

# 2019 Future Leader Liaisons



**Gabrielle Dedmon**  
Mammoet



**Kurt Mondlak**  
BASF



**Kurt Schoeffler**  
Westney Consulting  
Group

PerspECCtive

Theme:  
**Win Together to Share Success NOW!**

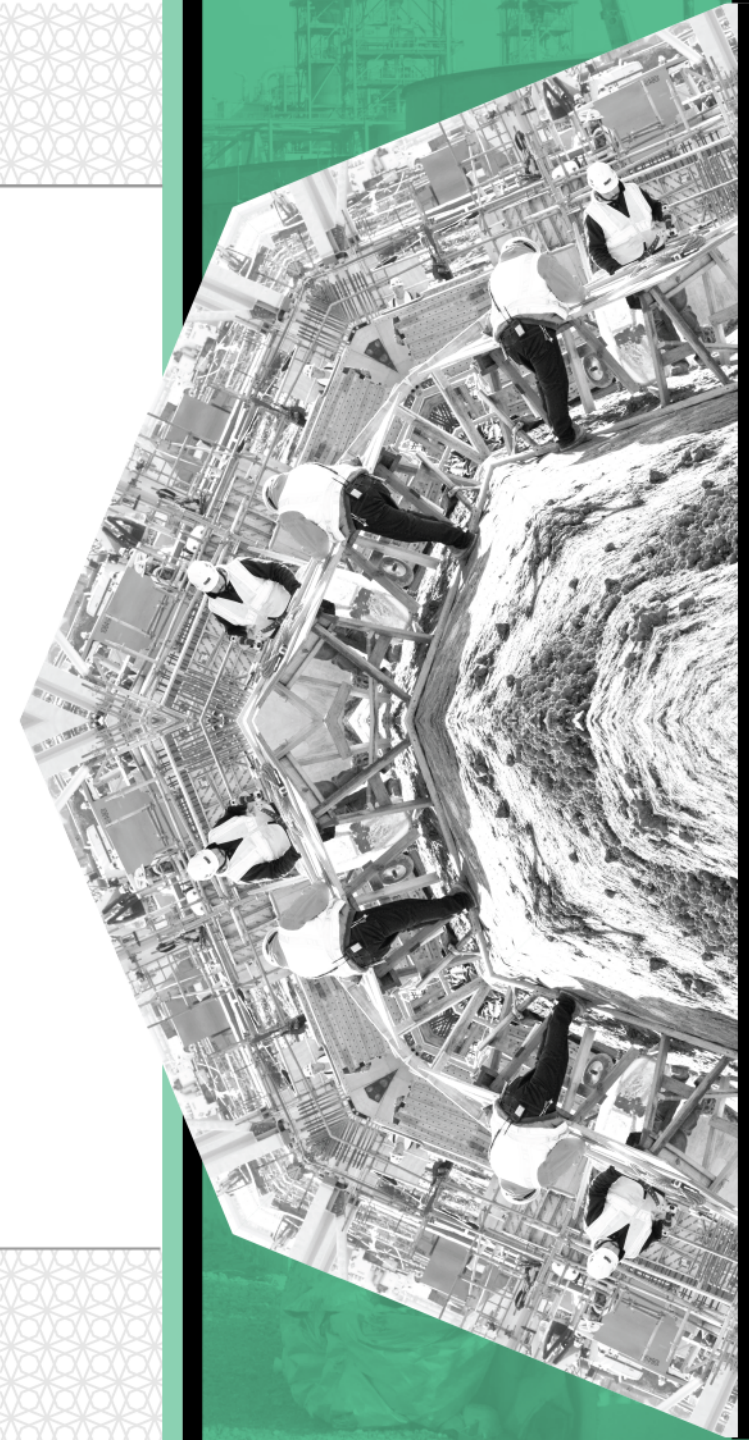
# ECC Future Leaders

How the next generation of leaders are bettering  
the industry, their companies, and themselves

