



2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of  
Louisiana

---

# 2023 EMERGING LEADERS INSTITUTE

LEADERSHIP // INVOLVEMENT // DEVELOPMENT





# EMERGING LEADERS INSTITUTE

## AT A GLANCE

“The focus on leadership makes this program beneficial for any up and coming leader within a firm, not just mid-career design professionals. At TBS, our core focus is investing in people to enhance communities, and we have seen amazing growth, confidence, and enthusiasm from our associates as a result of the Emerging Leaders Institute!”

Andree F. Cortez, P.E., PMP  
T. Baker Smith, LLC

“The Emerging Leaders Institute introduced me to architects and engineers from around the state who are striving to be leaders in their organizations and professions. I not only consider them to be professional colleagues but friends I will reach out to as my career develops.”

Kevin Alford, AIA  
RHH Architects



2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

# EMERGING LEADERS INSTITUTE

## AT A GLANCE

The American Council of Engineering Companies (ACEC) of Louisiana and the American Institute of Architects (AIA) Louisiana are pleased to offer an Emerging Leaders Institute series, a leadership and career development program for individuals committed to developing both their professional and personal leadership abilities.

### INVEST IN THE FUTURE

Over the years, the consulting design industry has prospered as a result of strong leadership. To ensure an equally successful future, our future leaders must be encouraged to become involved in industry and association activities. Therefore, ACEC of Louisiana and AIA Louisiana have created an Emerging Leaders Institute exclusively for aspiring professionals within its member organizations. The value of this program provides participants the opportunity to build relationships with their peers in the profession, focus on key factors influencing leadership effectiveness and development, gain insight into various aspects of successful project management and sharpen communications skills.

### ELIGIBILITY

The Emerging Leaders Institute is targeted to rising industry professionals who are committed to developing their leadership and management skills and abilities and have been identified by their firm as a “future leader” of the design industry.

### ABOUT THE PROGRAM

Beginning in April, and continuing through the fall, the Emerging Leaders Institute will be comprised of four (4) sessions to be held in the Baton Rouge area. For the program to provide maximum benefits, participants are highly encouraged to commit and attend ALL sessions. Participants are eligible to earn no fewer than 22 AIA HSW/PDHs/LUs with full participation. Certificates to be awarded.

### PARTICIPATION

To participate in the Emerging Leaders Institute, an individual must complete the application and submit it along with the registration fee (\$995.00 - Early Bird deadline of **March 15, 2023**, or \$1,195.00 - Registration deadline of **April 15, 2023**). The number of participants is **limited to 20** and applications will be accepted on a first come, first served basis. The registration fee covers all meeting materials, team building events, lunches, and complimentary registration to ACECL's Fall Conference or AIA Louisiana's Conference on Architecture to be held in the Fall 2023.



# PROGRAM SCHEDULES

## SESSION I

April 25 – April 26, 2023



# SESSION I – Day 1

---

## LSU CENTER FOR RIVER STUDIES

100 TERRACE AVENUE, 2<sup>ND</sup> FLOOR, BATON ROUGE, LA

8.0 AIA HSW/PDHS/LUs (Total credit hours for Session 1)

## TUESDAY, APRIL 25 | PROGRAM SCHEDULE – COMMUNICATION SKILLS

8:30 a.m. – 9:00 a.m. Sign-In & Coffee

9:00 a.m. – 9:15 a.m. Welcome and Introductions

9:15 a.m. – 10:45 a.m. **Orientation | Why can't you just do what I'm thinking?**  
Speaker: Julie Laperouse, Screaming Peacock

*Working with clients and colleagues of different personality types can be frustrating at times. Often, slight adjustments in communication can make all the difference in moving from chaos to collaboration. This engaging workshop will help all participants understand their own personality types and bring back best practices on communicating with anyone and everyone.*

10:45 a.m. – 11:00 a.m. Break

11:00 a.m. – 11:30 a.m. **LSU Center for River Studies – the Lower Mississippi River Physical Model Presentation**

The river model is 10,000 square feet and based on the topography and bathymetry of the Mississippi River Delta covering southeast Louisiana. Pumps are used to control water and sediment injection. More than 18 acoustic sensors coincide with U.S. Army Corps of Engineers' River gages on the Mississippi River and measure water levels in the model river. Twenty high-definition projectors illuminate the model and bring the river and coast to life.

