



Washington State Association of County Engineers
Annual Conference
June 8-11, 2021
Campbells Resort, Lake Chelan
Chelan County

Agenda

Tuesday, June 8

11:00 AM		Optional Golf
4:00 PM		WSACE Board of Director's Meeting

Wednesday, June 9

7:30 AM		Registration & Breakfast		
9:00 – 11:00 AM		WSACE Annual Business Meeting	Roll Call	
			President's Report	Scott Lindblom
			Secretary/Treasurer's Report	Letticia Neil
			Committee Reports	Josh Thomson
			Eastern District Report	Scott Yaeger
			Western District Report	Doug McCormick
			NACE Update	Drew Woods
			Fuel tax study contracts update	Jane Wall
			Legislative Updates	Jane Wall
11:00 – 11:15 AM		Break		
11:15 - Noon		Agency Reports	TIB FMSIB CRAB	Ashley Probart Brian Ziegler Jane Wall
12:00 – 1:30 PM		Luncheon		
1:30 – 2:30 PM		Session	GIS-Mo Status Update County Road Data and Story Maps	Eric Hagenlock & Cameron Cole
2:30 – 3:30 PM		Session	Catastrophic Planning	Kirk Holmes Perteet
6:00 PM		WSACE Engineers Awards Banquet Dinner		

*Please note, due to COVID-19 restrictions WSACE will not be providing a technology suite. Evening activities will be on your own and at your discretion.



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Thursday, June 10				
7:30 AM		Breakfast		
8:30 AM – 4:00 PM		Professional Development	“Leadership 2021 and What Local Government Managers Need to Know Now”	David Rabiner <i>Rabiner Resources</i>
4:30 PM – 6:30 PM		Optional Networking Event	TBA	
6:00 PM		Dinner on your own		
Friday, June 11				
7:30 AM		Breakfast		
8:30 AM – 9:30 AM		Session	Design Documentation Process	Sam Filetti, Snohomish County TBD
9:30 – 11:00 AM		Session	Call for Projects	Mike Randall, Snohomish County Josh Thomson, Okanogan County
11:00 – Noon		Session & Closing	TBD	TBD

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Professional Development Outline

Today's workforce is different. It is multi-generational, multi-cultural, highly mobile – quitting at double the rate than 10 years ago – and connected to a network of information about you and your workplace. Therefore, being a leader in today's workforce is different, too. It requires an understanding of workforce dynamics, an ability to create a culture that attracts and retains high performers, and a willingness to evolve as a leader. Further, the pandemic has irreversibly impacted lives and changed so much of how organizations conduct business. This program addresses the evolution of leadership and what's required of today's leaders, specifically in public works. It identifies the obstacles to developing one's leadership skills and lays out specific steps to overcome them. Attendees will leave this program with a fresh perspective on local government leadership and tools to accelerate their own personal leadership development. In short, they will have the foundation for their own leadership plans and the incentive to implement them.

Specific components of this program include:

1. The Magic is in the Mix: This opening module takes a fun look at the fundamental difference in behavioral styles and attendees will learn how to adjust their leadership styles to meet the individual needs of others.

2. The Definition of Leadership: We have all heard many ways in which leadership has been described and defined. Further, those leadership definitions have evolved over the years in response to societal changes. This module will provide an unforgettable way to define *leadership* and attendees will develop an inventory of foundational leadership qualities that reflect that definition.
3. Bringing Leadership Down to the Ground Level: This module bridges leadership qualities to the actual execution of leadership. It examines the critical obstacles that keep great managers from demonstrating leadership qualities effectively and provides a step-by-step process for enhancing those qualities in oneself. It also includes the step-by-step process of turning leadership principles into personal attributes.
4. Optimizing Your Communication: Great leaders are great communicators. *Especially true of those in technical fields*, many managers lose out in the quality of their communications. They know what they want to say, but they don't know how to say it in a way that works. This module examines both conceptually and practically how to maximize communication effectiveness. It includes step-by-step processes for both executing difficult conversations and effective listening.
5. Assertiveness and Validation: This module is a deeper dive into two of the most powerful communication disciplines. Attendees will learn what it means to "balance results and relationships", thereby securing both the compliance and commitment of those who work for them.
6. Leadership and Culture: In order to succeed (or survive) today, your organization needs management that understands the value of creating and nurturing a culture that attracts, retains, and motivates the highest performers, and those managers also need the leadership skills to make all that happen. This module will define *culture* in an unforgettable way and provide an understanding to make it evolve the right way.
7. Trust: No one leads effectively without trust. No relationship can survive without trust. This module breaks *trust* into identifiable components to provide attendees with both a way to diagnose the source of distrust and a mechanism to take trust to the highest level.