Year:  
**2019**

Date:  
**Aug. 28-31**

Location:  
**The Broadmoor  
Colorado Springs, CO**



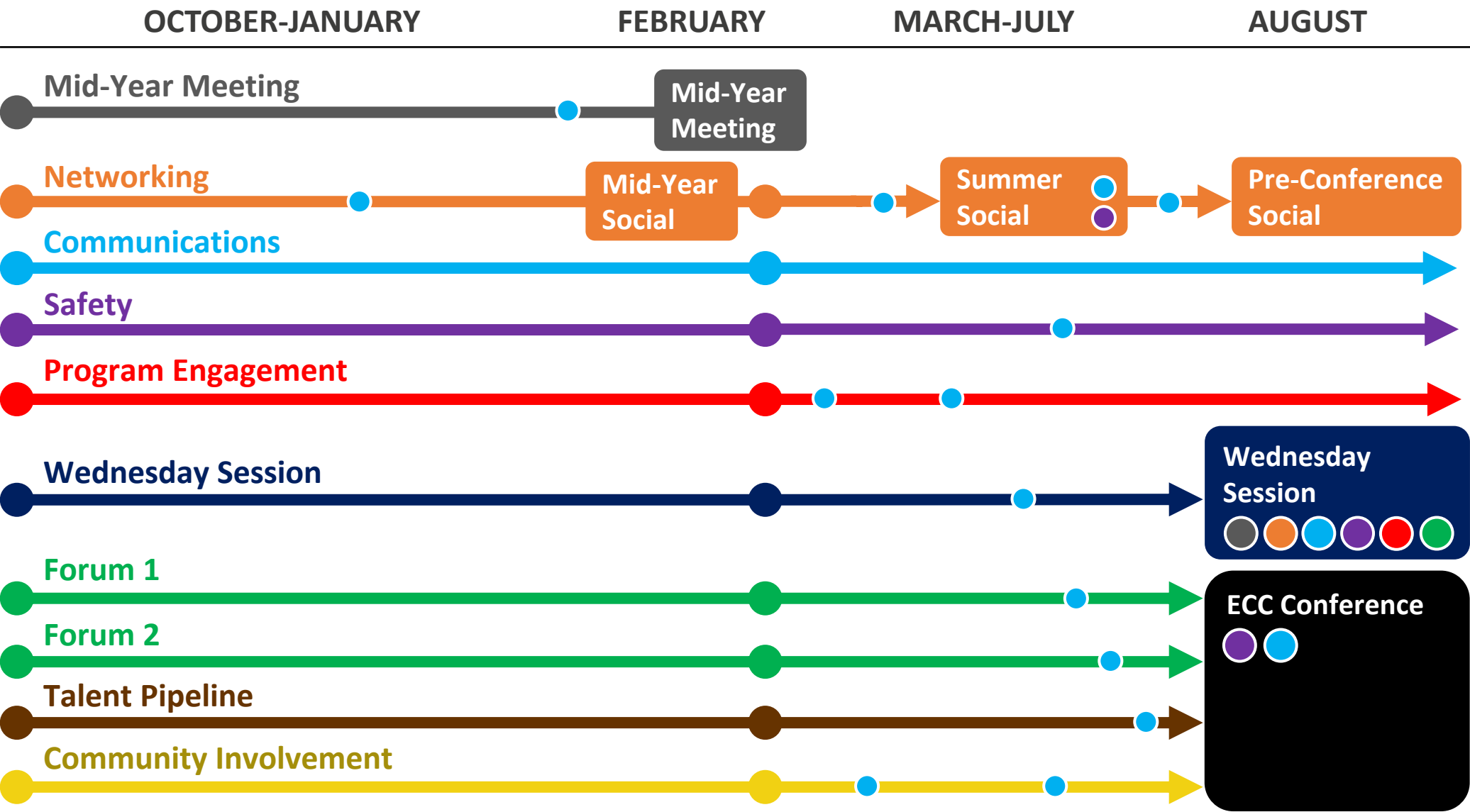




## ECC Future Leaders:

- Promote new talent and unique perspectives through networking
- Support development and increase diversity of the ECC community
- Further careers within the engineering and construction contracting industry
- Collaborate with the ECC Board to produce content for the Annual ECC Conference

# Future Leader committees plan and execute many programs





# Future Leader Committee Leads



**Theresa Jensen**

Forum 1



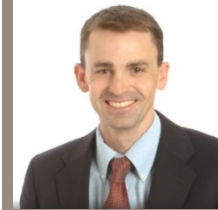
**Ralph Rutanhira**

Forum 1



**John De Vera Cruz**

Forum 2



**Jeremy Davis**

Forum 2



**Taylor Horton**

Talent Pipeline



**Dan Huben**

Program Engagement



**Ineke Finlayson**

Program Engagement



**Ramona Davis**

Mid-Year Session



**Matt Provenzano**

Mid-Year Session



**Kelly Malone**

Community Outreach



**Panthini Patel**

Networking



**Dustin Bedford**

Networking



**Charlie Fernandes**

Safety



**Ben Meinke**

Safety



**Emma Fisher**

Community Outreach



**Robert Bonner**

Communications



**Brandon Mabile**

Communications



**Kristen Grunza**

Wednesday Session



**Bob Williams**

Wednesday Session

Driving  
positive  
safety culture  
at ECC events,  
at work,  
and at home

A computer monitor with a black frame and stand. The screen shows a night-time aerial view of an industrial facility, likely an oil refinery or chemical plant, with large storage tanks and complex piping illuminated by site lights. Overlaid on the image in large, white, sans-serif capital letters is the text "SAFE TOGETHER. WIN TOGETHER.".

