



**American Council of Engineering Companies
of New Hampshire**

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AMERICAN COUNCIL OF
ENGINEERING COMPANIES
OF NEW HAMPSHIRE



Granite Flagship Leadership Program

2025-2026

PROGRAM OVERVIEW

Leaders of engineering firms possess a range of important skills vital to helping grow the firm — the most important of which is personal leadership style. The challenges of leading others and leading the firm surface daily, and successful leaders must refine and hone the techniques they use along with the new skills requested. The ACEC-NH Granite Flagship Leadership Program provides solid professional development in leadership skills.

This program is designed for senior and middle management, along with anyone else who has been identified as a high potential leader with at least 10-15 years of experience. Our interactive course is based on four key foundations for leadership competence and developing one's own unique leadership style.

- Understanding Self
- Understanding Others
- Well Defined Personal Vision
- Communicating to Motivate

PROGRAM PRICING

Member Firms

Early Bird (until 8/16/25): \$4,000
Regular (after 8/16/25): \$4,400

Non-Member Firms

Early Bird (until 8/16/25): \$6,000
Regular (after 8/16/25): \$6,400

Registration deadline is **Monday, September 8, 2025**. This program will be offered in-person. Sessions will run from 8:30 AM to 4:00 PM

ABOUT THE JENNINGS GROUP

The Jennings Group LLC, specialists in engineering and technical leadership programs, leads Granite Flagship. Over 1,900 people from 200 organizations and 28 countries have participated in their programs. Faculty includes Kate Kaynak, PhD, college professor and founder of a 40-person publishing industry start-up, and Nicholas Kessler, policy analyst and former Deputy Commissioner of the Virginia Employment Commission.

UPCOMING SESSIONS

September 23, 2025

Session 1: Leadership Principles

October 21, 2025

Session 2: Understanding Yourself & Others Better

November 11, 2025

Personal Evaluations & Visions Completed
(*This is a delivery date, not a formal session*)

November 17-18, 2025

Session 3: Individual Meetings
(*One-on-one coaching sessions*)

December 9, 2025

Session 4: Communicating to Motivate

January 20, 2026

Session 5: Leading Strong-Willed/Difficult People & Leading in Conflict Situations

February 17, 2026

Session 6: Leading Change: Taking & Controlling Risk

March 24, 2026

Session 7: Empowering & Growing Others: Delegating, Coaching, Mentoring, & Empowering

April 14, 2026

Session 8: Team Building; Defining Your Own Leadership Style

May 19, 2026

Session 9: Inspiring Leadership in Others; Creating a Leadership Culture; Creating a Personal Growth Plan

June 9, 2026

Snow Day (*if needed*)

58 PDH Credits Awarded for Program Attendance. We have remote classes available, and participants who missed sessions have the option of joining the online class as a makeup session.

ABOUT ACEC-NH

Founded in 1980, ACEC-NH is non-profit organization dedicated to assisting member firms achieve excellence in the business and practice of engineering.

- ACEC-NH is the leading policy and legislative advocate for consulting engineering firms in New Hampshire.
- Provides business practice, education, resources, and industry connections to its member firms.
- Is committed to engineering excellence and upholds the high ethical standards of the profession.
- Promotes awareness about the practice of engineering and the role that professional engineers play in the everyday lives of New Hampshire residents.