



Environmental
Financial
Consulting
Group



2021 HR Leadership Conference (*Virtual*) Agenda

For Architecture, Engineering, and
Construction (A/E/C) Firms

Sponsorship Partners

TRANSEARCH
YOUR WORLD PARTNER IN EXECUTIVE SEARCH

CAREERSMITH
RECRUITING EXCELLENCE



Agenda: Thursday, May 20, 2021 (all times in EDT)

11:00 am – 12:00 pm	Session 1	DEI: Measuring and Understanding Our Impact This session will explore how firms and their leaders can have a direct influence on how people appreciate the need for and value of DEI, recognizing that it starts from the top and needs to be blended into the everyday aspects of the organization to become part of the culture. It will then dive into how some firms are starting to measure that influence and their success with DEI Programming. Presenter: Julie Hasiba, EFCG Managing Partner
1:00 pm – 2:00 pm	Session 2	Case Study: Improving the Human-Side of Your Technology Strategy (ONA) As firms are faced with seemingly inevitable changes in workforce and client expectations, technology investment and innovation is quickly becoming essential to all surviving firms. Yet is how they use that technology to enable their teams and the individual that is going to really count. In an explorative conversation, panelists will talk through how they are disrupting their own status quo to improve both team efficiencies and the employee experience. Presenter: Marcus Quigley, EFCG Technology Practice Lead
3:00 pm – 3:45 pm	Session 3	Breakout Session A: Managing the Mental and Emotional Health Impacts of the Pandemic Breakout Session B: Post-Merger Integration: Protecting and Supporting Talent <i>Breakout Session details on last page</i>
4:00 pm – 5:00 pm	Session 4	HR Issues Around the Globe Industry leadership will discuss the changes they are seeing take shape across the industry today and how the shifts in ways of working will impact local and global strategies. Presenter: Ted Lower, EFCG Senior Advisor
5:15 pm – 6:00 pm		Networking Hour This is time set aside for attendees to take advantage of the interactive features of the platform, including private messaging and one-on-one “Facetime-like” video calling and small group discussions.

Conference Sponsorship Partner

TRANSEARCH
YOUR WORLD PARTNER IN EXECUTIVE SEARCH

For over 35 years, TRANSEARCH International has endeavored to thrill clients worldwide by helping build exceptional leadership teams. Organized by geography, industry specialization, and functional expertise, TRANSEARCH has more than 150 consultants located in 50+ offices worldwide and is truly global. Serving most major industry sectors, TRANSEARCH has deep experience in the environmental, architecture, engineering, and construction. What differentiates TRANSEARCH and translates into meaningful benefits for clients is its focus on 'fit'- using the Orxestra® Method. With it, TRANSEARCH guards against costly miss-hires and ensures that new hires mesh quickly and successfully into their new organization. TRANSEARCH helps clients tell their unique story essential today to build high-performing teams and create the environment necessary for sustained profitable growth. TRANSEARCH takes pride in being master's in the art and science of attracting outstanding leaders.

EFCG Services Available to You

 HR Peer
 Benchmarking
 Analysis

 Compensation &
 Career Pathing
 Assessment

 Talent & Workforce
 Planning

 Sustainability & ESG
 Strategy




Agenda: Friday, May 21, 2021 *(all times in EDT)*

11:00 am – 12:00 pm**Session 5****A/E/C Industry Overview and HR Key Metrics**

In previous financial downturns, the A/E/C Industry has proven itself to be more resilient than the broader economy. Yet, it has also shown to take 2-3 times longer to fully recover. How much might history repeat itself? During this presentation, EFCG will disclose the results of the 2021 CFO Survey and expand on what they could mean for the industry and your firm in today's terms.

Presenter: Rebecca Zofnass, EFCG Managing Partner

1:00 pm – 2:00 pm**Session 6*****Parametrix Partnership: "In Partnership With, Not in Service To"***

Presenter: Julie Hasiba, EFCG Managing Partner

3:00 pm – 4:00 pm**Session 7****Lessons Learned**

In this coffee-chat style session, HR leaders will talk about some of the biggest challenges they have faced in their roles and what key lessons learned and actionable takeaways they have gained from those experiences.

Presenter: Jessica Barclay, EFCG Managing Partner

For More Information

**View Sessions On-Demand**

All sessions will be recorded and available until August 31, 2021



Email efcg@efcg.com



Visit www.efcg.com



Connect with Us

Conference Sponsorship Partner



CareerSMITH is the premiere search firm focused exclusively on the Engineering, Construction, Government and Energy industries. The firm was founded in 1997 and maintains deep and committed client relationships and an intimate knowledge of the unique industries that it serves. Its success is based on a combination of industry knowledge and a proven recruitment process that has earned the respect and loyalty of its clients and candidates. With a wealth of search experience and contacts in the Engineering, Construction, Government, and Energy industries, CareerSMITH knows exactly where to find and has access to the most qualified candidates. Since its founding, CareerSMITH has demonstrated a relentless commitment to quality and ethics that have resulted in satisfied and loyal clients.