

(All Times in Central Time)

8:00 am – 8:45 am

Breakfast Meet-and-Greet

8:45 am – 9:00 am

Welcome, Objectives, and Forum Structure

9:00 am – 10:00 am

Session 1: Total Rewards & Benefits: What’s Differentiating, and What’s Not

Intent: Create an open dialogue around where firms are truly differentiating through total rewards and benefits, and where offerings have become table stakes. Participants will share what is working (and not working) and how peers are prioritizing investments to attract and retain talent.

10:00 am – 10:30 am

Morning Break

10:30 am – 11:30 am

Session 2: Compensation Strategy in a ‘Cooling but Still Elevated’ Market

Intent: Explore how firms are recalibrating compensation strategies amid moderating market conditions that remain competitive. Attendees will discuss current adjustments and challenges, and better understand how peers are balancing competitiveness, affordability, and long-term sustainability.

11:30 am – 12:15 pm

Session 3: Incentives: Right-Sizing Design, Metrics & Line-of-Sight

Intent: Invite a practical discussion on how firms are rethinking incentive design to improve clarity, alignment, and impact. Participants will compare approaches to metrics, line-of-sight, and plan complexity based on experience, feedback, and outcomes.

12:15 pm – 1:15 pm

Lunch

1:15 pm – 2:00 pm

Session 4: From Transactional to ‘Future-Ready’ Total Rewards

Intent: Examine how organizations are shifting total rewards from a transactional cost model toward one that builds future capability. Through peer discussion, attendees will explore how development, career pathways, flexibility, and experience are being integrated, and where firms are encountering tension.

2:00 pm – 2:45 pm

Session 5: Workforce Models

Intent: Explore how firms are adapting workforce models in practice, including hybrid work expectations, remote pay considerations, overtime eligibility, and workload management. All while balancing flexibility, fairness and operational effectiveness.

2:45 pm – 3:15 pm

Afternoon Break

3:15 pm – 4:00 pm

Session 6: Open Discussion / Free Topic Time

6:00 pm – 7:30 pm

HR Leadership Conference Welcome Reception



Share Your Comments and Ideas!

Forum Feedback Form

EFCG is a global specialized M&A advisor and management consultant to architecture, engineering, and consulting (AEC) firms. Our deep industry expertise enables us to continuously assess evolving markets, regulatory landscapes, and emerging trends. This adaptability ensures that our clients' strategies remain resilient and forward-looking. Our mission is to provide a strategic edge to AEC firms through end-to-end, integrated solutions that empower executive leaders to make their most critical strategic and financial decisions with confidence.

Management Consulting

550+
AEC Firms Advised

- Strategic Planning
- Corporate Financial Benchmarking
- Valuations
- Talent & Compensation
- Technology & Innovation
- Sustainability & ESG

Mergers & Acquisitions

250+
M&A Transactions Advised On

- Sell- & Buy-Side Assignments
- Capital Structure Analysis
- Corporate Divestitures & Tech Spinouts
- Strategic & Private Equity Partner Engagement
- Integration Planning
- Due Diligence & Market Studies

Leadership Conferences

100+
Conferences Hosted

- Analysis on AEC Trends from EFCG's Proprietary Industry Database
- Perspectives from Subject Matter Experts and Industry Executives
- Invaluable Peer-Networking Opportunities

EFCG's Recent M&A Transactions

 a portfolio company of has acquired EFCG advised Consertus April 2020	 partnered with EFCG advised Littlejohn & Co. March 2020	 has been acquired by Morgan Stanley CAPITAL PARTNERS EFCG served as the exclusive financial advisor to Olsson December 2025	 has acquired a portfolio company of Morgan Stanley CAPITAL PARTNERS EFCG served as co-advisor to Alliance Technical Group December 2025	 Has divested its digital procurement platform to EFCG provided advisory services to GHD November 2025	 has acquired EFCG provided advisory and valuation services to C2QE November 2025	 a portfolio company of has acquired EFCG advised Consertus October 2025	 A portfolio company of New Mountain Capital LLC to acquire the North American Transmission & Distribution engineering business of EFCG served as the financial advisor to Qualus September 2025	 has acquired EFCG advised DB Sterlin August 2025	 a portfolio company of has acquired the assets of EFCG served as the exclusive financial advisor to Illume May 2025
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EFCG's Talent & Compensation Practice



Business Leadership Programs for Next Generation Leaders

These customized programs go beyond traditional leadership development. They combine EFCG's AEC industry data with your firm's benchmarked metrics, creating a comprehensive view of your firm's unique position across major strategic and financial trends. Each program engages up to 12 firm participants, positively challenging their way of thinking and providing them with the tools and skills to become better leaders, managers, and strategic thinkers.



Executive & Non-Executive Compensation and Benefits Assessments

EFCG provides compensation and benefits benchmarking for executive and non-executive positions, leveraging EFCG's proprietary AEC industry database to show firm leaders how their firm compares to industry peers. We collaborate with firm leaders to understand their unique goals in alignment with their financial, growth, and talent strategies and use that information to develop informed investment decisions regarding compensation and total rewards.



Board Composition and Governance Strategy Assessments

Leveraging EFCG's AEC industry dataset, EFCG partners with firm leadership to align board composition, structure, and roles with the firm's strategy. We help firms evaluate how and where the board is engaged in critical strategic, financial, and talent decisions, strengthening governance practices to support effective decision-making and long-term performance.



Succession Planning Design

EFCG partners with executive teams to design thoughtful, practical approaches to succession planning. Drawing on deep expertise advising and working alongside AEC executives, we help firms clarify succession priorities and develop highly effective succession plans. Our focus is to create disciplined yet flexible succession planning approaches that support leadership continuity and long-term firm resilience.