

ACEC Tennessee

American Council of Engineering Companies of Tennessee

LEADERSHIP PE: ENGINEERING TOMORROW'S LEADERS



By: Ernie C. Ricketts, PhD, SPHR
Organizational Development Director
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It is noteworthy that those in the technical professions become very proficient in their specific field of work. This enables them to not only perform well, but to also advance in their careers. A potential concern with such specialization is that when an individual who is a subject matter expert assumes a leadership role, he or she is not prepared for that new role.

Leadership requires more than just being an expert in a technical field. Being able to perform at a high level using the skills acquired through education, training and experience do not guarantee one will perform at the same level as a leader of people. Such leadership requires mastery of a very different set of knowledge and skills. Failure to become a competent leader leads to poor management – declining employee relationships, drop in productivity, dysfunctional teams, and eventual burn-out.

The key to becoming an effective leader is to gain the necessary knowledge and skills for leadership success. Many programs exist to provide the knowledge and skills for leaders, offering courses on negotiating, how to make presentations, and basics of management.

A truly progressive leadership development program will go beyond such offerings and provide workshops on current best-practice leadership skills, networking opportunities to build relationships with others who are in the profession, and will involve multiple

organizations and experienced leaders from those organizations. This multi-faceted approach exposes aspiring leaders as those who are talented not just at the technical part of their jobs but successful in leading people as well.

The ACEC Leadership PE program was developed to meet the needs of individuals in the engineering profession who want to become the leaders of tomorrow. The program consists of workshops that provide a broad range of subject matter that complements rather than competes with leadership programs that their organizations already have. Experienced leaders from a variety of organizations impart their wisdom on how to be a successful leader in engineering-related positions in today's world and in the future. Partnering with state government, the Corps of Engineers, TVA, and private entities enhance the learning experience.



Leadership PE draws participants from multiple companies, allowing for diversity among your engineering peers. The program also enables networking relationships to evolve as participants from across the state from various organizations come together to learn and grow.

Leadership PE is designed to augment the engineer's knowledge and skills that will lay the groundwork for effective leadership. Applications are now being accepted and the deadline to apply is November 30th. The 2017 Leadership PE application and tentative schedule are posted on www.acectn.org under the "Get Involved" tab.

ACEC TENNESSEE PARTNERS

These companies provide Tennessee engineering firms with products and services and support the activities of ACEC Tennessee through participation in the Partners Program. Additional information about these Partner Program participants is available at www.acectn.org

Crow Friedman Group,
a Risk Strategies Company

L&R

Formerly, Lelleyett & Rogers

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AE Guidance, LLC

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Lewis, Thomason, King, Kreig & Waldrop

Ryan Search & Consulting

Smith Cashion & Orr, PLC

Tennessee Concrete Association

TRTH Consulting

United Structural Systems, Inc.

NOVEMBER
24 - 25

ACEC offices closed for
Thanksgiving

NOVEMBER
30

Leadership PE
Application Deadline

NOVEMBER 30
- DECEMBER 2

Crow Friedman Seminars
Knoxville, Nashville, Memphis

DECEMBER
6

ACEC Board Meeting

MARCH
7

EEA Gala
Franklin Marriott Cool Springs

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MARK YOUR CALENDARS FOR THE DECEMBER SEMINARS!

NOV 30 – KNOXVILLE | DEC 1 – NASHVILLE | DEC 2 – MEMPHIS



The Tennessee Society of Professional Engineers is sponsoring a morning session on professional liability issues presented by Crow Friedman Group, a Risk Strategies Company and XI Catlin – Design Professional as well as an afternoon session.

“Topics will include legal issues and risks in the construction field, and how to best mitigate those risks” plus other Risk Management topics including “Indemnification” according to Don Friedman presented by - Nicole Mangino, Senior Vice President, XL Insurance, David Garst and Loy Waldrop, of Lewis Thomason

King Krieg & Waldrop – **Specifics on topics to be announced soon!**

The afternoon seminar (2 PDHs) – Nashville Only

“FLSA Wage and Hour Update and Other Timely Employment Law Information for the Small Business Owner” (Nashville Only) including recent changes to the white-collar exemptions under federal wage and hour presented by - Employment Law Practitioner, Ann Martin, Bone McAllester Norton (Nashville).

Online and mail in registration available at <http://acectn.com/category/current-events/>.

2017 TENNESSEE ENGINEERING FOUNDATION SCHOLARSHIPS

APPLICATIONS DUE JANUARY 20

Claire Barnett, President of the Tennessee Engineering Foundation, announced that the **TEF will award four scholarships in 2017.**

Three scholarships of \$3,500 each are open to any rising junior or senior in an accredited engineering school in Tennessee. The \$4,000 Dorothy & Arthur Crouch Memorial scholarship is open to any rising junior or senior in an accredited engineering school in the state of Tennessee as well as the child or grandchild of any TSPE member at the accredited school of choice (in or out of Tennessee) if all other requirements are met. The scholarships may be used for tuition, books, room and board, or any other charges

related to registration for the fall or spring semester in the 2016-17 academic year.

The deadline for the scholarship applications is January 20, 2017. The 2016-2017 academic year scholarship recipients will be announced in the spring. The TEF trustees encourage ACEC and TSPE members to spread the word to engineering students about the scholarships. TEF scholarship applications are available from Judy Logue at jlogue@tnec.org or Claire Barnett at cbarnett@ensafe.com or on the website at <http://acectn.com/engineering-excellence-awards/scholarships/>

FROM THE PRESIDENT

THE MONTHLY UPDATE



By: Amy Spann, PE
President of ACEC Tennessee

We often get busy in our day-to-day work activities, focused on projects and client deliverables, but ACEC's involvement at both the State and National level doesn't stop. I was privileged to attend the National ACEC conference in Colorado with hundreds of engineers and several representatives from Tennessee in October. At the conference, National President Dave Raymond highlighted current and emerging issues facing our industry from proposed threats to licensure to the ever-present transportation funding discussion to business management concerns with the recent Department of Labor overtime pay rule.

