<u>Thursday and Friday, August 28-29, 2025</u>
CEC, Tulsa 1300 S Main Street Tulsa, OK 74119

Thursday, Aug 28, 2025

- **Orientation** **1:30 PM – 2:30 PM**
  Evan Handy, COO, ACEC OKLAHOMA

- **Strategic Planning** **2:30 pm – 3:30 PM**
  Kevin Veit

  Strategic planning is an essential process for assessing and evaluating a business and creating a viable, flexible guide for future success. The critical components of a successful planning effort include preparation, establishing a plan baseline and creating the plan. We'll examine the major elements of a strategic plan, including: organizational vision, schedule, responsibilities, accountabilities and metrics

- **Leadership** **3:30 pm – 5:00 PM**
  Brandon Claborn, WSB

  Brandon has served is intricately involved in ACEC OKLAHOMA and ACEC National. He understands the demands of leading and owning a consulting engineering firm at every level— even completing our leadership program in the past. He will provide a explanation of his journey from leadership graduate to principal and offer his observations.

- **Reception/Dinner as a Group** **6:30pm**

Friday, Aug 29, 2025 (light breakfast provided)

- **Intro to ACEC** **8:15am – 9:00am**
  Mike Thompson, President & CEO, ACEC OKLAHOMA

  Mike Thompson, ACEC OKLAHOMA's President & CEO will provide an overview of our trade association, our mission and how we contribute to our association.

- **Organizational Leadership** **9:00am – 10:30am**
  Dan Newberry

  Dan Newberry is a former State Senator who chaired the Senate's Business and Commerce Committee. He is business consultant and coach who previously worked for a decade as the CEO of Tulsa Teacher Credit Union.

- **Ethics** **10:30am – 12:00pm**
  Bruce Pitts, Oklahoma State Board of Licensure

  Being ethical is defined as "Being in accordance with the accepted principles of right and wrong that govern the conduct of a profession." The core of ethics in the engineering profession include: public interest, truth, honesty, fairness and professionalism. Strong ethics are essential to leadership. Without the trust that ethical behavior promotes, an individual's firm is destined to mediocrity.

Thursday and Friday, Sep 25-26, 2025
Olsson, Oklahoma City- 1600 Broadway Ext #300 Oklahoma City, OK 73114

Thursday, Sep 25, 2025

- **Economics of Private Practice** **1:30pm – 5:30pm**
  Lee James, CPA, Lee James & Assoc.

  Understanding the role and importance of financial project management is a critical attribute of emerging leaders. It is equally important that they understand fundamental metrics of successful firms, which financial indicators are important and what they mean for future growth. In this session, we will discuss these important financial management issues.

- **Dinner as a Group** **6:00pm**

Friday, Sep 26, 2025 (light breakfast provided)

- **Communications, Public Relations, and Community Involvement** **9:00am - 10:30am**
  Lindsey Long, Poe

  Formulating, building and implementing the right marketing strategy for your firm is the key to stronger profit margins. Learn how to stay ahead of your competition through clear and concise messaging. This discussion will focus on building your brand through the use of different marketing tools including promotional activity, community involvement, social media, project pursuits and supporting marketing materials. Walk away with measurement tools, templates and a clear understanding of the different marketing opportunities that are available for engineers.

- **Government Affairs** **10:30am – 12:00pm**
  Mike Thompson, President & CEO, ACEC OKLAHOMA

The government's leadership influences the overall business climate and an individual firm's success. 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 in the firm.

Thursday and Friday, Nov 6-7, 2025
Atherton Hotel Stillwater, OK

Thursday, Nov 6, 2025

- **Risk Management/Contract Language** **1:30pm – 5:30pm**
  Wyatt Hoch, Foulston Siefkin LLP

  Carefully wording contract provisions minimizes risk to design professionals. We'll discuss 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 a profitable project and incurring more liability than your firm can afford.

- **Dinner as a Group**
  6:30pm

Friday, Nov 7, 2025 (light breakfast provided)

- **Business Development** **9:00am - 10:00am**
  Josh Dougherty, CEC

  A business development culture is critical to maintaining a healthy and growing company. Developing such a culture requires understanding what business development is and is not, as well as how it fits into the overall marketing program for your firm. This session will outline the basics of business development, how it integrates into marketing strategy and how it can help differentiate a firm.

