

10th Annual EFCG CHRO Conference

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

May 16 -17, 2019

Event Overview

From May 16th - 17th 2019, the Environmental Financial Consulting Group (EFCG) will host its 10th Annual HR Executive Conference in New York City, bringing together HR leaders across the Architecture, Engineering, and Construction (A/E/C) Industry to connect, share leading strategies and policies, and hear about topics that are most critical in today's industry. Highlighting the integration of strategy, business, finance, and people, we will examine valuable themes such as determining the business impact of recruitment, training, and turnover management, leveraging Board/CEO priorities, converting diversity and inclusion challenges into actionable opportunities, and managing organizational culture.

Dates & Times:

Thursday, May 16th: 7:30 am – 9:00 pm EDT

Friday, May 17th: 7:30 am – 11:00 am EDT

Locations:

Harvard Club of New York City, 35 W. 44th St., NY, NY 10036

New York Yacht Club, 37 W. 44th St., NY, NY 10036 *(Thursday night cocktails, spouses and partners welcome)*

Attire:

Business attire (jacket & tie for men, comparable for women)



CHRO Conference Sponsored By:

Bentley Systems

CareerSMITH

Lockton

Thursday, May 16, 2019 - Morning

(Location: All Day Events at Harvard Club)

7:30 am – 8:00 am	Breakfast Reception	Cambridge
8:00 am – 8:10 am	Welcoming Address to the 10th Annual CHRO Conference Presenters: Joan Zofnass, Director of Conferences, EFCG and Julie Hasiba, Managing Partner, EFCG	
8:15 am – 9:45 am	Industry Overview & Survey Results: What the A/E/C Performance Metrics from the 2019 Confidential CEO Survey are Telling Us Presenter: Rebecca Zofnass, Managing Partner, EFCG This overview will share the results of the CEO Survey and what they reveal about A/E/C industry performance metrics	
9:45 am – 10:00 am	Break	
10:00 am – 11:25 am	Talent Acquisition, Development, and Retention Presenter: Dimitri Millionis, Vice President, EFCG and Ted Lower, Senior Advisor, EFCG Panelists: Tony Bolliger, COO, CareerSMITH, Newport Beach, CA Carrie Bingham, Talent Acquisition Leader, Volkert, Mobile, AL Andrea Donahue, Dir. of Human Potential, Haley & Aldrich, Burlington, MA Ceci Hinojosa, Business Unit Director HR, Stantec, Plano, TX Michelle Zerkle, VP of HR, ENERCON, Atlanta, GA	
11:30 am – 12:10 pm	COO Keynote Presentation Introduction: Andreas Georgoulis, Director of International, EFCG Keynote Presenter: Leo Argiris, COO, Arup-Americas Region, New York, NY	
12:15 pm – 1:25 pm	Lunch	West Room

Thursday, May 16, 2019 - Afternoon

(Location: All Day Events at Harvard Club)

1:30 pm – 2:10 pm	CHRO Keynote Presentation Introduction: Daniel Sosnay, Senior Associate, EFCG Keynote Presenter: Shelie Gustafson, CHRO, Jacobs Engineering Group, Dallas, TX	Cambridge
2:15 pm – 2:30 pm	Workshop Introduction Presenter: Ted Lower, Senior Advisor, EFCG These workshops will cover a broad range of topics vital to HR leadership, from culture and engagement to technology and analytics. A detailed description is provided in the packets for both the US Workshop and Global Workshop: “Issues for Consideration”.	
2:30 pm – 4:30 pm	US Workshop Workshop Leaders: Joyce Hess, Director of HR, Pennoni, Philadelphia, PA Stephanie Price, Director of HR, Terracon, Olathe, KS Chad Vinson, VP of HR, Hargrove Engineers + Constructors, Mobile, AL	
2:30 pm – 4:30 pm	Global Workshop Workshop Leaders: Bill Manhart, SVP of HR, HDR, Omaha, NE Emree Siaroff, SVP & CHRO, Stantec, Toronto, Ontario	West Room
4:35 pm – 4:55 pm	Workshop Feedback Summary Moderator: Ted Lower, Senior Advisor, EFCG	Cambridge
4:55 pm – 5:00pm	The Day’s Closing Remarks Presenter: Jon Frieman, Senior Associate, EFCG	
5:00 pm – 6:00 pm	Lockton Reception	Sofitel
6:00 pm – 9:00 pm	Cocktail & Dinner Reception at the New York Yacht Club	Model Room

Friday, May 17, 2019

(Location: All Day Events at Harvard Club)

7:30 am – 8:00 am	Breakfast Reception	Cambridge
8:00 am – 8:05 am	Welcome Back! Presenter: Daniel Sosnay, Senior Associate, EFCG	
8:05 am – 9:15 am	Trends and Changes in Benefits: How Global and US political and business environments are impacting the fundamentals of benefits Presenters: Ted Lower, Senior Advisor, EFCG and Dimitri Milionis, Vice President, EFCG Panelists: Sam Henson, SVP, Director of Legislature & Regulatory Affairs, Retirement Services, Lockton, Kansas City, MO Julie Artieri, Director of Compensation, Dewberry, Fairfax, VA Kevin Brown, Director of HR, Ardurra, Miami, FL Jennifer Chatt, SVP of HR, CHA, Albany, NY	
9:20 am – 9:30 am	Break	
9:35 am – 10:50 am	The Relationship Between Diversity & Inclusion and Innovation: How these elements work together, particularly when dealing with leadership acceleration Presenters: Ted Lower, Senior Advisor, EFCG and Dimitri Milionis, Vice President, EFCG Panelists: Suzanne Little, Director of HRBP & Total Rewards, Bentley Systems, Exton, PA Vicki Hobson, Director of HR, SH Group, New York, NY Mikael Landberg, CHRO, SWECO, Stockholm, Sweden Sumi Sankaran-Deal, Director of Training, POWER Engineers, Hailey, ID	
10:50 am – 11:00 am	Closing Remarks Presenter: Julie Hasiba, Managing Partner, EFCG	

