

PRACTICE TITLES

Date: August 17, 2018

These Practice Titles identify a path for marking professional growth relative to background, experience and skill levels, and are independent of the Leadership Criteria established for Corporate Titles.

Senior practitioners (Senior Interior Designers/Senior Architects/Senior Designers) should regularly exhibit the following Practice Competencies with a proven track record of expertise in the following areas:

Communication

- Effectively guiding internal and external project communication
- Seeking and incorporating feedback from Clients and Team Members

Organization

- Thinking through project planning and identifying staffing needs
- Coordinating project phases, milestones, and deliverables
- Effectively managing time and proactively setting expectations

Motivational

- Self-motivated and self-sufficient
- Mentoring staff
- Improving results by generating, encouraging, and supporting new ideas or approaches

Technical

- Widespread knowledge within area of practice in building/construction systems and design and production tools based on experience and training
- Directing and overseeing projects
- Independently creating practical design solutions and well considered details
- A minimum of 7-10 years of experience in targeted areas of Bergmeyer's practice

In addition to the Practice Competencies listed above, **Design Practice Leaders** shall also demonstrate expert level skills in the following areas:

- Primary accountable party to the client on projects
- Working collaboratively with a team and empowering others by sharing responsibility while retaining overall accountability for the success of projects and strategic efforts
- Leading client interview teams and participating in the pursuit of new business leads
- Consistently leveraging Bergmeyer's resources and tools effectively
- Effectively balancing design exploration, project schedules and fee budgets through the evaluation and prioritization of project needs
- Practicing with purpose: exuding passion for their projects and motivating others
- Innovating and improving the firm's processes and practice
- Looking out – maintaining awareness of industry trends and developments
- Seen as an expert in their field of practice
- A minimum of 12-15 years of experience in areas of Bergmeyer's practice