We face these same issues in Tennessee, and ACEC works on our behalf to provide technical resources and an understanding of the potential impacts by having a seat at the table with legislators and rule makers. This opportunity is there for a variety of reasons including the PAC. ACEC's national PAC is close to one million dollars. What a testament to the power of the organization with a ranking in the top three percent of PACs. We have PAC goals for the state, too, and continue to encourage giving at any level to support the mission and vision of ACEC.

Knowing our mission and vision, as engineering firms and ACEC, were topics at the national meeting. Keynote speakers talked about trends in business, the economy, and the upcoming election. One trend, disruption, will always be present. With this election season and the uncertainty of results across legislators, congress, and even the presidential office, engineering and the business of engineering companies remains the same - focus on health, safety, and welfare of the public.

However, during these times, we also have a unique opportunity not only to be technical problem-solvers when protecting the public, but we can be "social engineers" looking toward the future. One of the keynote speakers used this term and it struck me, as it's a time that we can get more involved with communities and agencies to look for alternative solutions to funding, encourage partnerships, and new ways to help promote projects. It's also a time to be able to provide proactive engineering solutions, especially in the realm of water resources. Opportunities are available for new technology and design considerations for water allocation, distribution and reuse for all parts of the U.S. dealing with excess water or water shortages. It will take a consolidated effort to help clients, legislators, and community leaders for future projects and ACEC support at national and state level.

EEA SPONSORSHIP OPPORTUNITIES

REGISTER BY FEBRUARY 17

We are giving you the opportunity to show your support of the engineering community and the Engineering Excellence Awards Gala through sponsorship! Our sponsorship registration form is now open online at www.acectn.org under **2017 Awards**.

There are four levels of sponsorship to choose from – Bronze, Silver, Gold, and Platinum – each with their own benefits including varying levels of recognition and additional tickets to attend the gala. Of course, the most valuable benefit is the opportunity to meet with current and potential clients during the event on March 7th, 2017 at the Franklin Marriott Cool Springs!

Sponsorship registration is due February 17th, 2017.

Additional information can be found on our website, www.acectn.org, and anyone with questions can contact Judy Logue at jlogue@t nec.org.

2017 LEADERSHIP PE APPLICATIONS AVAILABLE

DEADLINE NOVEMBER 30

The **2017 Tennessee Leadership PE Program** will be offered again starting in January to help firms sharpen the skills of both high potential engineering leaders and current mid-level and senior leaders.

Applications for the 2017 program are due no later than **November 30th, 2016**, and they can be found under the "Get Involved" tab at www.acectn.org.



NOVEMBER
2016

INSIDE

- **Leadership PE: Engineering Tomorrow's Leaders**
- **2017 TEF Scholarships**
- **Crow Friedman December Seminars**

FROM THE EXECUTIVE DIRECTOR

ACEC CONFERENCE HIGHLIGHTS



By: Kasey Anderson, CAE
Executive Director of ACEC Tennessee
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Held at The Broadmoor Resort in Colorado Springs last month, the 2016 ACEC Fall Conference featured a powerful line-up of political and business speakers and more than 30 top business management programs.

2016 "Exemplary" Year for Council

ACEC President/CEO Dave Raymond highlighted a broad range of Council accomplishments in his semi-annual report to the Board of Directors. Among these:

- ACEC's auditors said that the Council is in excellent financial shape and "among the best-managed of over 8,000 non-profits that we serve."
- In Member Firm employee numbers, ACEC now represents a record 579,539 employees.
- ACEC won passage of the FAST Act, an FAA extension, and 52 key tax extensions; and is currently working on passage of WRDA and energy bills.
- The Council killed the proposed weekly reporting requirement in the Department of Labor's Sick-Time Rule; and is addressing other onerous regulatory proposals on overtime pay, blacklisting, ozone standards and overhead rates.
- Since February 2016, Minuteman Fund grants were awarded to nine states—Alabama, Georgia, Kansas, Maryland, Michigan, Nevada, North Carolina, Oregon and Washington—to address vital infrastructure, legal, and procurement issues.
- ACEC/PAC has disbursed \$2 million in the current election cycle to pro-business candidates.

Decentralized Water Market Makes Transformational Change Difficult

Addressing challenges to water infrastructure, a panel of Member Firm leaders noted the extreme fragmentation of the nation's water management.

The panelists - CDM Smith North America President Anthony Bouchard; Parsons Chief of Staff (and former President, Environment & Infrastructure) Virginia Grebbien; Carolla Engineers Chief Strategic Advisor (and former President of Water Business Line for Arcadis North America) Mike MacPhee; and CH2M Water Business Group President Peter Nichol - underscored that while many of the problems facing the water sector have technological solutions (potable reuse, desalination, resiliency/sustainability), "overcoming political objections remains the biggest challenge."

As many as 50,000 separate water agencies operate across the country, making solutions local and wholesale change "difficult and slow."

Compounding the problem, public agencies tend to be risk averse, and funding is tight. Alternative financing, such as a public/private partnership, often isn't feasible because of the small scale of most projects.



Great event at ACEC National Convention at the Broadmoor in Colorado Springs! L to R - Jerry and Robin Stump, PE; Tara and Brad Thompson, AICP; Mauri Lenderman (all with Volkert, Inc.); Kenny Riesenber, ACECTN/TSPE Executive Director is 3rd from the Left.