



AMERICAN COUNCIL OF ENGINEERING COMPANIES

## Women's Leadership Forum

Hilton Cleveland Downtown – Cleveland, OH

September 27-28, 2026

### - Daily Schedule of Events -

#### Sunday, September 27

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<b>8:00 am – 8:30 am</b>	<b>Breakfast</b>
<b>8:30 am – 9:45 am</b>	<b>Opening Remarks and Leadership Panel</b> <i>Moderated by Linda Darr, President and CEO of ACEC, this panel will feature current 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>
<b>9:45 am – 10:00 am</b>	<b>Break</b>
<b>10:00 am – 11:00 am</b>	<b>Building the Leadership Bench: Workforce Development as a Firmwide Strategy</b> <i>Examine how you can identify and prepare future leaders earlier, create more intentional career pathways, strengthen mentorship and sponsorship, and ensure that employees have access to the experiences, feedback, and visibility needed to advance.</i>
<b>11:30 am – 12:00 pm</b>	<b>Open Roundtable Brainstorming and Discussions</b> <ul style="list-style-type: none"><li>○ <i>Strengthening leadership pipelines</i></li><li>○ <i>Supporting women across career stages</i></li><li>○ <i>Building more adaptive, inclusive, and high-performing firms</i></li></ul>
<b>12:00 pm – 1:00 pm</b>	<b>Luncheon</b>
<b>1:00 pm – 2:30 pm</b>	<b>Leadership Workshop: Part 1</b>
<b>2:30 pm – 2:45 pm</b>	<b>Break</b>

*\*The Women's Leadership Forum encourages open discussion, so exact topics and times are subject to change.*

- 2:45 pm – 4:00 pm**      **Leadership Workshop: Part 2**
- 4:00 pm – 5:00 pm**      **Open Roundtable Discussions**
- *Retaining mid-career women*
  - *Building inclusive project teams*
  - *Making flexibility work in client-driven environments*
  - *Supporting emerging leaders in smaller firms*
- 5:30 pm – 6:30 pm**      **Opening Reception for All Forums**

## **Monday, September 28**

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- 8:00 am – 8:30 am**      **Breakfast**
- 8:30am – 10:30 am**      ***Leadership Path: Sponsorship, Visibility, and Advancement***  
*Hear from senior leaders and rising professionals as they discuss the difference between mentorship and sponsorship, creating visibility without self-promotion discomfort, the role of supervisors, principals, and executives, and how firms can make advancement pathways clearer.*
- 9:30am – 9:45 am**      **Break**
- 10:30 am – 11:00 am**      ***Open Roundtable Discussions and Report Out***
- 11:00 am**      **Forum Adjourns**