- **Senior Leaders Roundtable** **10:30am – 11:30pm**

  Take the opportunity to network with a diverse panel of leading industry professionals. This session will culminate the Leadership for Engineers experience. The facilitated session gives participants a chance to ask industry leaders questions concerning the industry, practices, and management. Our roundtable participants include- Jeff Cowan, Rebecca Alvarez and Gary Horan.

Leadership Roster 2025



Grant Phillips, PE. Associate.
Wallace Design Collective, PC



Billie Sue Smith. Marketing and Engagement Manager.
Cowan Engineering



Laine Peitzmeier. Project Manager.
WSB



Brayden Weaver, EI. Civil Engineering Intern.
Guernsey



Richard Taylor, CCM. Construction Manager, STV Water.
STV Inc.



Braden Brown, PE, Construction Project Manager.
Poe and Associates



Randy Forsander, PE, Project Engineer.
Olsson



Abimael Portillo, PE, Project Manager.
Tetra Tech



Cody Shadbolt, PE, Project Manager.
Kimley Horn



Patrick Garrett, PE, Project Manager.
Triad-TEIM



Aaron Wallace, PMP, Project Manager.
Guy Engineering



Ryan Craig, PE, Structural Assessment Lead – OK.
Consor



Jay Henry, PHR, Chief People Officer and Managing Member.
Benchmark



Todd Lipe, PE, PMP, Senior Project Manager.
Benham



Rusty Steel, Geospatial Practice Leader.
CEC Corporation



Austin Dugger, PE, Stormwater Engineer.
Freese and Nichols, Inc.



Nicole Shields, PE, Construction Services Team Leader.
Garver



Evan Handy, C.O.O. ACEC OKLAHOMA
MANAGING PARTNER, SCG

Evan Handy has a long career in politics and communications, working in Republican politics for over 18-years. Handy holds a degree in public relations from the University of Oklahoma as well as a political science degree. Handy ran United States House and Senate races in Southern California, Illinois, Montana and Oklahoma—successfully managing campaigns for Oklahoma Senator Jim Inhofe, Illinois Congressman Mike Bost and California Senator Tony Strickland.

Handy managed Mick Cornett's campaign for governor, Oklahoma City's successful MAPS 4 initiative and served as the Leadership Assistant to Speaker Charles McCall. Handy is the founder of the South Creek Group, a political

campaign consulting, development, communications and direct mail firm delivering winning results for candidates and trade associations. His firm has produced, drafted and delivered hundreds of unique direct mail pieces or graphic-driven communications totaling millions of units of mail in the past two election cycles with happy clients in over twenty states.

Ice Breaker to Start our Session -15 minutes

Please break into groups of 3. Circle up and confer on the following prompts. At the end, each group will present their findings.

Begin: Within your group- individually share the following:

- A **2-minute story** about a leadership moment (success, challenge, or turning point).
- A 2-minute version of your life story including where you are from, where you live currently, where they went to school.
- Provide what your strength or "superpower" would be at work.

1. Who are your fellow teammates?

2. What is something you all have in common?

3. Who has the most unique work superpower?



Strategic Planning **2:30 pm – 3:30 PM**

Kevin Veit

Kevin Veit is a Human Resources Management Consultant with over 25 years of senior HR leadership experience, providing clients with a variety of HR related services focused on specific needs with measurable results. Kevin's experience includes working closely with leaders to assess the current business realities needing improved, providing tangible solutions with measurable results. Areas of focus include improving employee engagement and reducing turnover; assessing talent and creating succession plans; improving business processes; and facilitating strategic planning. Industry experience includes oil & gas, telecommunications, environmental, banking, aerospace manufacturing, education and non-profit organizations.

Areas of Expertise: Cultural Development/Employee Engagement, Training Design and Delivery, Performance Management, Talent Assessment, Succession Planning, Leadership Development, Executive Coaching, Strategic Planning, Business Process Improvement, and Compensation and Benefits



Leadership **3:30 pm – 5:00 PM**

Brandon Claborn, P.E., WSB

Brandon currently serves as the Vice President for the Environmental division of WSB. He has over 25 years of experience analyzing, designing, and implementing projects to reduce flood risk and implementing stormwater quality programs. Previously, he served as CEO of Meshek & Associates from 2018-2024. He and his wife Kym reside in Claremore, OK where they are active in the community through several local organizations. They have two daughters who have graduated college and live in the Tulsa area.



