“I enjoyed listening to other women share stories that I could relate to. It is comforting to know I am not alone. Inspirational to know we can all work together toward a better future.”

Forensic Specialist, SBSA

March 2-3, 2020
Kansas City Marriott Downtown
Kansas City, MO

PRE-CONFERENCE WORKSHOP
Negotiation 101
MONDAY, MARCH 2, 2020

POST-CONFERENCE WORKSHOP
Leadership & Time Management 101
WEDNESDAY, MARCH 4, 2020
OVERVIEW

According to the United States Department of Labor, in 2016, women made up 14% of the engineering and architecture industries, and just 9% of the construction industry. 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.

Join the nation’s most successful women leaders in engineering and construction as they share their industry knowledge, strategies and experiences on how to accelerate positive organizational change and personal growth! You’ll participate in knowledge sharing and collaboration while building relationships and enhancing your professional network.

You’ll leave this event with practical strategies, insights and guidance on how to propel your energy career forward. Don’t miss this opportunity to learn from and collaborate with the top women in engineering and construction.

LEARNING OUTCOMES

- Discuss how to succeed as a leader, including: leadership techniques, developing leadership styles, leading vs. managing, and key leadership qualities
- Describe effective negotiation strategies
- Review 2 high-level executives’ journeys to the top
- Discuss work-life balance
- Explain global engineering & construction trends
- Review the root causes of gender gaps in the workplace
- Address how to cultivate an executive presence

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

REGISTER TODAY! CALL 303-770-8800 OR VISIT WWW.EUCI.COM | #WOMENINENERGY
AGENDA

MONDAY, MARCH 2, 2020

12:30 – 1:00 pm  Registration

1:00 – 1:15 pm  Welcoming Remarks

1:15 – 2:00 pm  Opening Keynote
Leslie Duke, President & General Manager, Burns & McDonnell

2:00 – 3:00 pm  Succeeding as a Leader
Oftentimes, succeeding as a leader takes a different skill set than those of our original roles. This panel session will discuss:
• Leadership techniques at different levels of management
• Leadership styles
• Developing leadership potential
• Leading vs. managing
• Key leadership qualities
Moderator: Darcy Stewart, Vice President, Business Development, JE Dunn
Marietta Hannigan, Senior Vice President, Chief Strategy & Communications Officer, Jacobs
Clare Archer, Vice President/Senior Director, Gilbane Building Company
Connie Determan, Vice President-Environmental, Kiewit
Maja Rosenquist, Senior Vice President, Mortenson
Vicki LaRose, President, Civil Design, Inc.

3:00 – 3:30 pm  Networking Break

3:30 – 4:15 pm  Effective Negotiation Strategies
Negotiations are not just about the billion-dollar deals, boardroom strategies, or company takeovers; it’s a process we use daily. This session is designed to help you understand the process of negotiation, using techniques and steps you can apply in getting what you want successfully. Whether you’re preparing for an upcoming deal, renegotiating a current contract, or slicing your company share, knowing how to effectively negotiate is necessary in order to succeed in your leadership journeys. Take-aways for this session include:
• Preparing a negotiating strategy
• Avoid common mistakes in negotiating
• Understand the role of influence and persuasion in negotiating
• Understanding basic bargaining techniques
Jacqueline Twillie, Founder and President, ZeroGap.co

4:15 – 5:15 pm  Candid Conversations: Two Executives’ Journeys to the Top
Great leaders don’t just happen randomly or by sheer luck. In this session, you will hear two senior-level executives share their inspiring personal stories of how they beat the odds to reach high levels within their organizations. A few of the points to be discussed include:
• Leveraging opportunity and relationships
• How self-perception and our view of the world around us impacts our opportunities for success
• How women can develop their leadership capabilities at each stage of their career
Pamela Monastra, Senior Vice President- Head of Communications, Skanska
Hope Luhman, Senior Vice President, WSP

5:15 – 6:00 pm  Networking Reception
TUESDAY, MARCH 3, 2020

8:00 – 9:00 am  Continental Breakfast

9:00 – 9:45 am  What Got You Here, Won’t Get You Where You Want to Be
Most people don’t realize that the actions they’ve taken to succeed at one stage in their careers, are not the ones they need to take to feel fulfilled and achieve their career goals in the future. If you feel stuck, want something different or wish to advance you’ll need to learn success shifts to:
• Take on the right type of assignments and experience
• Make strategic contributions
• Be notable
• Have executive presence
• Build a 360° network and engage with male allies
• Get a sponsor in addition to your mentors
  Rania Anderson, Keynote Speaker, Author and Executive Coach, The Way Women Work

9:45 – 10:30 am  Unstoppable Women at Work
Vanessa Zambo, Senior Vice President/Senior Principal Director of Marketing & Communications, Terracon