SAFE TOGETHER.  
WIN TOGETHER.



# Giving back to the community...



# ... and planting seeds for the future

# Supporting thought leadership

## The Future of Contracting

Simple is Beautiful

### Implementation details

	Basis	Timing	Details
Completion incentive	Discretionary	At final completion	Based on final results – e.g. safety, cost, schedule, quality, etc. – and other factors considered by owner
Award fee	Discretionary	Quarterly	<ul style="list-style-type: none"> <li>Based on mutually agreed-upon scorecard focused on driving the right behaviors for a successful project – e.g. responsiveness, communication, leadership support, progress, etc.</li> <li>Any amount not awarded in a given quarter is rolled into the completion incentive pool to give contractor "second bite at the apple"</li> </ul>
Fixed fee	Fixed	Monthly	<ul style="list-style-type: none"> <li>Includes profit and risk</li> <li>Aided by lower caps on contractor liability (i.e. less than fixed fee)</li> </ul>
Cost	Reimbursable	Monthly	<ul style="list-style-type: none"> <li>Includes work-hours, burdens, overhead, salaries, etc.</li> <li>No (significant) profit included here</li> </ul>

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The Future of Contracting: Simple is Beautiful

## Filling our Industry's Talent Pipeline

A Holistic Approach

## The Future of Our Industry

A Case for Change

### The US population demographics are dramatically shifting

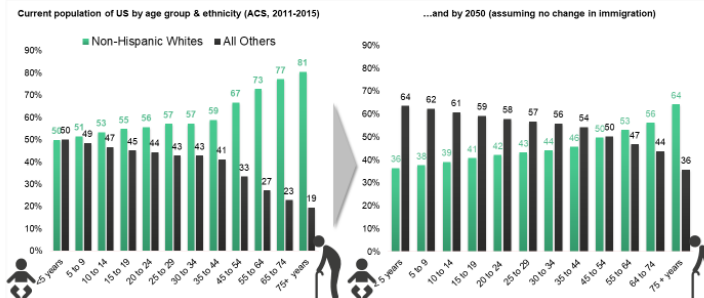


Chart source:

RICE KINDER  
INSTITUTE FOR URBAN RESEARCH

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Source: U.S. Census Bureau, 2012 National Population Projections, Alternative: Net International Migration Series (Constant Series) © Dr. Stephen L. Kinder and the Kinder Institute for Urban Research

Talent Acquisition & Retention



J.D. Slaughter

President



Jim Rowings

VP Technical Development



Patrick C. Suermann

Department Head,  
Construction Science



Brandon Mabile

Business Development

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Filling Our Industry's Talent Pipeline: A Holistic Approach



Demonstrating  
how to “win  
together”  
by developing  
solutions in multi-  
disciplinary teams



# Building valuable networks



# Developing mentors / mentees



# Building well-rounded leaders

PerspECctive

**Guest Speaker: Katy Johansson**

Leading Through Data  
Maximizing Impact on Business Decisions

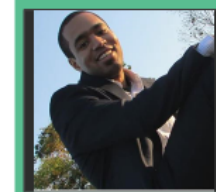
ExxonMobile



PerspECctive

**Guest Speaker: Cortlan Wickliff**

Downturn-Proof Your Promotion  
Planning is your Ultimate Insurance



**Build A Personal Brand With Influence**

Tony Whatley  
365 Driven

Win Together to Share Success NOW!!

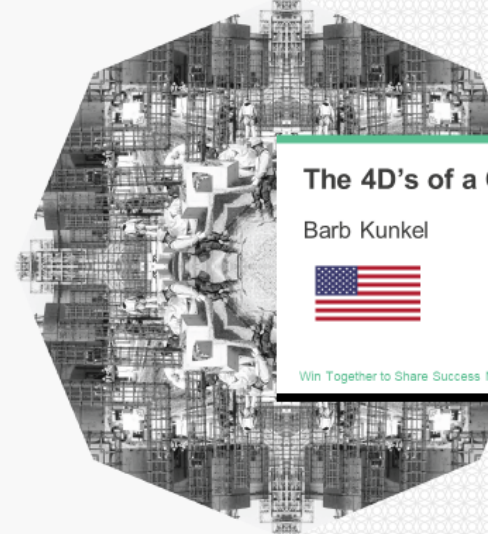


**The 4D's of a Champion**

Barb Kunkel



Win Together to Share Success NOW!!



# 2020 Future Leader Liaisons



**Theresa Jensen**  
Zachry



**Ineke Finlayson**  
Wood PLC



**Bob Williams**  
KBR





# The future is now.

Be sure to take advantage of all the Future Leader program has to offer our industry, ECC sponsor companies, and participants.