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2027 AEC HR SUMMIT

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>
> SHELBY HARVEY | HR DIRECTOR, BHC

MARCH 31 – APRIL 2, 2027

CHICAGO, IL

www.aecworkplace.com

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

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

KEYNOTE SPEAKERS



Jill Schulman - USMC Veteran, Bravery Expert, and Best-Selling Author

The Bravery Effect: The Science of Conquering Fear, Achieving More, and Living Life to the Fullest

Jill Schulman is a bravery expert, United States Marine Corps veteran, keynote speaker, and author of The Bravery Effect. She holds a master's degree in Applied Positive Psychology from the University of Pennsylvania and has spent her career studying and teaching the science of overcoming fear. Her work helps people stop playing it safe and build the courage to create greater success, fulfillment, and impact. Using evidence-based psychology and experience from the military, corporate leadership, and high-performance environments, she teaches people to think, act, and connect bravely. Her core belief: bravery is not a personality trait. It is a skill anyone can build.



Michael Sanderson - CEO, Sanbell

Merging More Than Companies – How Sanbell is Bringing People, Purpose, and Culture Together

Michael is CEO of Sanbell, a 300+ person community planning, engineering and design firm with offices across the western U.S. Formed in 2023 through the merger of Sanderson Stewart and Bellecci, Sanbell has since grown through four additional strategic mergers. Michael is an Honorary Member and former International President of the Institute of Transportation Engineers and teaches at Montana State University. He holds BS and MS degrees in civil engineering from Montana State, an MBA from the University of Montana, and is a graduate of Harvard Business School's executive program.



John Doehring - Author, Speaker

State of the AEC Industry 2027: The Trends, Disruptions, and Opportunities Shaping Our Future

John Doehring, CMC, is an author, speaker, certified management consultant, and founder of J. Doehring & Co. For more than two decades, he has helped professional services firms build strong teams, transform operations, develop bold strategies, and achieve extraordinary results. His clients range from small firms to global organizations. John is the author of *Fast Future!* and *The BackPocket Business Plan!* His forthcoming book, *The Extraordinary Professional Firm*, explores strategic planning for sustainable growth. John and his wife Megan have five children and live in the New England countryside – with more dogs, cats, and plants than the budget should allow.



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

The Caitlin Clark Effect: What HR Can Learn from a Generational Talent

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



Lisa Ponder

CHRO, Spheros Environmental

Beyond the Hype: Using AI to Increase Retention, Optimize Executive Decisions, and Manage Compliance



Elizabeth Crawley

Instructional Designer, American Structurepoint

You're Not an Instructional Designer. Now What? Practical Ways to Design Better Learning with Instructional Design Principles and AI



April Kozubal

CHRO, Verdantas

Built to Grow During Rapid Change



Stacey Micka

Principal & Director of HR, Acentech Incorporated

What Could Possibly Go Wrong? An HR Leader's Guide to Self-Funding



Gary Irvine

AVP Talent, Kokosing Construction

911 - The CEO is Asking for a 10-Year Organizational Plan



Amanda Wachendorf

Director of Product Mgmt., Eagle Point Software

Your Training Program: The Frontline to Combating AI Cognitive Surrender



Anne Davis & Angele Welch

Director of HR & Senior Compensation Specialist, H2M Architects + Engineers

The Courage to Open the Black Box: Redesigning Compensation, Bonuses, and Career Paths at H2M



Brandon Brodzky

CEO, AECIQ

Hiring Through the Fog: How the Top Firms Utilize Talent Intelligence to Keep Building When Others Freeze

CONFERENCE AGENDA

WEDNESDAY, MARCH 31, 2027

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



Pre-Summit Workshop A

HR Unplugged: 15 HR Case Studies from the Trenches - Now with AI in the Mix

Facilitated by Bob Kelleher and Meg Anderson

What would you do when faced with HR's toughest workplace dilemmas? Join Bob Kelleher and Meg Anderson for an interactive workshop featuring 15 real-world HR case studies from the AEC industry. From employee relations and compensation challenges to hiring dilemmas and workplace conduct, you'll collaborate with peers to tackle complex situations that rarely have clear-cut answers.

This year brings a new twist: AI! Compare your recommendations with responses from ChatGPT and other AI tools to discover where technology adds value and where human judgment remains essential. You'll leave with practical case studies, AI prompts, decision-making tools, and fresh perspectives to help navigate challenging HR situations with greater confidence.



Pre-Summit Workshop B

Managing Your Managers to Manage Within the Law

Facilitated by Mike Cohen

Great employees don't automatically become great managers. Effective leadership requires the right skills, sound judgment, and an understanding of employment law. Join Mike Cohen for a fast-paced, interactive workshop designed to help HR professionals develop confident, capable, and legally aware managers.

