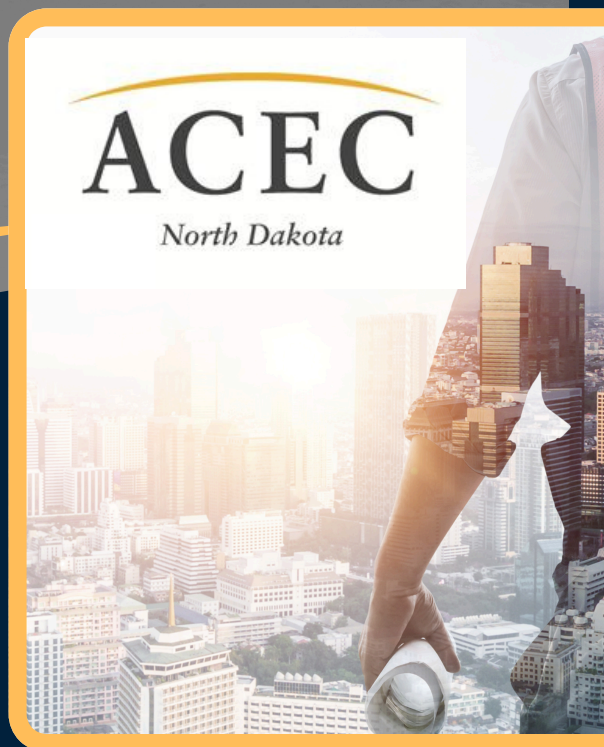




PROFESSIONAL DEVELOPMENT SERIES 2026-2028



The ACEC North Dakota Professional Development Series is a comprehensive program designed to support the ongoing growth and success of engineering professionals across the state. Through a curated lineup of workshops, seminars, and training sessions, the series provides practical, relevant education on topics ranging from soft skills and project management to leadership, business development, and emerging industry trends.

- ✓ About the Program
- ✓ Curriculum
- ✓ Speaker Information
- ✓ Application Form

CONTACT US

 701.223.5838

 stacy@scgnd.com

ABOUT THE PROGRAM

Professional Development Series:

ACEC North Dakota and the larger consulting industry have prospered over the years as a result of strong leadership among professional engineers. To ensure that we enjoy an equally successful future, we must invest in our engineering firm's leaders.

The Professional Development Series has been developed as a high impact program that fosters leaders by imparting skills and competencies identified by top ACEC North Dakota CEOs as critical for leadership success. Our curriculum and nationally recognized faculty have been carefully crafted and chosen to meet the needs of North Dakota's engineering firms.

Format:

This is a 2-year course consisting of 4 sessions per year. All sessions will be held in Bismarck with the Fall and Spring sessions immediately preceding our annual Spring and Fall Conferences. Although the sessions don't have any formal networking events included, we may have some spontaneous pre or post session opportunities to get to know participants better. Each session will be one-day in length and will include the cost of the Fall and Spring ACEC North Dakota Conferences. If a participant completes all 8 sessions, they will have completed the entire program and will be considered a "graduate" of the program. If you miss one of the sessions you can make it up the next time it's offered. Graduates of the program will be acknowledged at the Spring Conference of the year in which you completed the program.

Curriculum & Faculty:

Faculty members are national experts in each of the course areas. Course design has incorporated both the 'hard' and 'soft' skills necessary for long-term leadership success in the AE industry. Topics will include:

- Personal Leadership: Part 1
- Burnout Immunity: Building Mental Strength for Peak Performance
- Leading Others and Leading Change
- Everyone has a story to tell. Lets talk about how to tell it.
- Risk Management/Contracts/Professional Ethics
- Cradle to Grave HR Strategy
- Financial Management of the Business
- Advocacy and Understanding the Legislative Process
- Personal Leadership: Part 2

2026 - 2028 Session Dates:

August 25, 2026
November 3, 2026
February 23, 2027
April 27, 2027
August 24, 2027
October 12, 2027
February 15, 2028
April 18, 2028

The full list of courses and presenters are listed on the following pages of this packet. We encourage you to take a look at the information and please reach out to the Executive Director team if you have any questions about the program.

