

Hosted By: AEC Workplace Solutions  
A Division of The Employee Engagement Group



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17TH ANNUAL  
**2026**  
**AEC HR**  
**SUMMIT**  
*Orlando, FL*  
**APRIL 8-10, 2026**

*This is such a special  
event. I love the  
Summit!*

Kat Ferraro / HR Director  
M/E Engineering



[www.aecworkplace.com](http://www.aecworkplace.com)

THE A/E/C INDUSTRY'S LARGEST HR CONFERENCE

# KEYNOTE SPEAKERS

## Erica Keswin - Author, Speaker, and Workplace Strategist *Becoming a Great Human Leader in the Age of AI*



Erica Keswin is a speaker, bestselling author, and workplace strategist who partners with some of the most well-known companies in the world. For the past two decades, Erica's work has defined what it means to be a human leader. Erica's *WSJ Bestselling Human Workplace Trilogy: Bring Your Human to Work, Rituals Roadmap, and The Retention Revolution* was published by McGraw Hill. When Erica isn't writing books, she delivers keynotes, leads workshops, and coaches organizations and individuals.

## Jay Bowman - Partner, FMI Consulting

### *Key Trends AEC Industry Professionals Need to Know*



Jay Bowman is a partner at FMI and one of the industry's most trusted advisors on strategy and growth. He works with AEC firms on high-stakes decisions around markets, expansion, and diversification, guided by his Mixed Market Principle—that bull and bear conditions always coexist. Named one of the Top 50 Construction Influencers globally by Autodesk, Jay co-authors the North America Construction Outlook and has been quoted in the Wall Street Journal and ENR. A frequent keynote speaker, he is known for making complex market trends clear, relatable, and actionable.

## Jim Thompson - Chairman & CEO, DCCM

### *Growing and Retaining Talent in Today's Competitive Landscape*



Jim Thompson is a seasoned executive with over 40 years of experience in project development, engineering, construction, and facilities management, focusing on profitable growth and global project delivery. Prior to starting DCCM, Jim spent 13 years with AECOM in several roles, including CEO of International Government Services and President & CEO of TCB AECOM, serving the southern and southwestern United States. Earlier in his career, Jim was President & CEO of JF Thompson (Thompson Engineering), a civil and structural engineering consulting and surveying firm serving public and private clients throughout Texas and the greater Gulf Coast. He is a registered professional civil and structural engineer and a certified design-build professional.

## Bob Kelleher - Author/Speaker/Founder, AEC Workplace Solutions

### *Leadership Lessons from the 1980 US Men's Hockey Gold Winning 'Miracle'*



Bob is a best-selling author of five books, a keynote speaker, a global thought leader on employee engagement, and an AEC industry expert who travels the globe sharing his insights on employee engagement, leadership, and workforce trends. Bob is also the Founder and President of AEC Workplace Solutions (formerly The Employee Engagement Group) and host of the HR Summit since its inception in 2010. Previously, Bob spent 25 years in the AEC industry, including roles with AECOM as Chief HR Officer; ENSR as Executive Vice President of Organizational Development, and Chief Operating Officer; and Metcalf & Eddy as Director of HR.

# BREAKOUT SPEAKERS



**Emily White**  
Talent Development Manager, Timmons Group  
*Blueprints for Growth: A Strategic Approach to Talent Development*



**Danielle Voss**  
VP of HR, DUDEK  
**Molly Mapes**  
Sr. Talent Acquisition Partner, DUDEK  
*Using Job Descriptions to Build Your Career Path*



**Ryan Southern**  
Organizational Dev. Director, Freese & Nichols  
*Career Architecture: Building a Future-Ready Workforce Through Structure, Skills, and Strategy*



**Melissa Wilcox**  
VP of HR, KCI  
*Total Rewards: Building a Value-Based Culture for Success*



**Kellie Dougan**  
HR Leader, SVP, Bartlett & West  
*Leadership Unlocked: Creative Approaches to Nurture Successors and Elevate Leadership*



**Amanda Wachendorf**  
Director of Product Mgmt., Eagle Point Software  
*Unlocking Business Value Through an Intentional Learning Ecosystem*



**Beth Eibl**  
Sr. HRBP, Smith Seckman Reid, Inc  
**Jessica Nyce**  
Director of HR, Smith Seckman Reid, Inc  
*Staying NSYNC (pun intended): Aligning Feedback, Growth & Accountability*