10:30 – 11:00 am  Networking Break

11:00 am – 12:15 pm  Work-Life Balance: Myth or Obtainable Goal?
Striking a balance between our careers and our personal lives is a challenge for many women in the workforce. Devotion to your work, obligations to family and friends, and the need to take care of yourself, can often make work and life get in the way of each other. Research has shown that logging in long working hours and an extreme work environment negatively impact the overall physical and psychological health of employees and deteriorate family-life. A good work-life balance can enable employees to feel more in control of their lives and lead to increased productivity, lower absenteeism, and a happier, less stressed workforce. In this session, we’ll explore ways that you can work toward a healthier balance to achieve greater personal satisfaction and improved well-being.
  Moderator: Deepa Poduval, Associate Vice President, Black & Veatch
  Suzanne Murtha, Vice President Connected & Automated Technologies, AECOM
  Meggan Krase, Vice President Corporate Controller, Garney Construction
  Sonya Roberts, Vice President- Benefits & Compensation, Balfour Beatty
  Erica Carter, Senior Vice President, Kimley-Horn
  Sarah Beckman, Program Director- Key Client, Ulteig
  Megan Weismantel, Business Development Manager, Burns & McDonnell

12:00 – 1:00 pm  Group Luncheon

1:00 – 1:45 pm  Global Engineering & Construction Trends
The engineering & construction landscape is rapidly changing. Traditional centers of demand are being overtaken by fast growing emerging markets. More than ever, the engineering & construction industry needs to adapt to meet those changing needs and demands. In this session, we’ll look at current key areas of change and what the short-term and long-term future of engineering & construction will look like.
TUESDAY, MARCH 3, 2020 (CONTINUED)

1:45 – 2:30 pm Exploring the Root Causes of Gender Gaps in the Workplace
Stereotypes and unconscious biases create barriers to inclusion, performance, engagement and ultimately innovation. Catalyst research examines today’s work environments and employees’ experiences within them, and by doing so reveals gaps in women’s and men’s experiences at work. During this session, we will explore the barriers and root causes of gender gaps in the workplace and provide solutions to overcoming these barriers and creating workplaces in which all talent can thrive.
Martha Feeback, Senior Director- Corporate Engagement, Catalyst

2:30 – 3:00 pm Afternoon Break

3:00 – 3:45 pm Sustainability: Journeys and Opportunities
• The definition, understanding and importance of sustainability have evolved rapidly in recent years.
• What is the expansive and holistic view of sustainability today, its role in business, and what is driving this global change?
• Every company is on a journey; what does it mean for businesses to behave sustainably and to serve clients with sustainability goals?
• As engineering and construction companies, what opportunities do we have to help advance our clients’ sustainability journeys?
As leaders, what skills and lessons can we incorporate into our professional lives to support sustainable business practices
Lisa Fewins, Associate Vice President/Director of Environmental and Sustainability Services, Black & Veatch

3:45 – 4:45 pm Cultivating an Executive Presence
Executive presence is comprised of both the internal and external qualities that allow someone to take charge of a room. People with strong executive presence inspire others to follow them. In this panel, we will discuss ways to these qualities, including:
• Reading the room/importance of EQ
• Understanding your firm’s M.O. (how decisions are made, what’s the appetite for change and/or risk, what does leadership value, etc.)
• Leading with influence vs direction
• Understanding the impression you make
• Addressing imposter syndrome
• Overcoming perfectionism
• Defining your personal brand
• Projecting competence and calm
Moderator: Meghan Calabro, Director of Distribution Modernization, Burns & McDonnell
Robin Broder, Chief Marketing Officer, Vice President, Principal, Henderson Engineers
Kristen Braden, Vice President- Construction Operations, H.R. Gray
Catherine Southers, Vice President- Marketing, Whiting-Turner
Maggie Walsh, Vice President, Strategic Client and Pursuits, HDR

4:15 pm Conference Adjourns

“EUCI meetings are very well organized and the quality of presentations is excellent.”
Director, Alpha 3
PRE-CONFERENCE WORKSHOP

Negotiation 101

MONDAY, MARCH 2, 2020

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

OVERVIEW

What if you could negotiate at an even higher level? This workshop is designed for women who work in construction and engineering. To avoid the pitfalls of the double bind, you need a clear understanding of how you are perceived and it impacts your decisions (and those of your counterparts) at the bargaining table.

Research shows that women are excellent negotiators in representational situations. In this session you’ll learn the six strategies that can help you engage and perform more effectively in negotiations.

Participants will learn to enhance their negotiation skills including:
• Best Practices in Preparation
• Understanding How to Cultivate A Win-Win Mindset
• 3 Ways to Boosting Emotional Intelligence
• Dealing with Difficult People
• How To Increase Leverage By Negotiating A Package Deal
• The Power of Alternatives

Participants will leave this workshop with proven negotiating techniques, a deeper understanding of negotiation strategy.

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

“This workshop was very helpful to assess my strengths and the skills I need to work on. This can help me get to the next level at my organization.”