Application Procedure and Course Tuition:

To ensure high quality learning and networking experience the 2026 – 2028 Program's enrollment is limited to 21 participants—one participant per firm (see note below for information on including an alternate.) The class is likely to fill quickly, so mail as soon as possible the application for one of your firm's applicants. The application is on the last page of this document and must be mailed along with your check for the program's tuition. The check will be returned if the applicant is not accepted. The tuition for the full 8 session program is \$5,700 (member rate) per participant and includes breakfasts and lunch of each session as well as the Fall and Spring Conference fees. We ask that you mail the tuition with your application.

Note: A second applicant from your firm may be placed on the alternate list and will be considered if the class is not filled. The alternate's application must be clearly marked "Alternate" and a separate check must be enclosed which will be returned if the applicant is not accepted. Most of the time alternates are accepted!

CURRICULUM

Personal Leadership: What am I doing here?

with Jon Hauser

You are created and hard-wired for greatness. You are not average. You were placed on this planet at this specific place and time to make a positive difference; a positive impact on this world. So, let's make every day count! Let's maximize our life and leave a lasting legacy. During our time together I would love to intrigue, inspire, and help you increase your positive life impact! The formula we will begin with is Life Impact = Competence X Character X Leadership Level. You will learn relatable principles and practical tools on personal leadership and connecting with others you can immediately put into practice.

Burnout Immunity: Building Mental Strength for Peak Performance

with Angie Miller

Drawing from her background as a psychotherapist, performance coach, and wellness educator, Angie Miller delivers evidence-based strategies for building stress-resilient teams and cultures. Through her proven BRIDGE methodology, engineering leaders and professionals gain practical tools to strengthen emotional intelligence, recognize stress saboteurs, and develop the mental agility essential for peak performance in today's most challenging engineering environments. Participant will gain:

- Enhanced emotional intelligence and psychological flexibility for navigating high-pressure situations and constant change
- Adaptive strategies and a curiosity-driven approach to solving complex workplace challenges
- A growth-oriented mindset and concrete execution tools to translate mental fitness into tangible performance results

Leading Others and Leading Change

with Dan Oblinger

How might we learn to listen and negotiate in order to lead our culture and resolve conflict? This one day workshop focuses on active listening strategies as practiced by hostage negotiators. It is a guided tour of powerful communications techniques that can be used for business development, managing employee performance, resolving conflict, and leading cultures through transitions and challenges. Participants will:

- Discover the relationship of listening, empathy, trust, and influence in the context of leading a modern consulting engineering firm.
- Re-engineer the concepts of conflict and change to see them as opportunities using listening strategies.
- Identify their own bad listening habits.
- Encounter the 8 active listening techniques used in crisis negotiations.
- Apply them to their daily leadership opportunities through dynamic role-play scenarios.
- Each of the lessons is told through actual hostage and crisis negotiation stories and then brought to life with interactive exercises. Come ready to play!

Everyone has a story to tell. Lets talk about how to tell it.

with Jill Helsel Gingrich

The success of being able to tell your company's story depends, to a great extent, on how well people understand the company's vision, projects and community impact. This session will assist participants in becoming a resource through well-thought out messaging to the media, legislators, community leaders and current and future customers. The team from La Torre Communications will help participants effectively communicate their message regardless of the medium (print, radio, television, social media or testimony) with a group discussion and hands-on practice.

