager, Suffolk Construction

10:15 – 10:30 am  Morning Break

10:30 am – 12:00 pm  Obtaining Equitable Representation in the Workplace
   • Assessing/measuring diversity & inclusion
   • Taking a look at the corporate pipeline
   • Strategic planning
   • Ensuring that hiring, promotions, and reviews are fair
   **Moderator:** Madvi Pitani, Employee Relations and Compliance Specialist, AECOM
   **Sarah Beckman,** Market Director - Power, Ulteig
   **Katherine Warzynski,** Chief Estimator, Kiewit
   **Lois Vitt Sale,** Senior Vice President - Chief Sustainability Officer, Wight & Company
   **Gloria Shealey,** President & CEO, The Daniele Co
   **Alfredo Mendez,** Vice President, Organization and Employee Experience, AECOM

“Great opportunity to connect with other women in construction, share experience and best practices. This is important work we do and can help better our industry as a whole, bringing diversity of thought, process and experiences.”
— Outreach Director, McGough Construction

“Women in engineering need to attend this conference to seize control of their careers. Men in engineering need to attend this conference to find out how they can help.”
— Associate Principal, WJE
TUESDAY, MARCH 6, 2018 (CONTINUED)

12:00 – 1:00 pm  Group Luncheon

1:00 – 2:15 pm  Current Cutting-Edge Projects and the Women Involved

- **Case Study:** Commissioning HVAC Systems in New University Stadium and Laboratory Buildings
  - Working with systems including chilled beams, Konvekta heat recovery and ERVs.
- **Case Study:** Precision UAS Topographic Mapping for Civil Engineering Design
  - Accuracy of UAS data and cost savings
  - Completed projects including:
    - Great Sand Dunes National Park collection
    - S. Denver Avenue road widening project
- Innovative methods to manage contaminated sites during construction
- Engaging regulatory agencies as partners
- **Case Study:** CDOT Region 2 Design Build Project

*Moderator: Sandra Scanlon, Director of Electrical Engineering- Associate Principal, BCER Engineering*

*Mary Wohnrade, Principal Engineer, Wohnrade Civil Engineers*

*Karlene Thomas, Principal, Pinyon Environmental*

*Nicole Kanizay, Project Manager, Iconergy*

2:15 – 2:30 pm  Afternoon Break


It wasn’t very long ago that net zero energy buildings seemed more aspiration than potential. But the imperative to address climate change and put the brakes on our carbon footprint remains vital. And net zero energy buildings are paving the way forward for understanding how to make aggressive reductions in energy use. In the past year, Wight has designed three net zero energy buildings, each with a different pathway to the goal: on site generation of the amount energy consumed by the building on an annual basis. In this session, learn:

- The vocabulary of Net Zero Energy Buildings
- How to determine if your project has the potential to achieve to net zero energy
- Different paths to achieving Net Zero Energy
- To sell or to keep solar renewable energy credits
- How to prove your project is Net Zero Energy

*Lois Vitt Sale, Senior Vice President - Chief Sustainability Officer, Wight & Company*

3:15 – 4:30 pm  Creating the Next Generation of Women Leaders in Engineering & Construction

- Advancing your career: Strategies & advice from leaders
- Developing a valuable mentoring relationship
- Negotiating skills
- Building relationships

*Moderator: Renae Coleman, Associate HR Director, AECOM*

*Colleen Layman, Vice President, Resources Business Group Water Principal, HDR*

*Alison Jones, Operations Director, Senior Vice President, Arcadis North America*

*Sarah Derdowski, Director of Strategic Development & Operations, Global Energy Management Program, CU Denver Business School, University of Colorado Denver*

*Sarah Beckman, Market Director - Power, Ulteig*

*Allison Gries, Manager - OE Strategic Initiatives, AECOM*

4:30 pm  Conference Adjourns
PRE-CONFERENCE WORKSHOP

Negotiation 101

MONDAY, MARCH 5, 2018

8:00 – 8:30 am  Registration & Continental Breakfast

8:30 am – 12:00 pm  Workshop Timing

OVERVIEW

Negotiations are not just about the billion-dollar deals, boardroom strategies, or company takeovers; it’s a process we use daily. This interactive discussion is designed to help you understand the process of negotiation, using techniques and steps you can apply to getting what you want successfully. Whether you’re preparing for an upcoming interview, asking for a pay raise, negotiating to determine where to dine, or getting a better car insurance rate, knowing how to effectively negotiate compensation is necessary for every profession.

