

*(All Times in Eastern Time)* **Wednesday, May 14, 2025**

6:00 pm – 7:30 pm **Welcome Reception**

**Thursday, May 15, 2025**

8:30 am – 9:00 am	<b>First-Timer Breakfast Meet-and-Greet</b>
9:00am – 9:30am	<b>Breakfast Meet-and-Greet</b>
9:30 am – 10:45 am	<b>Session 1: AEC Industry Overview: Critically Assessing the Data</b>
10:45 am – 11:15 am	<b>Morning Coffee Social</b>
11:15 am – 12:00 pm	<b>Session 2: Partnering with Leadership: Alignment of HR Strategies with Business Goals</b>
12:00 pm – 1:00 pm	<b>Lunch</b>
1:00 pm – 1:45 pm	<b>Session 3: Leveraging Tools and Systems for Operational Excellence</b>
1:45 pm – 2:00 pm	<b>Refresh Break</b>
2:00 pm – 2:50 pm	<b>Session 4: Roundtable Topics</b>
3:00 pm – 3:45 pm	<b>Session 5: The Talent Shortage Update: The Latest Industry Data and How Firms Are Planning Ahead</b>
3:45 pm – 4:00 pm	<b>Afternoon Break</b>
4:00 pm – 5:00 pm	<b>Session 6: HR Leaders Lessons Learned</b>
5:00 pm – 7:30 pm	<b>Evening Networking Reception &amp; Dinner</b>

**Friday, May 16, 2025**

9:00 am – 9:30 am	<b>Breakfast Reconnect</b>
9:30 am – 10:30 am	<b>Session 7: DE&amp;I in Business: Crafting a Strategy to Satisfy Both Advocates and Skeptics</b>
10:30 am – 10:45 am	<b>Refresh Break</b>
10:45 am – 11:45 pm	<b>Session 8: Breakout Sessions by Firm Size</b>
11:45 am – 12:10 pm	<b>Refresh Break and Grab Lunch for Final Session</b>
12:10 pm – 1:00 pm	<b>Session 9: Post-Merger Integration Done Right: How to Successfully Bring Two Workforces Together</b>
1:00 pm – 1:30 pm	<b>Closing Coffee &amp; Lunch Conversation</b>