The model can replicate the flow, water levels and sediment (sand) transport of the river, where one year of the Mississippi River is simulated in one hour. Scientists, engineers, and students can see, experience and conduct research using this state-of-the-art model.

11:30 a.m. – 12:30 p.m. Lunch Presentation– **LSU Center for Coastal Resilience, 1110 S. River Road, Baton Rouge**

12:45 p.m. – 2:45 p.m. **Networking & Business Development**  
Speaker: Julie Laperouse, Screaming Peacock

*It's not what you know; it's who you know. And more specifically, it's who likes you, trusts you, and recommends you. Even as social networking has encroached into every facet of our interpersonal relationships, business leaders still prefer to do business with, promote, and hire people with whom they have an in-person relationship. Learn how to best present yourself and your business to the people that matter – everyone.*

3:00 p.m. – 4:30 p.m. **Team Building Event - (13<sup>th</sup> Gate Escape Room)**

You are trapped! You and your team have 60 minutes to escape a series of rooms. You must work together against the clock to explore your surroundings using logic, instinct, and critical thinking to find secret passages, solve puzzles, crack codes, and uncover hidden mysteries that will ultimately lead to your escape.



2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

# SESSION I – Day 2

---

**CLAIBORNE BUILDING, 1-136C, THOMAS JEFFERSON ROOM (1<sup>ST</sup> FLOOR)**

**1201 NORTH 3<sup>RD</sup> STREET, BATON ROUGE, LA**

8.0 AIA HSW/PDHS/LUs (Total credit hours for Session 1)

## WEDNESDAY, APRIL 26 | PROGRAM SCHEDULE – LEGISLATIVE DAY

Business leaders need to know how to participate effectively in the public arena and build consensus. They also need to understand how government affairs activities can help their business succeed and how to encourage active participation at the grassroots level.

8:00 a.m. – 8:30 a.m.	Sign-in & Coffee
8:30 a.m. – 9:15 a.m.	<b>Capital Outlay (HB2) &amp; Water Sector Program Overview</b> Speaker: Mark Moses, Assistant Commissioner, Division of Administration
9:15 – 9:45 a.m.	<b>2023 Legislative Session Update – What’s Going on in the A/E Industry</b> <i>ACEC of Louisiana and AIA-Louisiana staff and lobbyists review the trials and tribulations the design community and citizens have or will face at the 2022 Legislative Session.</i>
9:45 a.m. – 10:00 a.m.	Walk to State Capitol (photo-op)
10:00 a.m. – 12:00 p.m.	<b>House/Senate Committee Meetings</b>
12:00 p.m. – 1:30 p.m.	<b>Lunch with Legislators &amp; State Officials</b> Advocacy: Why Get Involved?

### Sponsors:



1:30 p.m. – 2:00 p.m.	Tour of State Capitol
2:00 p.m. – until	<b>House/Senate Floor Observation</b>



# PROGRAM SCHEDULES

## SESSION II

June 22, 2023



2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

# Session II

---

**TopGolf, 10955 N. Mall Dr.  
Baton Rouge, LA**

2.0 AIA HSW/PDHS/LUs (Total credit hours for Session II)

## **JUNE 22 , 2023 | PROGRAM SCHEDULE**

2:00P.M. – 2:30 P.M.  
2:30 P.M. – 4:30 P.M.

**COFFEE TALK – EMOTIONAL INTELLIGENCE**  
**Diversity, Equity, and Inclusion**  
Speaker: Melissa Thompson  
Success Labs

The Success Labs team will deliver an interactive DEI workshop that would allow participants to learn basic definitions of diversity, equity, and inclusion; engage in meaningful conversations about DEI concepts and policies; and better understand how DEI can positively impact their businesses and teams.

