

ACEC/MA Odyssey Leadership Program

Program Overview

Odyssey is a comprehensive program of nine monthly sessions addressing the following topics:

- Applying leadership principles
- Leadership versus management
- Understanding yourself and others as a leader
- Communicating to motivate
- Leading difficult/strong-willed people
- Leading in conflict situations
- Leading change: motivating individual change and leading organizational change
- Empowering and growing others: delegating, coaching, mentoring, empowering
- Taking and controlling personal/career risk
- Defining a personal leadership style
- Inspiring leadership in others and creating a leadership culture

Three Self-Discovery Activities During The Program

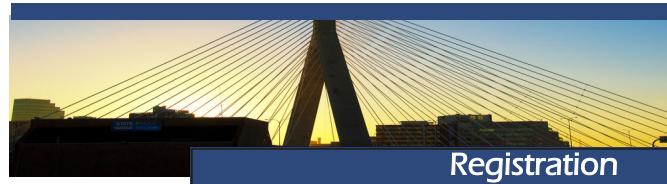
The three self-discovery activities foster long-term skills development:

- Creating a well-defined personal vision
- Defining a personal leadership style
- Creating a personal longer-term plan to continue growing leadership skills

"Nitsch has sent several senior people to the ACEC/MA Odyssey Leadership program and every single one of them came back saying that it was the BEST leadership training they have ever attended and that they are much more self aware. I strongly recommend this program to anyone who wants to take their personal leadership to the next level."

- Lisa A. Brothers, PE, LEED AP BD+C, President & Chief Executive Officer, Chair, Board of Directors

Firms with ≤ 100 MA employees may apply for a Workforce Training Fund Express Grant >21 days before Session 1 to assist with Odyssey tuition; contact acecma@engineers.org for details.



Full Name

Title

Firm Name

Address

City, State, Zip

Work Tel

Cell

Email

Applicant Data: Enclose a copy of your most recent resume along with a brief statement of what you hope to gain from your participation in ACEC/MA's Odyssey Leadership Program.

Payment Method

Credit Card: Master Card Visa American Express

Credit Card Number CVV Expiration Date

Name on Card

Billing Address

Email for Receipt

Check Payable to: **ACEC/MA**

\$6,750 ACEC/MA Members before 9/1/2024

\$7,250 ACEC/MA Members after 9/1/2024

\$7,750 ACEC/MA Non-Members before 9/1/2024

\$8,250 ACEC/MA Non-Members after 9/1/2024

Mail form & payment to: ACEC/MA, The Engineering Center, One Walnut St, Boston, MA 02108-3616

You are registered for the ACEC/MA Odyssey Leadership Program. **Remit payment by 9/26/24** Cancellations more than 15 business days before the first session will be refunded. Any cancellations received within 15 business days of the first session will not be refunded. Replacements will be considered. If you require special assistance to attend or have certain dietary restrictions, contact TECET staff at: 617-227-5551.

By Initialing below: I understand that by enrolling in this program:

1. I am committing the time to participate in each session., and
2. If I fail to meet the session requirements, I will not receive the ACEC/MA Odyssey Leadership Program Certificate of Completion.

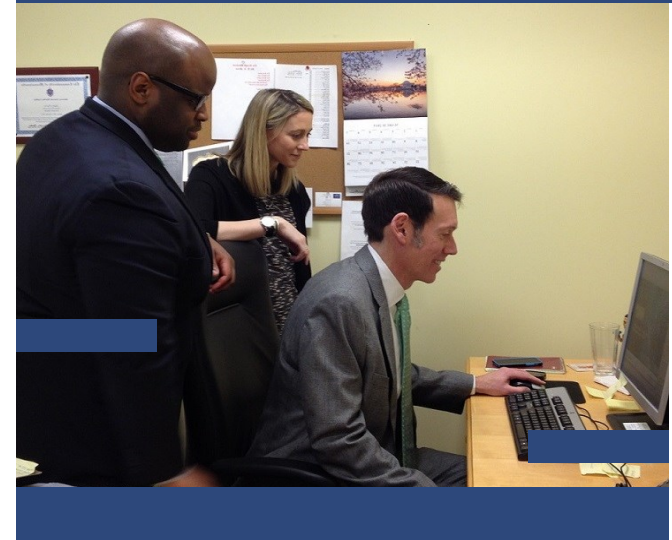
Candidate-Type in Initials:



ACEC Massachusetts
American Council of Engineering Companies of Massachusetts

2024-2025

Odyssey Leadership Program



ACEC/MA Odyssey Leadership Program

Leaders of engineering firms possess a range of important skills vital to helping grow the firm –the most important of which is personal leadership style. The challenges of leading others and leading the firm surface daily, and successful leaders must refine and hone the techniques they use along with the new skills required. ACEC/MA's Odyssey Program provides solid professional development in leadership skills.

