



Environmental
Financial
Consulting
Group



2021 HR Leadership Conference (*Virtual*) Agenda

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

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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 the way 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 and Talent Strategy Practice Lead
Panelists:
 Vicki Hobson, Director of Human Resources, Syska Hennessy
 Keri Kocur, Chief People Officer, VHB
 Heather Sanchez, Chief People Officer, Jensen Hughes
- 1:00 pm – 2:00 pm** **Session 2** **Case Study: Improving the Human-Side of Your Technology Strategy**
 As firms are faced with seemingly inevitable changes in workforce and client expectations, technology investment and innovation is quickly becoming essential to all firms. Yet it 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 and Vishal Menon, EFCG Senior Analyst
Panelists:
 Carlos Echalar, Chief Human Resources Officer, CDM Smith
 Brian Kundert, Executive Vice President of Human Resources, N.A., Arcadis
 Chris Swan, Managing Director, TRANSEARCH
- 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
Breakout Session details on last page
- 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
Panelists:
 Rasmus Bing, Director of Human Resources, Environment & Health, Nordics, Ramboll
 Bill Manhart, Chief Human Resources Officer, HDR
 Sadaf Parvaiz, Global Inclusion & Diversity Leader, GHD
- 5:15 pm – 6:00 pm** **Networking** **Networking Hour**
 This is time set aside for attendees to take advantage of the interactive features of the platform, including private messaging, one-on-one “Facetime-like” video calling and small group discussions.



View Sessions On-Demand
 All sessions will be recorded and available until August 31, 2021



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 Email efcg@efcg.com

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"***
 During this intimate conversation, teammates Holli Moeini and Jeanna Hanenburg of Parametrix will talk about the invaluable partnership between a CFO and CHRO. They will open up about the challenges they have faced together and what steps they have taken to create a partnership that is empowering and reinforcing both to each other and to their team. They will then share recommendations for ways to strengthen this key working relationship.
- Presenter:** Julie Hasiba, EFCG Managing Partner
Panelists:
 Jeanna Hanenburg, Chief Human Resources Officer, Parametrix
 Holli Moeini, Chief Financial Officer, Parametrix
- 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
Panelists:
 Kevin Brown, Chief Human Resources Officer, Ardurra
 Jessica Bryden, Director of Human Resources, Leidos
 Stephanie Price, Director of Human Resources, Terracon

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TRANSEARCH International has more than 50 years of combined environmental, architecture, engineering, and construction experience and has thrilled clients worldwide by helping build exceptional leadership teams. Focusing on "FIT" using The Orxestra® Method differentiates TRANSEARCH and translates into meaningful benefits for clients and candidates. 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 stories, which is essential to build high-performing teams and create the environment necessary for sustained profitable growth. TRANSEARCH takes pride in being masters in the art and science of attracting outstanding leaders. Serving most major industry sectors, TRANSEARCH is organized by geography, industry specialization, and functional expertise. TRANSEARCH has a truly global reach with more than 150 consultants located in 50+ offices worldwide.

EFCG Services Available to You

HR Peer
 Benchmarking
 Analysis



Compensation &
 Career Pathing
 Assessment



Talent & Workforce
 Planning



Sustainability &
 ESG Strategy



Breakout Sessions: Thursday, May 20, 2021

A| Breakout Session A: Managing the Mental and Emotional Health Impacts of the Pandemic

COVID-19 has shaken the workforce, testing its most valued asset: its people. During this open conversation, panelists will share their realities on the mental and emotional strains their teams are experiencing in today's working world and what their leadership team is doing to try and support their employees during this time. Dr. Zofnass will share her expertise on steps we can take to promote employee wellness. Participants are also welcome to ask questions and share their own ideas for a healthy way forward.

Presenter: Dr. Joan Zofnass, EFCG Director of Conferences & HR and Psychodynamic Psychotherapist and Dimitri Milionis, EFCG Vice President

Panelists:

Rosemarie Demonte, Chief Human Resources Officer, Tuner Construction
Kayta London, Vice President of Talent Engagement, CHA
Jan Sipsma, Executive General Manager of People and Strategy, GHD

B| Breakout Session B: Post-Merger Integration: Protecting and Supporting Talent

As the A/E/C industry increasingly gains the attention of financial and strategic buyers from both inside and outside the space, this might generate a new wave of M&A activity in this already acquisitive industry. In the fury of integrations, how we do make sure to protect our people? In this open Q&A format, panelists will share their own experiences as HR leadership going through the M&A process and how they recommend to plan ahead.

Presenter: Daniel Sosnay, EFCG Vice President

Panelists:

Bruce Maisel, Chief People Officer, EBI Consulting
Katie Murphy, Director of Human Resources, GZA GeoEnvironmental
Kathleen Welter, Vice President of Human Resources, Woodard & Curran

EFCG Resources



Podcast

Inside the A/E/C Industry
Latest: "If You Fear It, Do It"
Parametrix CFO Holli Moeini

Coming Soon!
Podcast with Parametrix's Holli Moeini and Jeanna Hanenburg



Latest News

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