Through real-world examples and practical discussions, you'll explore evolving employment laws, employee relations challenges, documentation best practices, and strategies for coaching managers through difficult workplace situations. You'll leave with actionable tools to strengthen manager development, improve decision-making, reduce organizational risk, and build a stronger workplace culture. Whether supporting new supervisors or experienced leaders, you'll gain practical strategies you can immediately apply within your organization.

6:00 PM Dine Around

Sign up for a group dinner at one of several nearby restaurants. This is open to all attendees and is a great way to kick off the conference! **Sign-up sheets are at the registration table.*

THURSDAY, APRIL 1, 2027

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	**Opening Keynote** *State of the AEC Industry 2027: The Trends, Disruptions, and Opportunities Shaping Our Future*
10:00 AM - 10:30 AM	**Networking Break**
10:30 AM - 12:00 PM	**AEC Connections Cafe**
12:00 PM - 12:45 PM	**Lunch**
12:45 PM - 1:45 PM	**Keynote Luncheon Presentation** *Merging More Than Companies – How Sanbell is Bringing People, Purpose, and Culture Together*
1:45 PM - 2:15 PM	**Networking Break**
2:15 PM - 3:15 PM	**Concurrent Breakout Session 1**
3:15 PM - 3:30 PM	**Networking Break**
3:30 PM - 4:30 PM	**Concurrent Breakout Session 2**
4:30 PM - 5:00 PM	**Closing Comments and Awards**
5:00 PM	**Adjourn**
6:00 PM - 7:30 PM	**Cocktail Reception** *Join your hosts and sponsors for cocktails and hors d'oeuvres.*
7:30 PM	**Chicago Tavern Tour** *Renew old acquaintances and make new ones - an always popular event! *Or choose a dine-around option.*

FRIDAY, APRIL 2, 2027

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	**Host Keynote Presentation** *The Caitlin Clark Effect: What HR Can Learn from a Generational Talent*
10:00 AM - 10:15 AM	**Networking Break**
10:15 AM - 11:15 AM	**Concurrent Breakout Session 3**
11:15 AM - 11:30 AM	**Networking Break**
11:30 AM - 12:15 PM	**Lunch**
12:15 PM - 1:30 PM	**Closing Keynote Presentation** *The Bravery Effect: The Science of Conquering Fear, Achieving More, and Living Life to the Fullest*
1:30 PM - 2:00 PM	**Closing Comments and Adjourn**
3:30 PM	**A Surprise Social Activity**

The 2027 AEC HR Summit is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM 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?

The AEC HR Summit is designed for leaders and managers navigating today's most pressing people challenges, including compensation, recruiting, retention, employee benefits, employee engagement, and leadership development. Past attendees include **HR directors and managers, CEOs, presidents, COOs, principals,** and other **AEC industry leaders.**

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 Chicago Hotel

455 North Park Drive
Chicago, IL, 60611

SCAN TO BOOK

Room Rate: $234 per night
(through 3/8/2027)

**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 FOR THE 2027 AEC HR SUMMIT

SCAN TO REGISTER

VISIT
aecworkplace.com

E-MAIL
info@aecworkplace.com

CALL
(781) 281-7256

SATISFACTION GUARANTEED

Your satisfaction with the 2027 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 ACCOMMODATIONS

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.



STEP UP:

THE COURAGE TO LEAD

In an Era of AI, Change, and Uncertainty

Welcome to the 2027 AEC HR Summit, where HR leaders and AEC industry professionals come together to share ideas, strengthen connections, and prepare for what lies ahead. Today's HR leaders are navigating extraordinary change. From artificial intelligence and evolving employment laws to shifting workforce expectations and increasing demands on organizations, the challenges facing our industry have never been greater. Yet times of uncertainty also create opportunities for courageous leadership. The organizations that thrive will be those whose leaders are willing to challenge assumptions, embrace innovation, and guide their people forward with confidence.

This year's theme, **Step Up: The Courage to Lead in an Era of AI, Change, and Uncertainty**, is a call to action. At the Summit, we'll explore practical strategies, fresh perspectives, and real-world experiences that empower AEC HR professionals to make bold decisions, adapt to change, and build resilient workplaces. Together, we'll discover how to lead with clarity, strengthen our teams, and turn uncertainty into opportunity.

NOW IS THE TIME TO STEP UP.







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AEC Workplace Solutions
21 Neal Road
Danvers, MA 01923

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info@aecworkplace.com

(781) 281-7256

SCAN TO REGISTER

> **"Amazing information — meaningful conversation and interaction."**
>
> **Patrick Hennelly,** HR Director, CHA Inc.

> **"The information provided and the interaction were very insightful."**
>
> **Leo Rubbo,** President/CEO, Bennett Engineering Group

> **"Energy! It never got boring. Loved the engagement."**
>
> **Cynthia Simmons,** HR Director, Wallace Design Collective

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