This interactive course, now in its 15th year, combines lectures with group activities, individual exploration and one-on-one advising to provide a skill-building educational experience. Designed for professionals with 10+ years of experience, this course is based on four key foundations for leadership competence and developing one's own unique leadership style:

- Understanding Self
- Well Defined Personal Vision
- Understanding Others
- Communicating to Motivate

The Jennings Group

The Jennings Group LLC, specialists in engineering and technical leadership programs, leads Odyssey. Over 2,000 people from 200 organizations and 28 countries have participated in their programs. Faculty includes **Kate Kaynak, PhD**, college professor and founder of a 40-person publishing industry start-up, and **Nicholas Kessler**, policy analyst and former Deputy Commissioner of the Virginia Employment Commission.



ACEC Massachusetts
American Council of Engineering Companies of Massachusetts

Supported by The Engineering Center Education Trust staff.

The ACEC/MA Odyssey Leadership Program is open to ACEC/MA members and non-members. The 9-session interactive program includes an individual one-on-one coaching session. Students create a personal vision as part of the program.

Who Should Participate

Senior management, middle management and anyone who has been identified as a high potential leader. Typically, participants have 10 to 15 years of experience.

When and Where

All sessions will be held in-person at the Conference Center at Waltham Woods. Sessions will run 8-4:30 with lunch and several breaks. Instructors will schedule time for the one on one meetings with each attendee. Sessions will move to online if necessary.

Enrollment Process

Enrollment is now open; the first session starts September 26, 2024. To enroll, complete the attached application or register online at www.acecma.org. Class size is limited to 24 participants. Enrollment is on a first come first serve basis.

Certificate Requirements

Enrollment in the ACEC/MA Odyssey Leadership Program is a commitment to learning and professional development. To gain the full benefit of the Program and to be recognized as an

“Not everyone shares the same motivations. Applying the techniques I learned in the Odyssey Leadership Program on how to recognize what motivates others helped me improve communication, interactions, and work productivity among my Team. I highly recommend this program to anyone in a leadership role who wants to maximize everyone's potential.”

- Marie (Harris) Sullivan, PE, Sr. Associate, Stantec

ACEC/MA Odyssey Leadership Program graduate, you must attend all 9 sessions including the one-on-one session. Any missed sessions require make-up work assigned by the course instructors. At the discretion of the course instructors, those attendees missing more than one session may not graduate. Class members may request to make up missed classes.

PDH Credit

58 PDHs. ACEC/MA, through the Registered Continuing Education Program, is providing professional development

hours to meet certain continuing

education requirements for licensure in some states. New York, Florida, Louisiana, North Carolina, and Oklahoma require pre-approval of PDH sponsors. This program has not been pre-approved in those states.



Tuition

- ACEC/MA* members in good standing (**before 9/1/24**) \$6,750
- ACEC/MA* members in good standing (**after 9/1/24**) \$7,250
- Non-members (**before 9/1/24**) \$7,550
- Non-members (**after 9/1/24**) \$8,250

Tuition costs include 8 formal sessions, an individual one-on-one evaluation session, and program materials. *If your firm is an ACEC/MA member, you are an ACEC/MA Member.

SCHEDULE

September 26, 2024

Session 1 - Leadership Principles

October 24, 2024

Session 2 - Understanding Yourself and Others Better

November TBD 2024

Session 3 - Individual meetings—One-on-One Coaching sessions (Virtual)

December 19, 2024

Session 4 - Communicating to Motivate

January 23, 2025

Session 5 - Leading Strong-Willed/Difficult People and Leading in Conflict Situations

February 13, 2025

Session 6 - Leading Change: Creating Environments For Change and Overcoming Resistance to Change

March 20, 2025

Session 7 - Empowering and Growing Others: Delegating, Coaching, Mentoring, and Empowering

April 17, 2025

Session 8 - Taking & Controlling Personal Risk; Defining Your Personal Leadership Style

May 22, 2025

Session 9 - Inspiring Leadership In Others; Creating A Leadership Culture; Creating a Personal Growth Path; Graduation

If necessary due to weather issues, we will schedule a snow date.