Intro to ACEC 8:15am – 9:00am

Mike Thompson, President & CEO, ACEC OKLAHOMA

Mike Thompson was most recently Director of Government and Public Affairs, BP America and BP Lower 48/BPX (subsidiaries of BP), a position he held for eight years. At BP, he developed the annual strategy for all political and public affairs engagement in Oklahoma, including lobbying issues at the Legislature, Governor and Corporation Commission. From 2012 to 2018, Mike served as the Chairman of Oklahoma Oil and Gas Association's Legislative Committee and coordinated the industries annual political policies. Mike's successful strategies were adopted by senior executives in BPX and used as the template for other lower 48 states assets. Earlier in his career, Mike served in the Oklahoma House of Representatives and was chosen for key leadership positions including: Deputy Majority Whip, Chairman of the Transportation Committee and later Chairman of the powerful Energy and Utility Regulation Committee. In his six years at the Oklahoma legislature, Mike earned the reputation of serving as an effective, positive, persistent and honest public official who could work across the aisle to pass legislation.

Mike Thompson is a third generation Oklahoman with nearly two decades of experience in the government sector. He began his college studies at Oklahoma City Community College and finished his undergraduate education from Oklahoma City University, where he earned a Bachelor of Science in Business Administration. While working full time for Congressman Earnest Istook (OK-5), he completed a Master of Public Administration from the University of Oklahoma.

Mike's work in the private and public sectors has earned him several recognitions that include Oklahoma State Chamber of Commerce's 2008 Champion for Business, Journal Record's "40 under 40" 2012 Honoree, and Oklahoma City Community College's 2013 Alumni Hall of Fame Inductee. He is a graduate of Leadership Oklahoma class XXV, and served as a Board Member and Vice Chairman of the Energy Committee for Oklahoma State Chamber of Commerce. He is an outdoorsman who enjoys time with his family and friends.

In 2019, Mike created Thompson Consulting, a full service legislative and executive lobbying firm dedicated to meet the desired outcomes of clients.



Organizational Leadership 9:00am – 10:30am

Dan Newberry

Dan Newberry is an author, entrepreneur, speaker, and retired Oklahoma State Senator. Newberry is an experienced EVP and Chief Operations Officer for serving in companies ranging from $150 Million to $2.5 Billon. In his role today, Newberry advises CEOs on corporate strategy, development, and organizational alignment to achieve efficient accomplishment of goals and initiatives.

As an entrepreneur, Newberry was the Founder and President of Homeland Federal Mortgage, a company he started with two employees and grew to several dozen employees lending more than $150 million dollars in revenue across four divisions annually.

Newberry earned a diploma of Charismatic Ministry at Oral Roberts University, a Liberal Arts B.S. from Oral Roberts with a focus on Leadership and Organizational Management, and an MBA from UNC Chappell Hill. He is a graduate of the CUES CEO Institute, National Leadership Institute, and is a Henry Tolls Fellow.
Newberry served in the Oklahoma State Senate as chairman of the Business and Commerce Committee for 10 years where he worked across the aisle to achieve comprehensive business reforms which helped Oklahoma maintain less than 5% unemployment during the Great Recession. The NFIB also awarded him the Guardian of Small Business award for his work in protecting small companies from over regulation. Newberry was appointed in 2020 to the Presidents Export Council which advises the President of the United States on export related issues.
Newberry is a frequent co-host of the “future of real estate” and recently authored “The Rich Young Ruler” which explores the principles needed to overcome adversity and build wealth while maintaining a legacy centered worldview.

Dan is a proud husband to wife, Laura, and proud father to four children: Claire, Paige, Eva, and Alex.



Ethics 10:30am – 12:00pm

Bruce Pitts, Oklahoma State Board of Licensure

Bruce A. Pitts, P.L.S. is a licensed land surveyor and served for 15 years as Director of Enforcement for the State Board of Licensure for Professional Engineers and Land Surveyors and presently serves of its Principal Assistant. Prior to his engagement with the State Board, Mr. Pitts practiced land surveying for in Oklahoma City for 30 years, most recently with Smith Roberts Baldischwiler. He received his B.S. degree in Engineering Technology from Oklahoma State University. Mr. Pitts served as a member of the State Board of Licensure for Professional Engineers and Land Surveyors from 1991-2000 and is an associate member of the National Council of Examiners for Engineering and Surveying (NCEES) where he has served on the Engineering Mobility Task Force, Surveying Exam Committee and chaired the Law Enforcement Committee.