LEARNING OUTCOMES

• Prepare a negotiating strategy
• Discuss how to avoid common mistakes in negotiating
• Describe the role of influence and persuasion in negotiating
• Determine basic bargaining techniques
• Participate in interactive activities that will engage attendees who want to practice their negotiating skills in person

WHO SHOULD ATTEND

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• Civil engineers
• Structural engineers
• Building consultants
• Architects
• Government representatives
• Law firms specializing in AEC

“\nIt’s incredibly empower to meet so many diverse, intelligent, strong women. I am a Marine Corps Combat Veteran who served for a decade and a previous law enforcement officer. I am very accustomed to working in a male dominated field but accepted many things as ‘normal’ and ‘part of the job’. Having events like this is both enlightening and empowering.”

Acct Dev Mgr/Sales Engineer, ABB
PRE-CONFERENCE WORKSHOP AGENDA

MONDAY, MARCH 5, 2018

8:00 – 8:30 am  Registration & Continental Breakfast

8:30 am – 12:00 pm  Workshop Timing

- Basic Bargaining Techniques
  - Take-it-or-leave-it negotiation strategy
  - Belittling the BATNA (Best Alternative to Negotiated Agreement)
- Preparing a Negotiating Strategy
  - Four pillars to include in each negotiation whether business or personal
  - Dealing with difficult people without burning bridges
- Common Mistakes in Negotiating—and How to Avoid Them
  - The good, the bad, and the ugly: Emotions in negotiation to get more of what you want
  - Navigating gender stereotypes that can lead to unsuccessful results
- Understanding the Role of Influence and Persuasion in Negotiating
  - Balancing power in negotiations
    - Get more of what you want without giving away too much
  - Managing “no” in negotiation
    - The “how and when” strategy for saying no without losing the deal
- Interactive Activities to Practice Negotiation Skills

PRE-CONFERENCE WORKSHOP INSTRUCTOR

Jacqueline Twillie
Millennial Career Advisor and Bestselling Author

Jacqueline Twillie is the Amazon Best Selling author of Navigating the Career Jungle: A Guide for Young Professionals. She is a career mentor for Levo League + The Black Career Women’s Network. She has an MBA in Leadership. She began building her expertise in career development and coaching while working for an IT staffing and recruiting company in Metro Atlanta. During this time, she worked closely with hiring managers from Fortune 500 Companies assisting them with filling in-demand job positions. She’s coached numerous professionals, resulting in them successfully landing new positions. Her mission is to eliminate the gender wage gap by working with companies, women leaders, and millennial female entrepreneurs to strategically negotiate while creating win/win deals.
POST-CONFERENCE WORKSHOP

The Real Opportunity for Diversity and Inclusion
How to Build a Culture that Maximizes Inclusion and Honors Diversity

WEDNESDAY, MARCH 7, 2018

8:00 – 8:30 am  Registration & Continental Breakfast
8:30 am – 12:00 pm  Workshop Timing

OVERVIEW

This workshop will explore the challenges that confront organizations when it comes to building a diverse workforce and how to increase inclusion. Even in firms that have achieved a significant amount of diversity representation within their workforce and customer base, can see difficulty in achieving a strong culture of inclusion.

This interactive session provides participants with real-world examples of inclusive cultures that are successful. The dialogue and program will also provide attendees with five activities that leaders need to build inclusion into the management process, culture and overall environment. It will also take a hard look at the pitfalls to long-term diversity and inclusion success.

LEARNING OUTCOMES

• Discuss the value of achieving inclusion in a diverse work environment
• Establish a set of values, organizational practices, and individual behaviors
• Equipping your employee pool with tools and resources to effectively lead your organization
• Building diversity into the management process
• How inclusion creates management and associate engagement
• 5 critical activities for diversity & inclusion success
• Key actions critical to creating inclusion within your team

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REGISTER TODAY! CALL 303-770-8800 OR VISIT WWW.EUCI.COM
POST-CONFERENCE WORKSHOP AGENDA

WEDNESDAY, MARCH 7, 2018

8:00 – 8:30 am  Registration & Continental Breakfast

8:30 am – 12:00 pm  Workshop Timing

• The Value of Achieving Inclusion in a Diverse Work Environment
• Establishing a Set of Values, Organizational Practices, and Individual Behaviors
• Equipping Your Employee Pool with Tools and Resources to Effectively Lead Your Organization
• Building Diversity into the Management Process
  o Goals
  o Key actions
  o Culture change process
• How Inclusion Creates Management and Associate Engagement
  o Effective communication/feedback
• 5 Critical Activities for Diversity & Inclusion Success
• Key Actions Critical to Creating Inclusion within Your Team
  o Diversity needs assessment
  o Training development & implementation
  o Managing diversity efforts to strategic goals and initiatives
  o Managing conflict

POST-CONFERENCE WORKSHOP INSTRUCTOR

Anthony K. Moore
Principal and CEO, Paradigm Group Consultants

Anthony Moore is the Founder of Paradigm Group Consultants, LLC, located in Philadelphia, PA. As the Principal and CEO of the management consulting firm, Anthony guides the change theory and consulting direction that Paradigm Group implements with its clients. Prior to the development of PGC, Anthony enjoyed a successful career with Xerox Corporation. During his tenure, he held a number of marketing and senior management positions, culminating as Senior Partner and District Manager of the Philadelphia Operation.