Chief Rail Transit Safety Oversight Manager,
Illinois Department of Transportation
WORKSHOP AGENDA

MONDAY, MARCH 2, 2020

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

8:30 – 12:00 am  Workshop Timing

- Basic Bargaining Techniques
  - Gather information
  - Build relationships
  - Understand Your BATNA (Best Alternative to Negotiated Agreement)
  - Listen
  - Take Care of Your Target
- Preparing a Negotiating Strategy
  - Brainstorm
  - Research
  - Understanding the market
  - Map it out
  - Anticipating responses
- Common Mistakes in Negotiating—and How to Avoid Them
  - Expectations drive behavior
  - Underpreparing
- Understanding the Role of Influence and Persuasion in Negotiating
- Interactive Activities to Practice Negotiation Skills

WORKSHOP INSTRUCTOR

Jacqueline Twillie
Founder and President/ZeroGap.co

Jacqueline V. Twillie holds an M.B.A. in Leadership, is the Founder and President of ZeroGap.co, a global training, and development firm that specializes in women's leadership within male-dominated industries. She's the Amazon Best Selling Author of Navigating The Career Jungle. Jacqueline has been featured in Forbes, FastCo, Essence Now, Black Enterprise, Parade, Today.com, NBC BLK and more... Her life's mission is to eliminate the gender wage gap by providing practical strategy for women to advance and thrive in leadership roles within male-dominated industries. Jacqueline is a graduate of Southeastern Louisiana University and holds a MBA in leadership from Tiffin University. In her downtime, she loves to practice yoga and cook. When Jacqueline isn't working on leadership development for women she enjoys seeing the world from up in the air. Check out her skydive video on YouTube.

“Jacqueline led an engaging and insightful presentation about negotiation and how to prepare yourself for success.”

Energy Engineer, American Energy Assets

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POST-CONFERENCE WORKSHOP

Leadership & Time Management 101

WEDNESDAY, MARCH 4, 2020

8:00 – 8:30 am  Workshop Registration and Continental Breakfast

8:30 am – 12:00 pm  Workshop Timing

OVERVIEW

How many times have you said to yourself, “there aren’t enough hours in the day” to get it all done. Do you stress over deadlines, promises made to your children or parents, and closets filled with too much stuff? When is the last time you took a day for yourself?

Women are faced with different challenges juggling their family and work life roles in each stage of their life. We explore the hacks and tips to manage and thrive no matter what the circumstance. Together we will help you map out a plan to make some changes – FOR THE BETTER!

This workshop will include the SheLeads365 Leadership & Work-Life Balance Assessment – Explore the results of this Pre-Conference Self-Assessment Tool. This assessment can help you clarify:

• How you are spending the hours in your day
• The key elements of your personality – your biggest strengths and challenges
• The best way to define your goals and create the legacy that you want to build

LEARNING OUTCOMES

• Discuss effective ways to say no
• Determine how to get- and stay- organized
• Address effective ways to network
• Review self-care strategies
• Assess how to set goals
• Participate in the SheLeads365 Leadership & Work-Life Balance Assessment
WORKSHOP AGENDA

WEDNESDAY, MARCH 4, 2020

8:00 – 8:30 am     Workshop Registration and Continental Breakfast

8:30 am – 12:00 pm    Workshop Timing

Learn to Say No – Time Tracking Exercise, Juggling Balls Exercise

Get Organized for Success

Find Your People – Networking Activity

Give Yourself Time to Recharge – Using the Digital Detox

Set the Right Goals – SMART Goal Exercise

Get Out of Your Own Way

Leaving a Legacy and Paying It Forward

SheLeads365 Leadership & Work-Life Balance Assessment – to help you clarify:
• How you are spending the hours in your day
• The key elements of your personality – your biggest strengths and challenges
• The best way to define your goals and create the legacy that you want to build

WORKSHOP INSTRUCTOR

Cynthia Patton
President/Patton Leadership Consulting

Cynthia K. Patton is a retired Army Lieutenant Colonel who served 25 years in both the Army & Army Reserves. Today she is founder and President of Patton Leadership Consulting located in Leavenworth, Kansas. She created a program called SheLeads365 (www.sheleads365.com) as a way to empower and inform women of all ages, backgrounds, and careers on the challenges of leading in all aspects of their lives (work, family, faith, school & community) 365 days a year. She speaks on Work-Life Balance and How to Organize Your Life to local organizations.

She is proud to have authored a chapter in the recently released Best-Seller anthology – Camouflaged Sisters: Leadership Through the Eyes of Senior Military Women called “Leading from the Middle.” She has also published two articles for the Association of Professional Genealogists (APG) eNews on Work-Life Balance and Time Management.

She is a Board member for the Women’s Division, Leavenworth-Lansing Chamber of Commerce and serves as Regent for the White Alloe Chapter, DAR in Parkville, Missouri. She also owns a rental property business (Blue House Properties) with her husband Denny Fitterling and is pursuing the next chapter of her life as a professional Genealogist, author and speaker.
INSTRUCTIONAL METHODS

Case studies, PowerPoint presentations, panel sessions and group discussion will be used in this event.

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.

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 0.8 CEUs for the conference and 0.4 CEUs for each workshop.

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.

EVENT LOCATION

The event is located at Kansas City Marriott Downtown, 200 W 12th St, Kansas City, MO 64105. A room block has been reserved for the nights of March 1-3, 2020. Room rates are US $164. Call 1-816-421-6800 or visit the website for reservations. Mention the EUCI event to get the group rate. The cutoff date to receive the group rate is February 8, 2020 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.
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 January 31, 2020 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 conference 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.

Energize Weekly

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