**Anthony Fasano**  
President and CEO  
**Fiona Johann**  
Strategic Initiatives Team Leader  
Engineering Management Institute  
*What Your Workforce Wants: Key AEC Talent Trends from the Future of Work Report*

# CONFERENCE AGENDA

## WEDNESDAY, APRIL 8, 2026

10:00 AM - 5:00 PM (additional fees apply)



### Pre-Summit Workshop Option A

#### *ENGAGE! 10 Practical Employee Engagement Steps to Drive Business Results*

**Facilitated by Bob Kelleher and Meg Anderson**

Join Bob and Meg as they lead the nation's premier employee engagement workshop designed specifically for AEC HR leaders. This interactive session equips you with over 25 proven tools, templates, and strategies to strengthen culture, boost retention, and drive measurable results. You'll explore how engagement impacts performance, the role of leadership in shaping culture, and practical approaches to empowering managers.

Learn to individualize engagement, build effective recognition systems, and align communication to reinforce strategy. You'll also gain tools to track progress, reward the right behaviors, and sustain engagement across remote and hybrid teams. Participants will walk away with actionable resources, a clear roadmap for success, and a complimentary copy of Bob Kelleher's bestselling book *Louder Than Words*.



### Pre-Summit Workshop Option B

#### *Developing Tomorrow's PM Talent: A Workshop for HR Professionals*

**Facilitated by Anthony Fasano and Fiona Johann**

In today's fast-paced AEC industry, one-off bootcamps and generic training can't keep up with the demands of projects, clients, or talent. To scale, firms need a sustainable Project Management Ecosystem™—one that delivers consistent results, drives profitability, and develops top PM talent. HR professionals play a critical role in building this foundation.

In this workshop, Anthony Fasano, P.E., AEC PM and author of *Beyond PM Training*, will share proven strategies to help firms design scalable PM systems that fuel growth. You'll learn how to define career paths, assess strengths and gaps, align development with career stages, and standardize tools and onboarding. Attendees will leave with a practical blueprint to strengthen people, projects, and profitability—plus a copy of Fasano's book *Beyond PM Training*.

## 6:00 PM Welcome Cocktail Reception

Join your hosts and sponsors for cocktails and hors d'ouerves.

## THURSDAY, APRIL 9, 2026

7:00 AM - 8:00 AM	Registration and Networking Breakfast
8:00 AM - 9:00 AM	Welcome and Introductions
9:00 AM - 10:00 AM	<i>Opening Keynote</i> <i>Key Trends AEC Industry Professionals Need to Know</i>
10:00 AM - 10:30 AM	<i>Networking Break</i>
10:30 AM - 11:30 AM	<i>Concurrent Breakout Session 1</i>
11:30 AM - 11:45 AM	<i>Networking Break</i>
11:45 AM - 12:45 PM	Lunch
12:45 PM - 1:45 PM	<i>Keynote Luncheon Presentation</i> <i>Growing and Retaining Talent in Today's Competitive Landscape</i>
1:45 PM - 2:15 PM	<i>Networking Break</i>
2:15 PM - 3:15 PM	<i>Concurrent Breakout Session 2</i>
3:15 PM - 3:30 PM	<i>Networking Break</i>
3:30 PM - 4:45 PM	<i>AEC Connections Cafe</i>
4:45 PM - 5:00 PM	<i>Closing Comments and Awards</i>
5:00 PM	<b>Adjourn</b>
7:00 PM	<b>Tavern Tour</b> Renew old acquaintances and make new ones - an always popular event!

\*Or choose a dine-around option.

#### **Dine Around**

Sign up for a group dinner at one of several nearby restaurants. It's a great chance to connect and unwind.

\*Please note: meals are self-paid.

## FRIDAY, APRIL 10, 2026

7:00 AM - 8:00 AM	Networking Breakfast
8:00 AM - 8:45 AM	Opening Comments and Live Polling
8:45 AM - 10:00 AM	<i>Host Keynote Presentation</i> <i>Leadership Lessons from the 1980 US Men's Hockey Gold Winning 'Miracle'</i>
10:00 AM - 10:15 AM	<i>Networking Break</i>
10:15 AM - 11:15 AM	<i>Concurrent Breakout Session 3</i>
11:15 AM - 11:30 AM	<i>Networking Break</i>
11:30 AM - 12:15 PM	Lunch
12:15 PM - 1:30 PM	<i>Closing Keynote Presentation</i> <i>Becoming a Great Human Leader in the Age of AI</i>
1:30 PM - 2:00 PM	<i>Closing Comments and Adjourn</i>
3:30 PM	<i>A Surprise Social Activity</i>



The 2026 AEC HR Summit is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP/SHRM-SCP or SHRM-SCPSM. The use of this seal is not an endorsement by the HR Certification Institute of the quality of this program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for re-certification credit.