EFCG HR Conference 2019

A/E/C Firm Participants

<i>Attendee Name</i>	<i>Company Name</i>	<i>Title</i>
Argiris Leo	Arup	Chief Operating Officer, Americas
Artieri Julie	Dewberry	Director of Compensation
Baczynski Jane	Langan	Corporate Talent Acquisition Manager
Balanti Robert	Michael Baker International	Director, HR
Barnick Elizabeth	Anchor QEA	Managing Director, HR
Beagan Mark	Arcadis	HR Director, Canada
Berman Bob	KLJ	VP, Human Resources
Biggs Mina	Hanson Professional Services	VP, Human Resources
Bingham Carrie	Volkert	Talent Acquisition Leader
Brown Kevin W.	Ardurra	Chief Human Resources Officer
Butterworth Shiloh	PAE Engineers	Chief People Officer
Butziger Pamela	Jensen Hughes	VP, Human Resources
Carew Megan	T&M Associates	HR Business Partner
Chatt Jennifer	CHA	SVP, Human Resources
Collins Heather	EMJ Corporation	SVP, People
Dippel Lisa	Posillico	Director, HR
Donahue Andrea	Haley & Aldrich	Director, Human Potential
Echalar Carlos	CDM Smith	Chief Human Resources Officer
Elikai Phyllis	McKim & Creed	Chief People Officer
Finn Tracey	Ramboll	Director, HR - North America
Glatzhofer Sonja	STV	Chief Human Resources Officer
Gustafson Shellee	Jacobs	Chief Human Resources Officer
Hall Joanna	Roux Associates	Director, HR
Hartmann Eva	Schnabel Engineering	Chief Human Resources Officer
Henn Carolyn	Apex Companies	Chief Talent Officer
Herlein Michele	Barge Design Solutions	Chief Human Resources Officer
Hess Joyce	Pennoni Associates	Director, HR
Hinojosa Ceci	Stantec	Director, HR - Buildings Operating Unit
Hobson Vicki	SH Group	Director, HR
Hockenberry Joseph E.	Weston Solutions	SVP, Human Resources
Hollander John	GSI	Chief Human Resources Officer
Horvath Heather	All4	Director, HR
Kahn Kevin	Hazen and Sawyer	Chief Human Resources Officer
Kale Julie Jennings	GEI Consultants	SVP, Human Resources

<i>Attendee Name</i>	<i>Company Name</i>	<i>Title</i>
King Kelly	Envirocon	SVP, Human Resources
Kiser Lacy	PLH Group	Chief Administration Officer
Krueger Jeff	ETM (England, Thims & Miller)	Director, HR
Landberg Mikael	SWECO	Chief Human Resources Officer
Manhart William	HDR	SVP, Human Resources
McCarthy Donald	VHB	Director, HR
McKay Susan	GHD	Global Rem & Policy Lead
McKeithan Ashley	Hargrove Engineers + Constructors	Director, HR
Meunier Craig	Otak	Sr. Compensation & Benefits Analyst
Mortensen Susanne Bjerre	Ramboll	Chief Human Resources Officer
Moses Ken	Cascade Drilling-Technical Services	EVP, Human Resources
Murphy Kathleen	GZA GeoEnvironmental	Director, HR
Nagy Gina	Maser Consulting	HR Operations Manager
Nevins Julianne	Simpson Gumpertz & Heger	Chief Operating Officer
Palhete Jennifer	RS&H	HR Business Partner
Phillips Ellen	SCS Engineers	HR Manager
Price Stephanie	Terracon Consultants	Director, HR
Quinby Jennifer	Ulteig	Sr. Client HR Leader
Robertson Regina	TRC Companies	HR Director, Infrastructure
Rodrigues Tony	Langan	Corporate HR Manager
Root Heba	LandDesign	Director, HR
Sachnoff Cindy	WGI (Wantman Grp)	Director, HR
Sankaran-Deal Sumi	POWER Engineers	Director, Training
Shafto Pelly	Morrison Hershfield	VP, HR & Organizational Dev't & Safety
Shapiro Sherril	BSI EHS Services	Director, HR
Siaroff Emree	Stantec	Chief Human Resources Officer
Sipsma Jan	GHD	General Manager, People
Skinner Sarah	exp	Director, HR
Smith Lutheria	Draper Aden Associates	Director, HR
Spence Lynn	T&M Associates	Director, HR
Totaro Aimee	Jaros, Baum & Bolles	Director, HR
Vinson Chad	Hargrove Engineers + Constructors	Chief Human Resources Officer
Wiklund Maureen	VHB	Director, HR
Williams Beverly	Langan	Chief Human Resources Officer
Witty Andrew	EBI Consulting	VP, Human Resources
Wuertz Jennifer R.	SSOE	Director, Talent Management
Zerkle Michelle	ENERCON	VP, Human Resources