CURRICULUM

Risk Management/Contracts /Professional Ethics *with Karen Erger and Kevin Holland*

In a fast-paced world, it's easy to assume that the most significant challenges for design professionals are the ones just emerging on the horizon. New tools, techniques, and protocols like alternative project delivery, BIM/digital delivery, and sustainability command much attention from design professionals and their lawyers and risk managers. But in reality, the project and practice management issues that give rise to most client relationship breakdowns and professional liability claims are not the emerging issues, but the enduring challenges of communicating effectively, documenting appropriately, managing contracts with clients and subcontractors, and setting and maintaining appropriate client expectations. In fact, mastering these "enduring" challenges will enable design professionals to meet the "emerging" challenges of the future. In this interactive workshop, we'll discuss and analyze several case studies drawn from real-life practice, identifying the "enduring" causes of risk that often lie at the heart of claims arising from "emerging" areas of practice. We'll identify and apply tools and tactics effective not only for ethically managing today's practice risks, but the risks that will emerge tomorrow, next year, and long into the future.

Cradle to Grave HR Strategy *with Laurie Dreyer*

The need to find, grow and keep talent has never been greater, and with 4 generations in the work place during rapid industry change, it has never been more complex. Come participate and engage in some current HR thinking! We will cover every aspect of HR in a firm, and discuss options for keeping HR skills in the firm versus options to outsource. We will discuss how our firms are viewed in a world of social media, and how we recruit – because they are intertwined. We will discuss benefits, payroll, compensation, policies and compliance knowledge needed to keep the business running. In order to attract, grow and keep the talent we have - we will also cover learning very broadly as an over-arching strategy: including onboarding, professional development, performance management and coaching/mentoring. We will shift into conflicts, feedback that works and, if necessary, how to manage effective terminations. This session will be highly interactive and contain exercises.

Financial Management of the Business *with David Cohen*

Through exercises, we will analyze and work towards understanding financial statements and the resulting key financial ratios and the impact they have on building shareholder value. This carries through to thinking like a businessperson and making decisions that correspond to running your engineering firm like a business. It is imperative to understand the connection between project management and performance to shareholder value as this is the overriding concept to running a business.

We will develop a macro-level understanding of business finance as it relates to the project-centered engineering firm. This will include developing a basic level of accounting knowledge, relating this to project performance, and beginning to connect it all with driving value and understanding the investment nature of your engineering firms. We will continue connecting the dots between what happens at the firm everyday and shareholder value. As we create a firmer grasp of the connection, we will discuss basic valuation concepts and how these relate to the various exit strategies, including internal ownership transition planning and mergers and acquisitions. General Topics will include:

- Accounting 101
- Financial Statements
- Financial Analysis
- Key Financial Ratios
- Building Shareholder Value
- Valuation and Valuation Formulas
- Internal Ownership Transition Planning
- Mergers and Acquisitions

SPEAKERS

Jon Hauser grew up in Williston, ND; graduating in 1989 from North Dakota State University with a degree in Electrical Engineering and 1994 from Nazarene Theological Seminary with a Master's in religious education. He worked as a high voltage substation engineer for 20 years for Burns and McDonnell and Ulteig Engineers, serving as department manager for a season. In 2000, he dove into an entrepreneurial project, as he and his wife, Teri, started a new church called Prairie Heights in Fargo, ND. Jon served as co-founder and senior pastor as Prairie Heights grew from a few friends to a dynamic church of over 4,500 people and 20 full-time staff members. In 2022 he started a new journey back in consulting engineering and is currently the Director of Business Development for the Power Delivery Division of WSB.



For over 5 years, he wrote a weekly newspaper column on faith, family, and leadership that is published in the Fargo Forum, Minot Daily News, Dickinson Press, Jamestown Sun, and Grand Forks Herald. In 2011 Jon completed training as a founding member of the John Maxwell Team. He has provided leadership training and speaking for sales and team leader meetings, technical conferences, and corporate management retreats along with coaching executive leaders. His passion is to help people maximize their life impact using the formula "Character" times "Competence" times "Leadership Level" equals your "Life Impact". Jon and Teri have been married 36 years and have 2 children, a daughter-in-law, and one grandson.