4:30 P.M. – 6:30 P.M.

**NETWORKING TEAM EVENT (TOPGOLF)**

**Sponsored by:**







# PROGRAM SCHEDULES

## SESSION III

August 23 – August 24, 2023



# SESSION III – Day 1

**THE PORT OF GREATER BATON ROUGE**  
**2425 ERNEST WILSON DRIVE**  
**PORT ALLEN, LA**

13.0 AIA HSW/PDHS/LUs (Total credit hours for Session III)

## WEDNESDAY AUGUST 23 | PROGRAM SCHEDULE - LEADERSHIP

8:30 a.m. – 9:00 a.m. Sign-In & Coffee

9:00 a.m. – 11:00 a.m. **The Coach Leadership Program (Part 1)**  
Speaker: Gary M. Golden, Golden Opportunities, LLC

In this exciting and eye-opening program, participants will discover the correlation that exists between the employees level of performance and their overall gratification. Participants will understand the significant impact the leader has on this correlation and effective ways in which they can influence behavior in a positive manor. Topics discussed in this two-hour session include:

- What leaders focus on first
- Understanding Satisfaction & Performance
- Understanding Pivot Points
- Dealing with a changing work force
- Characteristics of the best leaders

11:00 a.m. – 12:00 p.m. **Port of Baton Rouge Presentation/Tour**

12:00 p.m. – 12:30 p.m. Break/Lunch

12:30 p.m.– 2:30 pm. **The Coach Leadership Program (Part 2)**

In the second portion of the situated based program, leaders will learn how to diagnose the development level of the employee and prescribe the correct leadership style. This will prevent leaders from over or under managing employees and help provide exactly what the employee needs to be successful. Topics discussed in this two-hour session include:

- Autocratic vs. Democratic Leadership
- The Supporter Model
- Using the model
- The Leadership Model
- Understanding the model

2:30 p.m. – 2:45 p.m. Break

2:45 p.m. – 4:45 p.m. **The Coach Leadership Program (Part 3)**

The last phase of the program will equip leaders with the knowledge and tools necessary to help employees communicate and manage up the chain of command as well as communicate and manage down. Leaders will be introduced to a conflict resolution model that will help prevent breakdowns in understanding, improve relationships, restore the communication process, as well as resolve the situation. Topics discussed in this two-hour session include:

- Effective two-way communication
- Providing Praise that works
- Resolving Conflict through the LEAD model
- Motivating self and others



# SESSION III – Day 2

---

## LA ASSOCIATED GENERAL CONTRACTORS

666 NORTH STREET, BATON ROUGE, LA

12.0 AIA HSW/PDHS/LUs (Total credit hours for Session III)

## THURSDAY, AUGUST 24 | PROGRAM SCHEDULE

8:30 a.m. – 9:00 a.m.	Sign-In & Coffee
9:00 a.m. – 9:30 a.m.	<b>Coffee Talk</b>
9:30 a.m. – 10:45 a.m.	<b>Cover Your Assets: Professional Liability Documentation and Recordkeeping</b> Speaker: Justin Sanders, Cadence Insurance, a division of BXS Insurance

At the conclusion of this session, participants will:

- Know what Professional Liability Insurance Covers
- Know what Professional Liability Insurance Doesn't Cover
- Things you must do and not do to Cover Your Assets
- Learn the "red flag" words
- Learn how to avoid a claim

10:45 a.m. – 11:00 a.m.	Break
11:00 a.m. – 12:15 p.m.	<b>Risk Management/Contract Language</b> Speaker: Dale Clary, Attorney at Law The Long Law Firm

Carefully wording contract provisions minimizes risk to design professionals. This will be an interactive roundtable discussion on how contract provisions allocate risks between parties and the legal effect of specific contract provisions. Getting contracts right the first time can be the difference between profitable projects or incurring more liability than your firm can afford.