# WHO ATTENDS THE AEC HR SUMMIT?

This event is for any AEC leader or manager tackling challenges in Human Resources. Including compensation, recruiting, retention, employee benefits, employee engagement, leadership development, and anything else related to HR. Past attendees have included **HR Directors and Managers, CEOs, Presidents, COOs, Principals**, and many others others!

## BACK BY POPULAR DEMAND

- AEC Connections Cafe Session
- 3 Concurrent Tracks
- HR Summit Milestone Awards
- Tavern Tour

## WHO WE ARE

**AEC Workplace Solutions** proudly presents and hosts the AEC HR Summit. Since its inception in 2010, AEC Workplace Solutions has led the Summit as the premier event for HR leaders in the AEC industry. We are a global services and solutions firm dedicated to helping leadership teams build best-in-class workplaces through employee engagement surveys, online programs, 360 leadership assessments, and keynotes. AEC Workplace Solutions was founded by author, speaker, and AEC HR expert Bob Kelleher.

## OUR VENUE

### Loews Sapphire Falls Resort

6601 Adventure Way  
Orlando, FL 32819

**Room Rate: \$295 per night (through 3/16/2026)**

\*Please Note: the room block rate is valid through the cut-off date listed, pending the room block is not sold out. We encourage you to make your room reservations as soon as possible to ensure you receive the advertised rate.

**REGISTER HERE >**



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## SATISFACTION GUARANTEED

Your satisfaction with the 2026 AEC HR Summit is our priority. If the event does not meet your expectations for any reason, you may choose to attend another AEC Workplace Solutions event or receive a full refund of your registration fee.

## REFUNDS AND CANCELLATIONS

Cancellations received in writing at least 45 business days before the program will be refunded minus a \$250 administrative fee. Those received 44-11 business days before the program receive a credit letter, valid for one year, toward any AEC Workplace Solutions program or next year's Summit (not applicable to in-house training, partner programs, or previously registered and paid attendees). Cancellations made 10 or fewer business days before the program and/or no-shows are ineligible for refunds or credits.

## TRAVEL AND ACCOMODATIONS

A block of rooms is reserved for HR Summit attendees. To secure reduced rates, please make hotel reservations by the cut-off date. Book directly through our website or call and mention that you are attending the AEC HR Summit.



# THE FUTURE IS HUMAN

## THE POWER OF PEOPLE IN THE AGE OF TECHNOLOGY

Welcome to the 2026 AEC HR Summit, where leaders and innovators gather to share best practices, strategies, and insights while strengthening relationships across our community. This year's theme, *The Future is Human: The Power of People in the Age of Technology*, highlights that while AI and emerging technologies are transforming the way we work, the true competitive advantage will always be people. Every firm is navigating rapid change, from new tools to shifting expectations to increasing pressure to deliver results. The organizations that will thrive are those that continue to invest in their most valuable asset: their people. In a world fueled by technology, human creativity, empathy, and collaboration are what set great workplaces apart.

At this year's Summit, we will explore how to balance innovation with humanity by investing in programs, strategies, and cultures that keep people at the center of progress. Join us as we uncover how firms can embrace technology while never losing sight of what matters most: the power of people to shape the future.



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**AEC Workplace Solutions**

21 Neal Road

Danvers, MA 01923

**REGISTER BY JANUARY 15<sup>th</sup> TO SAVE \$400!**



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*Presented By:*



*"Amazing content and speakers!"*  
Amy Paul, General Counsel, DUDEK

*"The most valuable networking event for HR professionals in the AEC Industry."*  
Gloria Chacon, HR Manager, WNA Engineering

*"There's a reason this is the only conference we budget for. No experience compares."*  
Shelby Harvey, VP, Talent Development, BHC

*"The people were great, and I loved how the content was tailored to our industry; it made it so impactful."*  
Lisa Hughes, Employee Experience Manager, Mazzetti

*"Every year gets better and better!"*  
Ruthie Heikkila, HR Director, CSHQA

*"The perfect size conference with great information and easy ways to connect with people."*  
Carla Burke, HR Manager, Keller Associates