Angie Miller, M.S., LCMHC, CWC, is a Global Wellness Speaker who champions the intersection between physical, mental, and emotional wellbeing. A Licensed Clinical Mental Health Therapist, Certified Wellness Coach, Author, and Renowned Fitness Expert, Angie empowers organizations worldwide with evidence-based strategies for mental and physical wellbeing. She hosts NASM's Strong Mind, Strong Body podcast and delivers international keynotes on mental fitness, emotional intelligence, boundary-setting, and building resilient teams through times of change. A professional development educator for the National Academy of Sports Medicine and former university instructor in Stress Management and Sport Psychology, Angie brings clinical expertise to organizational wellbeing. She is recognized as a catalyst for workplace transformation, building cultures of confidence and collaboration that achieve peak performance without burnout.

Laurie Dreyer is a graduate of UC Berkeley, Laurie has a background in key HR leadership for The Ratcliff Architects, Gensler, Psomas, Anshen+Allen/Stantec, and now Taylor Design! A frequent speaker and teacher Laurie has presented for the AIA, ACEC's Senior Executives Institute, Knowledge Architecture, AE advisors CEO Roundtables, Matheson Financial conferences and other events.

Laurie was raised in the AEC industry and has spent most of her career in it. She also maintains connections to The Future of Engineering and other industry organizations. The future is changing fast.



SPEAKERS

Jill Helsel Gingrich brings over 20 years of experience in communications and public relations in the private and public sector. Her sharp eye for detail, high energy and professionalism allow her clients to achieve the results they need, including multiple accolades from the Public Relations Society of America, Keystone Chapter. Prior to joining La Torre Communications, Jill spent seven years at the Pennsylvania Bankers Association, where she handled the association's public relations and communications needs, including serving as the managing editor of *paBanker* Magazine. During her tenure, she guided the association through a rebranding campaign, website redesign and social media launch. She also handled the association's extensive marketing of programs, events and annual meeting. Jill started her career at the United Way of the Capital Region, where she gained valuable media relations and event planning experience before joining the Office of Rural Development under Govs. Ridge and Schweiker, and later the Pennsylvania Public Utility Commission's Office of Communications.



While at the Public Utility Commission, Jill played a key role in several statewide public service campaigns, including consumer education for the 711 telecommunications relay service. The 711 telecommunications relay service campaign focused on educating all Pennsylvanians so that people who are deaf, hard of hearing or speech disabled could be empowered by the PA Relay technology. The campaign accomplished this through 2,500 radio spots across 50 stations statewide, 60 billboards, 400 mass transit ads, more than 80 newspaper ads in over 15 papers, mall kiosk advertising, a website and in-classroom elements. As a result, the relay service saw recognition rise among the hearing public. She graduated from Lebanon Valley College with a bachelor's degree in English/communications with a minor in business. She is a American Red Cross Central PA Chapter board of directors member and communications/government relations committee member.



Kevin Holland is the Vice President and Producer at Lockton Global Solutions. Kevin's role is a client advocate for global firms with complex service, risk, and insurance requirements. His focus is helping clients create cost-effective and administratively efficient programs that make full use of the global insurance market and risk service sector.

Kevin's professional background is implementing and managing risk and insurance programs for multinational firms with a variety of parent domiciles. He led the Lockton Founders Series Global Solutions Practice prior to beginning his current role.

He holds a master's in education from the University of Missouri; Kansas City, Missouri and a B.A. in Latin American studies and Spanish from the University of Missouri; Columbia, Missouri.

Karen Erger is the Senior Vice President and Director of Practice Risk Management at Lockton. In her role she provides risk management education and resources to Lockton's architecture, engineering, and construction clients. Drawing upon her background as a construction lawyer in private practice and as a Claim Supervisor for a major professional liability insurance carrier, Karen develops and delivers risk management workshops and seminars that help Lockton's clients manage the risk inherent in professional practice. She is a popular speaker on topics related to practice management, risk assessment and mitigation, and professional ethics, and is a prolific author of white papers and articles on risk management.

Karen received an A.B. in politics, economics, rhetoric and law, Phi Beta Kappa from the University of Chicago; Chicago, Illinois and a J.D. from University of Chicago Law School; Chicago, Illinois.



