



The slide features a background of a city skyline with a grid overlay. On the left side, there are diagonal stripes in shades of blue, green, and yellow. At the top center is the Engineering Management Institute logo, which is a circular emblem with 'EMI' in the center and 'ENGINEERING MANAGEMENT INSTITUTE' around the perimeter. Below the logo, the text 'Webinar Session' is written in a yellow sans-serif font. The main title, 'How to Swiftly Implement New Project Management Initiatives in Your AEC Organization', is displayed in a large, bold, dark blue sans-serif font. Below the title, the date 'January 20, 2026' is shown in a smaller dark blue font. At the bottom, the presenter's name 'Presented by: Anthony Fasano, PE, AEC PM, F ASCE' is listed in a dark blue font.

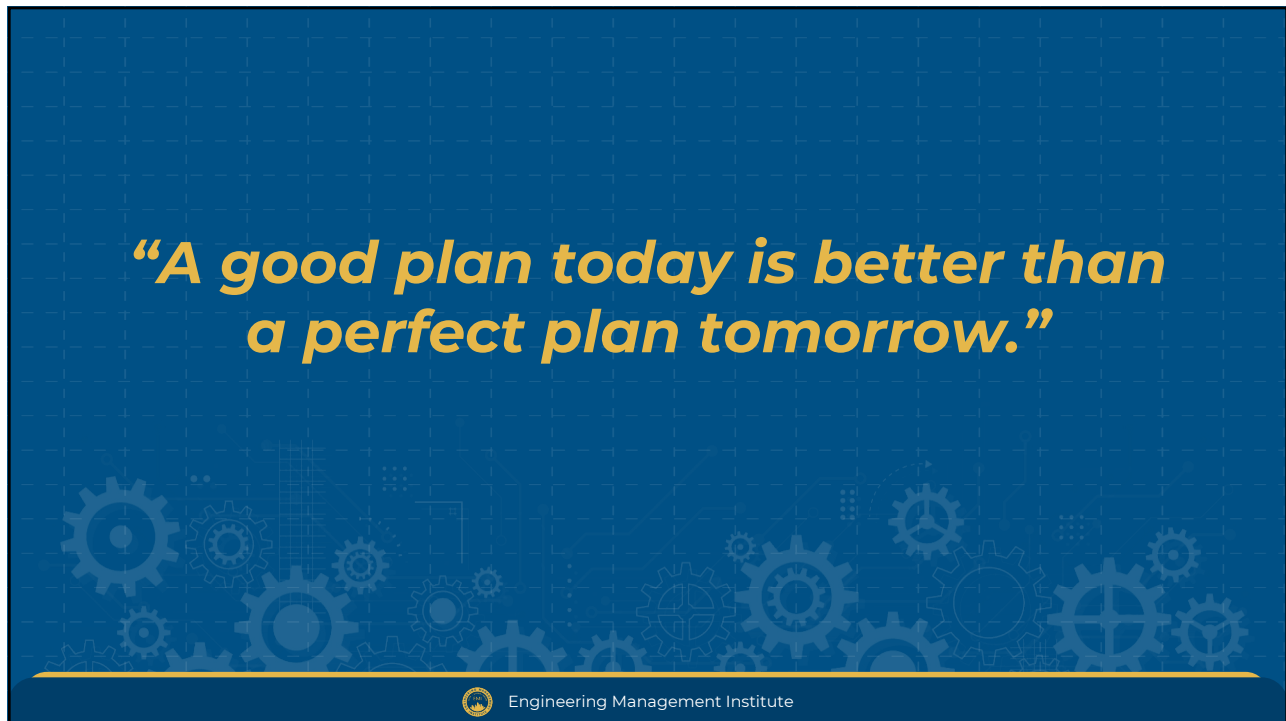
Webinar Session

How to Swiftly Implement New Project Management Initiatives in Your AEC Organization

January 20, 2026

Presented by:
Anthony Fasano, PE, AEC PM, F ASCE

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The slide has a solid dark blue background with a subtle grid pattern. At the bottom, there are faint, light blue icons of gears and a circuit board. The quote is centered in a large, bold, yellow sans-serif font. At the bottom center, the Engineering Management Institute logo and name are displayed in a smaller white font.

“A good plan today is better than a perfect plan tomorrow.”

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Introduction



**Anthony Fasano, PE,
AEC PM, F ASCE**
Founder, Engineer,
Lead Trainer and Coach

- B.S. & M.S. in Civil Engineering
- Licensed Professional Engineer
- Found success at a reputable firm at a very young age
- Attended iPEC - the top-ranked executive coaching school in the world
- Wrote the best-selling book ***Engineer Your Own Success*** and started providing career coaching and speaking services to engineers

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Why This Matters

- Project management is the backbone of every AEC firm.
- Your business rises and falls on your PMs' performance.
- Many firms want better PM development—but stall due to overengineering and perfection-seeking.
- Today's session will show you how to implement changes quickly, cleanly, and effectively.

