

# EFCCG

# 2023

**Environmental Financial  
Consulting Group**



# **14<sup>th</sup> Annual HR Leadership Conference**

**May 9 -10, 2023**

**Four Seasons Hotel, One Dalton Boston  
1 Dalton Street, Boston, MA 02115**





# HR Leadership Conference

For Architecture, Engineering, and Consulting Firms

## Event Overview



This event welcomes the top talent from architecture, engineering, and consulting (AEC) firms to enjoy a 2-day networking opportunity and the chance to discuss the major trends of today with peers. EFCG utilizes its leading industry insights and expertise advising AEC executives to provide valuable content that attendees can learn from and leverage in their positions.

### Dates & Times

Tuesday, May 9<sup>th</sup> 8:00 am – 8:00 pm ET  
Wednesday, May 10<sup>th</sup> 8:00 am – 3:00 pm ET

### Venue Location

Four Seasons Hotel One Dalton Boston, 1 Dalton Street, Boston, MA 02115

### Photography & Press

Recordings and images from the event may be used for live or on-demand sessions, EFCG materials, or by other participating firms in their own promotions. If you prefer not to be recorded or photographed, please let EFCG know. Press will be invited to the event and may publish articles on the event and its sessions.

### HRCI & SHRM Credits

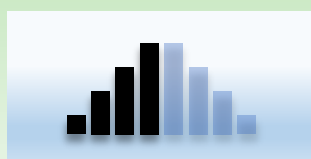
We expect to receive confirmation that our program has been approved for both HRCI and SHRM credits for all attendees.

### Attire

Business casual

## EFCG is the leading advisor to AEC firms

In the last 33 years, EFCG has served as a retained advisor to 500+ firms, developed a proprietary industry database of financial and business metrics, held nearly 100 executive conferences, and advised on 180+ M&A transactions. The relationships we have formed with the executive leaders at every major AEC firm make us the most trusted financial, strategic, and M&A advisor.



**Benchmarking & Data Analysis**



**Talent & Compensation Strategy**



**M&A Advisory**



**Technology Strategy**



**Sustainability & ESG Strategy**

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## Preliminary Agenda

All times in Eastern Time

### Tuesday, May 9, 2023

8:00 am – 8:30 am	<b>Breakfast Meet-and-Greet</b>
8:30 am – 9:45 am	<b>Session 1: AEC Industry Overview: Critically Assessing the Data</b>
9:45 am – 10:15 am	<b>Morning Coffee Social</b>
10:15 am – 11:15 am	<b>Session 2: Maximizing the C-Suite Partnership Relationship</b>
11:25 am – 12:15 pm	<b>Session 3: Tech and Talent Relationship</b>
12:15 pm – 1:30 pm	<b>Lunch</b>
1:30 pm – 2:20 pm	<b>Session 4: Breakouts</b> <b>Session 4A:</b> How to Keep Quality in a Hybrid / Remote Work Setting <b>Session 4B:</b> Succession Planning
2:30 pm – 3:30 pm	<b>Session 5: ESG: What Actually Matters for the CHRO and How to Act on ESG</b>
3:30 pm – 3:50 pm	<b>Afternoon Break</b>
3:50 pm – 4:45 pm	<b>Session 6: Diversity, Equity, and Inclusion: Taking the Next Steps</b>
5:00 pm – 8:00 pm	<b>Reception &amp; Dinner</b>

### Wednesday, May 10, 2023

8:30 am – 9:00 am	<b>Breakfast Reconnect</b>
9:00 am – 9:50 am	<b>Session 7: Managing the Rising Compensation Demands</b>
10:00 am – 11:00 am	<b>Session 8: Leadership Training &amp; Development</b>
11:00 am – 11:15 am	<b>Morning Coffee Social</b>
11:15 am – 12:05 pm	<b>Session 9: Breakouts</b> <b>Session 9A:</b> Change Leadership <b>Session 9B:</b> 4-Day Workweek
12:10 pm – 1:00 pm	<b>Session 10: Post Merger Integration and Culture Change</b>
1:10 pm – 2:00 pm	<b>Session 11: Total Rewards &amp; Benefits</b>
2:00 pm – 3:00pm	<b>Closing Coffee &amp; Lunch Conversation</b>