SPEAKERS



David Cohen specializes in business valuations, ownership transition and succession planning, and mergers and acquisitions as part of exit strategies and strategic plans. David has completed appraisal assignments for purposes of mergers and acquisitions, internal ownership transition and succession planning, Employee Stock Ownership Plans (ESOPs), and various litigation support engagements. David has assisted clients with all facets of ownership transition planning including analyzing the financial makeup of the company, designing stock valuation formulae, testing the financial feasibility of various stock transition options, and making recommendations for the shareholder's agreement. He has also assisted clients through the mergers and acquisitions process—helping them identify potential buyers or sellers, conducting due diligence, negotiating, structuring and closing the deal, and integrating the firms.

As an expert in financial advisory services, David conducts seminars on the topics of financial management, valuation, ownership transition planning, and mergers and acquisitions for the design industry, as well as leading in-house educational presentations for firms nationwide and speaking at ACEC and AIA National and State conferences and seminars. In addition, he is an instructor for the ACEC Business of Design Consulting program as well as for multiple ACEC State Emerging Leaders' Programs.

By night, **Dan Oblinger** is a 20-year veteran of law enforcement and a hostage negotiation commander. By day, he is a consulting negotiator and communications consultant for consulting engineering firms. Dan is a father, husband, philosopher, and lawyer. He has been successful in his professional life as a public speaker, author, hostage negotiator, undercover human trafficking investigator, human resources consultant, chicken rancher, drug recognition expert, ditch digger, grocery bagger, onion ring maker, landlord, and beat op. Oblinger has used his exotic blend of experiences and high energy humor to serve audiences since 2008.



Oblinger is the current provider of communications and leadership training for emerging leaders in ACEC chapters in Kansas, Missouri, Nebraska, Michigan, Ohio, North Dakota, New Jersey, Iowa, and Georgia. He specializes in creating internal negotiation specialists programs in consulting engineering practices for enhanced business development, project delivery, strategic decision-making, and talent management.

Dan is the author of three books: "The 28 Laws of Listening", "Life or Death Listening: A Hostage Negotiator's How-to Guide to Mastering the Essential Communication Skill", and "Negotiation Mythbusters: Rethinking Everything You Know About Building Strong Agreements". He is a 2018 graduate of the FBI National Crisis Negotiator Course in Quantico, VA. Dan's passion is sharing his listening, negotiating, and leadership skills so everyone can become more authentic leaders and lovers. Oblinger lives in the heart of the Kansas prairie with his wife; together, they have six children.

APPLICATION

Instructions: Mail the completed form along with a \$5,700 check payable to ACEC/ND by July 1st to: ACEC North Dakota, Attn: Stacy Krumwiede, PO Box 7370, Bismarck, ND 58507. Credit cards and/or electronic transmittal will not be accepted.



Applicants will be notified by July 15th if they have been accepted into the Professional Development Series.

Applicant Name: _____

Title: _____

Firm: _____

North Dakota Address: _____

Telephone: _____ Email: _____

Investment and 2026 - 2028 Tuition:

The 2026-2028 investment for this extensive training is \$5,700 per ACEC/ND member and \$6,750 per non-member tuition. It includes registration for all 2026-2028 sessions of the Series and all meals/breaks at each session. In addition, you must attend one ACEC North Dakota Spring or Fall Conference per year. Tuition includes the Spring and Fall Conferences. Additional costs associated with the sessions (i.e.: overnight stays and optional activities not covered by tuition) are the responsibility of the individual/firm.

Circle One: ACEC/ND Member Rate: \$5,700 Non - Member Rate: \$6,750

Once you have signed up and paid for the Professional Development Series, there will not be any refunds. However, you can make up the course (s) you miss in a subsequent year.

- I agree to the aforementioned refund policy.
- I would like to be signed up for ACEC North Dakota email communications.
- I understand that I must attend either the Spring or Fall ACEC North Dakota Conference, each year.

Signature: _____ Date: _____