

Young AEC Professionals Institute

YAECPi 2023



YAECPi enables you to:

- Take on new tasks and responsibilities
- Improve job performance and productivity
- Build productive relationships with peers and architects
- Increase the value you add to your company
- Accelerate your career development

YAECPi features:

- Hybrid learning includes online, in-person and hosted online
- Industry leader guest instructors
- No one-way lectures - small groups and hands-on learning
- Materials include “Smarter AEC Negotiating” online course
- Participant mix of architects, engineers and contractors
- Convenient scheduling 12 sessions January - September

“YAECPi helps our people grow and that’s Commodore’s top priority. Participating in YAECPi improves the communication skills of young contractors. It deepens construction knowledge and expands networks. YAECPi is an essential component of Commodore’s comprehensive training program.”

Lauren Larson, Senior Vice President, Commodore Builders

Why YAECPI 2023

The Need. Early in your AEC career, job expectations enlarge. Your company wants you to take on new tasks: more project management more communicating with others, writing, managing finances, negotiating, presenting. You don't need another degree, but you do need *serious exposure, training and development* --- and that's exactly what YAECPI delivers.

Guest Instructors. One of the great benefits of working in the New England is our access to some of the best thinkers and thoughtful design professionals in the world. 10+ guest instructors - architects, contractors, engineers, owner/clients - assist in teaching and leading small breakout group discussions. You not only listen to, but connect and engage with them to explore the issues and ideas *most important to you*.

Hybrid Learning Mixes Online and In-Person Sessions. Between work time, personal life, and travel time, we've created unique hybrid sessions. Two sessions are In-Person; two other sessions are Hosted Online – Online for the learning content, followed by Hosted discussion and networking.

Group Projects. Piloted last year, Group Projects consisting of small, mixed profession groups, exceeded our expectations for delivering valuable learning and in-depth relationship building. You can view several of the projects – articles, young AEC professionals job survey and podcast episodes on the *Insights* blog page on www.building-leader.com

Program Leadership

President of Gathering Pace, Inc., **William Ronco, Ph.D.**, founded YAECPI 20+ years ago. He directs the program, partnering with AGC Massachusetts. Dr. Ronco also founded and directs the Young Designers Professional Institute, partnering with the Boston Society of Architects.

Dr. Ronco consults on strategy, leadership and partnering with design, engineering, owner / client, construction, biotech and science organizations. He is author of *The Partnering Solution* (Career Press) and *Partnering Manual for Design and Construction* (McGraw-Hill). A former professor at Northeastern University, Dr. Ronco earned his B.A. at Rutgers University, his Ed.M. at Harvard and his Ph.D. at the Massachusetts Institute of Technology.

Colin Milberg and **Toni Loiacano** assist with Institute leadership. A founding partner of ASKM Consulting, Colin is a construction industry expert in lean methods, facilitation and change management. He teaches in the AGC's programs on Lean Construction. Toni is a senior vice president at Cannon Design. She has extensive experience and interest in mentoring, presenting new design concepts to client associations.

I've been a raving fan of AGCIMA Young Contractor's Professional Institute and Bill Ronco for more than 15 years. We have always encouraged and enabled members of our staff to participate in this program. This is an excellent opportunity for learning and broadening career potential by introducing our emerging leaders to the fundamental skills needed to succeed. The format facilitates developing professional relationships that'll last a lifetime and inspires participants to be actively involved in our industry throughout their career.

YAECPi Benefits and Outcomes for Participants

Training and development are intangible but they produce very tangible results. Key outcomes for YAECPi participants:

- Improved ability to add value in their company
- Increased skills taking on new, challenging tasks
- Increased performance and comfort in areas that matter most for the company's performance
- Improved ability to develop meaningful relationships with clients
- Increased understanding and ability to connect with other disciplines in their own company
- Increased performance and comfort in marketing, business development and networking
- Development of essential skills, e.g. communicating, writing, presenting, managing projects, managing finances, marketing
- Acquisition of perspective resulting from interaction with peers from other companies, instructors, and interaction with contractors in the BSA Young Designers program
- Increased focus, job satisfaction and motivation resulting from all the above

YAECPi Benefits / Outcomes for Sponsoring Companies

Beyond individual participants, sponsoring companies also benefit from participating YAECPi:

- Improved retention and development of key talent
- Increased marketing and business development activity and success
- Improved morale and company spirit resulting from clear demonstration of the company's commitment to professional development for young designers
- Acquisition of current ideas and fresh perspective on best practices being developed by other companies and industry experts participating in the program
- Improved employee alignment with the company's strategic plan
- Raised expectations for job performance and productivity from program participants
- Use of the program to strengthen the company's efforts at mentoring and coaching
- Recognition of the company as an Excellent Employer

"Elaine's investment in our employees through YAECPi is not only a smart investment in our business, it's a reflection of our commitment to our clients through continuous improvement."

William Morash Executive Vice President, Elaine Construction

"Many individuals from TG Gallagher have attended the YAECPi program and benefited greatly not only from the variety of skills attained but, more importantly, from networking with other young professionals from the architectural, engineering, and construction industry."

Shawn Guertin, Chief Operating Officer, TG Gallagher

"Bond participates in the program to give our young professionals a chance to learn from some of the best and the brightest in the industry in a meaningful way. The opportunity to share knowledge and experiences has proven invaluable to our people."

