



# Great Minds Sharing Great Ideas

Business Round Tables

Boston, MA

Fall 2013

# Thank You!

- To our moderators for maintaining an open and professional sharing of ideas.
- To our participants for freely sharing your wisdom and experiences.
- To my RT co-host, Matt Moler, P.E.

# Attendance Summary

- We had 90 participants and 21 moderators
- Approximately 5 to 8 people per table, per session, plus moderators
- Good flow, high energy participation



# Key takeaways...

BOSTON

# What is the impact of the economy on your business?

- The last five years has provided member firms the opportunity to become more efficient and better managed organizations (doing more with less).

# What is your firm doing to develop future leaders?

- We need to stop holding people back. Let people be leaders of their peer groups. People who were leaders in high school will be leaders in college and in their community.

# How is your firm adapting its recruiting and retention to the new economy?

- Younger staff are purely motivated by salary compensation. Other benefits only entice senior staff. Its all about instant gratification.

# How to manage stress at work

- Stress can be created by management. Leaders need to watch how they communicate including their body language.



# How to manage difficult clients

- Communicate, communicate, communicate to establish a relationship based on mutual respect, or fire the client.

# Enterprise Risk Management

- The presentation today really opened my eyes that our firm needs to look at more than just contracts and projects to manage our risk.

# Climate Change: Assess, Design, Act!

- Commercialize the climate change issue – motivate decision makers with market drivers such as the fact that insurance premiums will increase in vulnerable areas.



# Stay Tune ...

We will post a full summary of the RT notes @ ASFE.org.

**Go Tigers!!**