

# *Launch Your Emerging Leaders*



GBA is launching our new Emerging Leaders Program in 2025 to provide future leaders of member firms with tools, knowledge, and experiences designed to accelerate their growth and unleash their leadership potential. They will accomplish this through instruction, networking, and collaboration on a group project that will help elevate geoprofessional value.

Under the guidance of geoprofessional veterans, approximately 20 GBA member-firm professionals from across North America will work together for 18 months and will be provided with business education associated with leadership, risk management, and business performance optimization.

This program is an excellent opportunity for an emerging leader in your firm to meet, work with, learn from, and develop lifelong friendships with fellow emerging leaders from other GBA firms and your firm will benefit greatly from their participation.

### BENEFITS TO PARTICIPANTS

- ▶ Participate in GBA's Annual Conference and the Fall Leadership Summit. These events bring together 200+ senior leaders of GBA member firms to learn about business risk, share best practices, and improve business performance.
- ▶ Build camaraderie with fellow program participants and GBA member firm representatives through outstanding networking opportunities.
- ▶ Complete specific tasks towards the development and implementation of a group project. Group leadership dynamics and challenges, such as leadership without authority, will be available to participants who step forward.
- ▶ Become engaged with and contribute to existing GBA committees and task forces, potentially leading to future leadership opportunities.



**“Being part of GBA’s Emerging Leaders class gave me confidence to forge ahead in my career. I am still in contact with most of the members in that class nearly 10 years later, and have developed a friendship with folks whom I can discuss a variety of professional matters.”**



**Bradley Melocik, PE, PH DOWL**

**“The Emerging Leaders Class in a few words: new friends, trust, teamwork, fun, support, growth, accomplished, rewarding. It was a great experience and I’m fortunate to have had it!”**



**Jennifer H. Sanborn, PE Sanborn, Head & Associates**

### BENEFITS TO GBA MEMBER FIRMS

- ▶ Expose your Emerging Leaders to the wide array of GBA benefits and resources.
- ▶ Equip your Emerging Leaders with valuable insights and contacts from across the geoprofessional community.
- ▶ Optimize your Emerging Leaders’ performance and skillsets through interaction and training with other top-notch professionals.
- ▶ Expand your companies’ influence within GBA and pave the way for retiring personnel to pass the GBA torch to the next round of leaders of the association.

### IDEAL CANDIDATE PROFILE

- ▶ A high potential leader with aspirations to lead significant business units.
- ▶ Eager to improve the geoprofessions through networking and collaboration.
- ▶ Enthusiastic learner with a desire to grow personally and professionally.

**“Building direct relationships with peers in the industry was invaluable. I often call fellow ELC members to discuss their best practices when I am making key decisions.”**



**Tiffany Vorhies, NACE CIP-2, PMP SME**

“Working through new ideas with Emerging Leaders Class made me a better leader and has given fresh perspective on my work back home. The ELC is also a great way to get involved and make a positive impact with GBA.”



Donald Blackburn  
Blackburn Consulting

“Simply by observing the amazing leadership exhibited by my fellow participants, my Emerging Leaders Class reminded me how important it is to be consistent and to lead by example. And how to make hard work fun!”



Carrie Rodriguez, PE, GE  
BSK Associates

“The opportunity to work alongside and learn from these amazing leaders has helped me improve my own skills, develop lifelong friendships, and build a professional network of colleagues I can consult with on any topic.”



Ryan White, PE, GE  
Apex Companies

## COMMITMENT AND COSTS

Participants are expected to attend both the GBA Annual Conference and the Fall Leadership Summit. These events are 2 to 3 days in length and incur costs associated with conference registrations, hotel, airfare, etc. In addition, periodic virtual meetings will occur throughout the 18-month term of the program.

There are no fees associated with participation in the program. Direct costs for registration and, accommodations and travel typically range from \$2,000 to \$3,000 per event.

## APPLICATIONS

Applications for GBA's Emerging Leaders Program will be accepted through August 31, 2025. Selection of the Emerging Leaders Program participants will be made in September 2025, and they will meet for the first time virtually in October 2025. The first in-person meeting of the group will take place November 12, 2025 at GBA's Fall Leadership Summit in Denver, Colorado.

## EVENT SCHEDULE

Event	Location	Dates	Highlights
Announce Application Process		July 9, 2025	E-mail to GBA member firms
Application Due		August 31, 2025	
Participants Selected and Informed	September 2025		
First (virtual) Group Meeting	Virtual	October 2025	
Fall Leadership Summit 2025	Denver, CO	November 12, 2025	In-person Class Kick-Off Meeting
Virtual Meetings		November 2025 – April 2026	Organization and project proposal development
Annual Conference 2026	Phoenix, AZ	April 23-25, 2026	– In-person meeting – Present project to GBA Board for approval – Exclusive session with conference presenter
Virtual Meetings		May 2026 – October 2026	– Continue with project efforts. – Introductions to and work with GBA committees.
Fall Leadership Summit 2026	To Be Determined	November 2026	Facilitated Training Session
Virtual Meetings		November 2026 – April 2027	– Continue with project efforts. – Work with GBA committees.
Annual Conference 2027	Vancouver, BC, Canada	April 15-17, 2027	Finalize Project Deliverable

## NEXT STEPS

1. Identify up to two emerging leaders from your company.
2. Discuss this opportunity with them and confirm engagement.
3. Fill out an application (see back) and submit hard copy or electronic copy to GBA to Sara Menase (Sara@Geoprofessional.org) by August 31, 2025.
4. The Emerging Leaders Program participants and their sponsors will be notified in September 2025.

If you have questions or want to discuss this opportunity, please contact Joel Carson, GBA's Executive Director at [jcarson@geoprofessional.org](mailto:jcarson@geoprofessional.org) or Jason Stoops, Program Facilitator, at [jstoops@g2consultinggroup.com](mailto:jstoops@g2consultinggroup.com) or 248-640-4408.



## APPLICATION FORM

### Participant Information

Name of Participant:

Employer:

Role or Title with Employer:

Years of Experience:

Phone No.:  E-mail:

Mailing Address:

### Nominator Information

Name of Nominator:

Phone No.:  E-mail:

Please explain why you are nominating this person for the GBA Emerging Leaders Program. We are interested in understanding both what you hope your nominee will gain through their involvement and what your nominee will bring to the group of emerging leaders. What special skills, knowledge, approaches, or background do they bring that may enhance the overall program? If possible, please provide examples of how the nominee has demonstrated leadership.



Return the application form to Sara Menase with GBA by August 31, 2025 at [sara@geoprofessional.org](mailto:sara@geoprofessional.org) or (301) 565-2733.

Questions? Reach out to Jason Stoops at [jstoops@g2consultinggroup.com](mailto:jstoops@g2consultinggroup.com) or 248-640-4408 or Art Hoffmann at [agh275@gmail.com](mailto:agh275@gmail.com) or 412-302-2270.