Kathleen Freitas, SPHR, SCP Director of People Strategies, BOND

2023 Young AEC Professionals Institute

Seminars run 1pm-4 pm with informal networking after all sessions

Draft 11/17/2022

Program Leaders William Ronco, PhD, Colin Milberg and Toni Loiacano, AIA facilitate all sessions

Date	Topic	Guest Instructors
1/25	Accelerating Your AEC Career. Clarifying and fully implementing your career goals. Recognizing, building on your strengths, addressing your weaknesses. Form Project Groups.	Bill Aalerud, Columbia Construction Leila Kamal, HGA Online
2/8	What Clients Really Want. How contractors and architects frustrate clients. Learning and responding to what keeps clients up at night. How to increase client satisfaction and repeat business. What clients care about most in 2022.	Marc Truant, MIT Adam Fandrey, Middlesex Bank Janet Chrisos, MSCBA Jonathan Hayward, Mass General Hospital Online
2/22	Building High-Performing Teams. Addressing <i>predictable</i> team problems. The wisdom of the team v. groupthink. Improving everyday meetings results. Fully engaging <i>every</i> team member.	Marc Truant, MIT Jason Nicastro, Isgenuity At: Columbia Construction
3/7	HR Issues, Opportunities. HR core knowledge young professionals must have: legal rights, boundaries. Why and how to ask for raise. Getting the most from your performance appraisal.	Diana Hasan, CE Floyd Emily Shockley, Shepley Kathy Freitas, Bond Online Hosted: Shepley, Boston
3/23	Leading Change. The 5 major AEC changes now and how they impact you. 7 reasons why people resist change. How, why to initiate change from any position in the organization.	Siggy Pfenkler, Columbia Construction Shawn Guertin, TG Gallagher Online
4/12	Improving BD, Marketing and Writing Skills. Why, how to start strong with BD. 4 easy, effective BD tasks and marketing tasks. How to sell without selling. Thought leader marketing – Why, how to develop a blog that people want to read.	Kristine Gorman, Jacobs Karen Robichaud, KR Associates Online
5/10	Managing Finances. Increasing project cost controls and profit. Spotting, addressing project financial problems quickly. Understanding company finances, your role and impact as a young AEC professional.	Mike Glynn, Glynn Electric Jeremy Oberc, Partner, Pacific Horizon Partners LLC. Online
5/23	Smarter Everyday AEC Negotiating. Recognizing your negotiations strengths, weaknesses. Identifying your key everyday negotiations. Getting beyond Yes. Negotiating to “win” vs. negotiating for synergy. Achieving 1+1=3 negotiating results.	Matthew Brett, Mass General Hospital Arielle Scher, HGA At: Payette, Boston
6/7	Me As Leader? Using a 360 Leadership Survey to clarify your strengths and weaknesses. Why, how to lead when you have less experience than others. Setting, <i>achieving</i> your key goals.	Dan Perruzzi, Margulies Perruzzi Shawn Gallant, Columbia
7/11	Improving Presentation Skills. Increasing skills, comfort, confidence and impact. Starting with Why. Telling a compelling story. How to fully, actively engage <i>all</i> your audience. Finding your best “voice.”	Jackie Falla, Elaine Construction Tom Buie, Commodore Building Hosted Online Commodore Building, Waltham
8/15	Smarter “Difficult” Emails / AEC Legal Literacy. 4 guidelines for writing those “difficult” emails. Why and how to read your project contract. Top 10 issues that trigger AEC legal problems.	Alexandra Gordon, Esq, Hinckley Allen Rebecca Raphaelson, Esq, Mintz Online
9/19	Group Project Presentations: Present, Discuss, Celebrate! Project Groups present their topics, facilitate discussion with participants, discuss lessons learned, IMHOs and action steps	Participants’ invited colleagues, managers and clients Online

Register Now for YAECPi 2023 to Reserve Your Place

YAECPi tuition for BSA or AGC MA members is:

- \$3,500 for the first participant from a company
- \$2,600 for each additional participant

Non-BSA or AGC MA members are also welcome. Tuition for non-members is:

- \$4,500 for first participant from a company
- \$3,500 for each additional participant

YAECPi pays for itself many times over in terms of participants' improved job performance. By several benchmarks, program fees deliver excellent value:

- Cost of a typical two-day management seminar at local universities is \$2,495
- Cost to a company of turnover is typically 1.5 times a person's annual salary
- Cost to a company of less than optimal performance = Immeasurable
- Value added to a company by employees with increased skills is enormous and ongoing

First Session begins JANUARY 25. Please register by JANUARY 23

To Register

Register online at www.architects.org or with this form. Please copy this information as needed; use one for each registrant. Our confirmation will include program location information.

Name 1 _____ Name 2 _____

Company _____

Address _____

City State Zip _____

Telephone and Fax _____

Email 1 _____ Email 2 _____

Payment must accompany registration (Please check one):

- Checks made out to the Boston Society of Architects. Enclosed is my check for: _____
- Please bill my credit card: AMEX Visa Mastercard

Cardholder Name _____
(Exactly as it appears on the card)

Card Number _____ Expiration Date: ____ / ____ Security Code: ____

If paying by check:

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Boston, MA 02298-6500

Please indicate "YDPDI" in Memo section

If you wish to pay by ACH/Wire Transfer, please contact: Li Lam llam@architects.org