



AMERICAN COUNCIL OF ENGINEERING COMPANIES

Women's Leadership Forum

Hyatt Regency St. Louis at the Arch – St. Louis, MO
September 7-8, 2025

- Daily Schedule of Events -

Sunday, September 7

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| 8:00 am – 8:30 am | Breakfast |
| 8:30 am – 9:45 am | Opening Remarks and Leadership Panel <i>This panel will feature current female leaders of A/E firms who will discuss not only the journey to running their firms, but also current obstacles and the direction they see the industry going.</i> |
| 9:45 am – 10:00 am | Break |
| 10:00 am – 11:00 am | The Future of DEIB <i>Moderated by Katharine Mottley, ACEC, this panel will feature legal counsels and management from ACEC member firms as they discuss the DEIB executive order and what firm leaders can do to protect their culture and talent.</i> |
| 11:30 am – 12:00 pm | Open Roundtable Brainstorming and Discussions |
| 12:00 pm – 1:00 pm | Luncheon |
| 1:00 pm – 2:30 pm | Change Management Workshop: Part 1 <i>In today's fast-paced environment, the ability to lead and manage through change is more important than ever. Part 1 of this workshop will explore why we resist change, the circle of influence and control, and the phases of change.</i> Melissa Wilcox, KCI |
| 2:30 pm – 2:45 pm | Break |

- 2:45 pm – 4:00 pm** **Change Management Workshop: Part 2**
Part 2 of this workshop will focus on the communication skills needed during change and how we become change masters to establish and sustain a culture of continuous improvement.
Melissa Wilcox, KCI
- 4:00 pm – 5:00 pm** **Open Roundtable Discussions**
- 5:30 pm – 6:30 pm** **Opening Reception for All Forums**

Monday, September 8

- 8:00 am – 8:30 am** **Breakfast**
- 8:30am – 9:30am** ***Redefining Retention: Supporting Women Through Career and Life Transitions***
This session will explore how engineering firms can evolve to better support women navigating career growth alongside family life. We'll discuss the impact of rigid work structures, the lack of part-time opportunities, and how firm culture can either drive or deter retention. Join us for a candid conversation aimed at identifying real solutions to make the industry more flexible, inclusive, and sustainable for women at all stages of life.
- 9:30am – 9:45 am** **Break**
- 9:45 am – 11:00 am** ***Open Roundtable Discussions and Report Out***
- 11:00 am** **Forum Adjourns**