Anthony serves as the lead principal of the Talent Management and Diversity practices, building organizational competencies and strengthening organizations through diversity and leadership. He is a Temple University graduate and Wharton Executive Fellow at the University of Pennsylvania.
INSTRUCTIONAL METHODS

Case studies, PowerPoint presentations and a site visit will be used in program.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

Participants must sign in/out each day and be in attendance for the entirety of the conference to be eligible for continuing education credit.

REGISTER 3, SEND THE 4TH FREE

Any organization wishing to send multiple attendees to this conference may send 1 FREE for every 3 delegates registered. Please note that all registrations must be made at the same time to qualify.

IACET CREDITS

EUCI has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, EUCI has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Authorized Provider status, EUCI is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

EUCI is authorized by IACET to offer 1.1 CEUs for the conference and 0.4 CEUs for each workshop.

EVENT LOCATION

A room block has been reserved at the Hyatt Regency Denver Downtown, 650 15th Street, Denver, CO 80202, for the nights of March 4-6, 2018. Room rates are $249 plus applicable tax. Call 1-303-436-1234 or click here for reservations and mention the EUCI event to get the group rate. The cutoff date to receive the group rate is February 4, 2018 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.

"Thank you for the opportunity to present and participate in the Building Leadership Women in Architecture, Engineering, and Construction conference. I found it very valuable, relevant and I had a great time. This was a wonderful and amazing opportunity and I feel so honored you asked me to be a part of it."

Senior Engineer, Eugene Water & Electric Board

REGISTER TODAY! CALL 303-770-8800 OR VISIT WWW.EUCI.COM
REGISTRATION INFORMATION

Mail Directly To:
EUCI
4601 DTC Blvd., Ste. 800, Denver, CO 80237
OR, scan and email to: conferences@euci.com

WWW.EUCI.COM
p: 303-770-8800
f: 303-741-0849

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REGISTRATION INFORMATION

Please Select

- WOMEN IN ENGINEERING & CONSTRUCTION CONFERENCE, AND BOTH WORKSHOPS: MARCH 5-7, 2018: US $2095,
  Early bird on or before FEBRUARY 16, 2018: US $1895

- WOMEN IN ENGINEERING & CONSTRUCTION CONFERENCE AND ONE WORKSHOP: (MAKE SELECTION BELOW) US $1695,
  Early bird on or before FEBRUARY 16, 2018: US $1495

- PRE-CONFERENCE WORKSHOP: NEGOTIATION 101:
  MONDAY, MARCH 5, 2018

- POST CONFERENCE WORKSHOP: THE REAL OPPORTUNITY FOR DIVERSITY AND INCLUSION: WEDNESDAY, MARCH 7, 2018

- WOMEN IN ENGINEERING & CONSTRUCTION CONFERENCE ONLY
  MARCH 5-6, 2018: US $1295,
  Early bird on or before FEBRUARY 16, 2018: US $1095

How did you hear about this event? (direct e-mail, colleague, speaker(s), etc.)

Print Name
Job Title

Company

What name do you prefer on your name badge?

Address

City State/Province Zip/Postal Code Country

Phone Email

List any dietary or accessibility needs here

CREDIT CARD INFORMATION

Name on Card
Billing Address

Account Number
Billing City Billing State

Exp. Date Security Code (last 3 digits on the back of Visa and MC or 4 digits on front of AmEx)
Billing Zip Code/Postal Code

OR Enclosed is a check for $_________________ to cover ___________________ registrations.

Substitutions & Cancellations

Your registration may be transferred to a member of your organization up to 24 hours in advance of the event. Cancellations must be received on or before February 2, 2018 in order to be refunded and will be subject to a US $195.00 processing fee per registrant. No refunds will be made after this date. Cancellations received after this date will create a credit of the tuition (less processing fee) good toward any other EUCI event. This credit will be good for six months from the cancellation date.

In the event of non-attendance, all registration fees will be forfeited. In case of course cancellation, EUCI’s liability is limited to refund of the event registration fee only. For more information regarding administrative policies, such as complaints and refunds, please contact our offices at 303-770-8800.

EUCI reserves the right to alter this program without prior notice.