

ACEC NEW YORK - CENTRAL NEW YORK CHAPTER
presents

CREATING AND IMPLEMENTING A LEADERSHIP CULTURE

**A FOUR-HOUR WORKSHOP AND ROUNDTABLE DISCUSSION
CONDUCTED BY THE JENNINGS GROUP**

WEDNESDAY, MAY 5, 2010

8:00 A.M. TO NOON

AT C&S ENGINEERS INC.

499 COL. EILEEN COLLINS BOULEVARD

NORTH SYRACUSE, NEW YORK (NEXT TO SYRACUSE INTERNATIONAL AIRPORT)

**\$60 FOR FIRST ACEC MEMBER FIRM PARTICIPANT;
\$50 FOR EACH ADDITIONAL PARTICIPANT FROM THE SAME FIRM
\$75 FOR EACH NON-ACEC MEMBER PARTICIPANT**

**REGISTRATION IS LIMITED TO THE FIRST 75 PARTICIPANTS
PLEASE FORWARD CHECKS, MADE OUT TO ACEC NY-CENTRAL CHAPTER,
BY APRIL 16TH TO KLEPPER, HAHN & HYATT, 5710 COMMONS PARK DRIVE,
EAST SYRACUSE, NEW YORK 13057**

FOR QUESTIONS, CALL OR E-MAIL CAROLINA RIVAS

315-446-9201 OR CR@KHHP.COM

*Learn what is required to grow strong
leadership skills and how to apply
leadership principles to building leadership
in depth in your part of your organization.*

ACEC *New York*

American Council of Engineering Companies of New York

CREATING AND IMPLEMENTING A LEADERSHIP CULTURE

Conducted by The Jennings Group

A four-hour workshop and roundtable discussion for executives of the engineering and technical services companies

Leadership culture – a culture, or vision for a culture, in which every employee is expected to be and encouraged to be a leader in something at every point in his/her career. Leadership is a role. Management is a position.

Introduction

Leadership development - profession/industry overview

- Technical professionals and managers as effective leaders
- Responsibilities of leaders of technical service firms
- Leadership needs
- Why leadership development is an industry issue

Leadership development - inspiring leadership in others

- Requirements to be a leader
- Recognizing and celebrating the differences in people
- How to build leadership skills and leadership confidence in others
- Personal experience in inspiring leadership in others
- Leading by example
- Measuring your skills - a personal inventory
- Personal action plan

Creating a leadership culture

- What is it?
- Benefits and limitations of a leadership culture
- Leadership culture as part of a cutting edge differentiation strategy
- Requirements to create a leadership culture
- Obstacles to creating and implementing a leadership culture
- Overcoming the obstacles

Action plan

- Personal plan to create a leadership culture

Olin R. Jennings is Chairman of The Jennings Group, a business consulting and management and leadership development training firm established in 1986. The firm specializes in working with engineering and other technical services and project management organizations. The Jennings Group offers: management and leadership development training; interpersonal skills training; business and strategic planning; marketing and selling programs; customer surveys; operational and organizational reviews; market research; assistance for companies in growth planning; acquisition due diligence; assistance identifying acquisition candidates; counseling and mentoring managers; and other management consulting.

Mr. Jennings received an MBA from the University of Michigan, a Master's Degree in Mining Engineering from Mackay School of Mines, and an undergraduate degree in geology from Lawrence University. He was President of a national environmental services and specialty contracting company, and spent 10 years in business consulting with Booz, Allen & Hamilton and Touche Ross & Co. (Deloitte & Touche).

The logo for ACEC New York features the acronym "ACEC" in a large, bold, serif font, followed by "New York" in a smaller, elegant script font. A thin, curved line arches over the text.

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