12:15 – 12:45 p.m.	Break/Lunch
12:45 p.m. - 2:45p.m.	<b>Emotional Intelligence - "The Attitude You Choose to Have"</b> Speaker: Gary M. Golden, Golden Opportunities, LLC

We spend incredible amounts of time, energy and effort developing our knowledge and skills in order for us to be successful in life. This is actually not a bad thing, we need knowledge and skills, however 85% of our success is directly related to the area we spend the least amount of time developing. In this fascinating program we discover and explore the key components of success in your business and personal life. We discuss the how and whys of Emotional Intelligence being the key ingredient for success and how to increase these behaviors in our life.

## 2:45 p.m. – 4:00 p.m. **Principal Panel Discussion: Your Leader Within**

This interactive panel discussion provides a sound set of guidelines for creating a high-performance leader and tactics for keeping that leader moving forward toward optimal results such as civic, professional and team leadership skills.



# PROGRAM SCHEDULES

## SESSION IV



2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

# SESSION IV

---

Session IV of the Emerging Leaders Institute will include **complimentary registration** to your association's Fall Conference:

***AIA Conference on Architecture 2023\****

***September 28-29, 2023***

***The Westin – Iberville Street***

*New Orleans, LA*

**-OR-**

***ACEC of Louisiana Fall Conference***

***November 13, 2023***

***Baton Rouge Marriott Hotel***

*5500 Hilton Avenue, Baton Rouge, LA*

\*AIA Louisiana Emerging Leader graduates will receive their award of completion at the awards dinner held at the AIA Louisiana Conference on Architecture 2023 on September 29, 2023.

\*\*ACEC of Louisiana Emerging Leader graduates will receive their award of completion at the awards luncheon held at the ACECL Fall Conference on November 13, 2023.





2023 EMERGING LEADERS INSTITUTE  
Presented by AIA Louisiana & ACEC of Louisiana

# REGISTRATION FORM

**Send in Your Registration Form Today! Space is Limited**

**Registration Deadline | April 15, 2023 (March 15, 2023 - Early Bird Discount Deadline)**

**Attendees are strongly encouraged to attend all sessions to gain the full benefits of the Institute. Only the attendees registered may attend the sessions. Substitutions will not be accepted.**

## HOW TO REGISTER

Return completed registration form to ACEC of Louisiana via email or U.S. mail as soon as possible to reserve a spot. Deadline for registration is **April 15, 2023. (EARLY BIRD DISCOUNT REGISTRATION DEADLINE IS March 15, 2023)**

If you have questions contact Janet Landry, Vice President, ACEC of Louisiana by phone (225) 927-7704 or email [jlandry@acecl.org](mailto:jlandry@acecl.org).

ACEC of Louisiana  
9643 Brookline Ave, Suite 112  
Baton Rouge, LA 70809

Phone: (225) 927-7704  
Fax: (225) 927-7779  
Email: [jtomeny@acecl.org](mailto:jtomeny@acecl.org)

## PAYMENT INFORMATION

Tuition cost is \$995.00 (Early-Bird Registrants) or \$1,195 (after March 15, 2023) per person for attendees. Tuition covers all meeting materials, team building events, lunches, and complimentary registration to ACECL's Fall Conference or AIA Louisiana's Conference on Architecture to be held in the Fall 2023. Tuition does not include lodging or travel expenses. Please make checks payable to ACEC of Louisiana with completed registration to ACEC of Louisiana, 9643 Brookline Ave, Suite 112, Baton Rouge, LA 70809. Full payment must be received by April 20, 2023, or registration will be cancelled.

## CANCELLATIONS/REFUNDS

Cancellations received before April 15, 2023, may transfer allotted spot to another member of the same firm. Absolutely no refunds will be made for cancellations received after March 15<sup>th</sup>.

Name of Emerging Leader: \_\_\_\_\_ Title \_\_\_\_\_

Firm Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Work Number: \_\_\_\_\_ Cell Number: \_\_\_\_\_

Email: \_\_\_\_\_ Member Number: \_\_\_\_\_

(AIA Members Only)