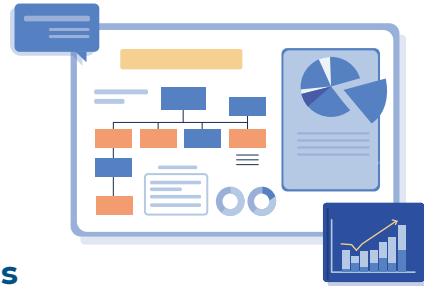


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Session Objectives

- How to avoid the “analysis paralysis” trap that stops PM development.
- A simple, proven 6-step model for PM initiative implementation.
- Two EMI case studies showing the full process in action:
 - **AEC PM Toolkit**
 - **PM Development Pilot Programs**
- Practical templates & actions you can apply immediately.



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The Most Common Breakdown

Why PM development efforts fail before they start:

- ❌ No ownership or unclear ownership
- ❌ Overthinking: trying to build it perfectly on day one
- ❌ Too much process, not enough practicality
- ❌ Rolling out firmwide too early
- ❌ Lack of early wins to build momentum




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A Better Path: Start Small, Move Fast

- ✓ Focus on usefulness, not volume.
- ✓ Start with 2–3 key tools or initiatives.
- ✓ Pilot with a small group.
- ✓ Gather fast feedback.
- ✓ Improve and iterate,
- ✓ then roll out.

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EMI Case Study #1


The AEC PM Toolkit

How we helped firms standardize and elevate PM performance using a structured, low-friction rollout.

Toolkit Goals:

- Build consistent PM practices**
- Reduce rework and risk**
- Improve communication and client confidence**



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Step 1

Identify Core Templates

- Start with **2-3 critical templates** that drive impact.
- Example: Begin with the Project Management Plan and Communication Plan.



Step 2

Select Pilot Group


- Select 2-4 active projects of varying size and scope.
- Choose PMs who are collaborative and open to new processes.
- Assign a Pilot Lead and Executive Sponsor.
- Set clear expectations — this is a learning pilot, not a compliance test.





Step 3

Train and Launch

- Conduct a short (30-min) orientation session.
- Walk through required templates and short how-to videos.
- Provide one central hub for templates and resources.
- PMs begin using templates on live projects immediately.





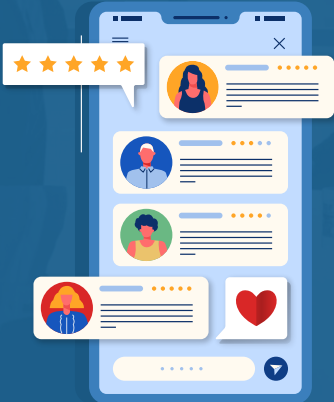
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Step 4

Gather Feedback and Improve

- Hold short weekly huddles or pulse surveys.
- Ask: ***What's working?***
What's unclear? What's missing?
- Document all feedback in one shared log.
- Update templates quickly — release Toolkit v1.1 after pilot.





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Step 5

Roll Out and Build Sponsorship

- Share pilot results and success stories.
- Convert pilot PMs into Toolkit Champions.
- Equip champions with talking points and success examples.
- Roll out firm-wide over 60–90 days with training and leadership visibility.






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Step 6

Grow and Evolve

- Introduce new templates gradually as they prove useful.
- Examples: Change Order Log, Risk Register, Lessons Learned Tracker.
- Review and update templates quarterly based on data and feedback.
- Focus on usefulness, not volume.





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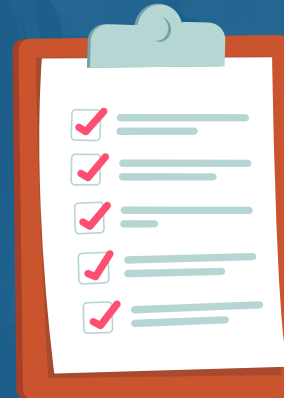
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Step 7

Conduct a Lessons Learned Debrief

60-90 days later, conduct a debrief and ask three questions:

1. What worked well?
2. What didn't work?
3. What would we like to improve next time?



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EMI Case Study #2

The Pilot Program Model

How firms test and refine PM initiatives before full investment.

Why pilots work:

Low risk, low cost

Helps define real needs, not assumptions

Builds internal advocates early


Produces data leadership can trust



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Pilot Program Process

- 1 Identify a PM skill or process gap.
- 2 Build pilot program.
- 3 Select 12-25 PMs across teams.
- 4 Train, coach, implement.
- 5 Measure results: communication, schedule control, client satisfaction.
- 6 Expand based on proof of value.


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Metrics and Wins

Adoption	% of projects using required templates or skills.
Engagement	# of PMs acting as sponsors or champions.
Quality	Improved communication and fewer errors.
Impact	Better schedule control and client satisfaction.

Celebrate success and spotlight high-performing teams.

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What Both Case Studies Prove

- The fastest way to drive PM consistency is through pilots, not policies.
- You don't need a perfect system—you need momentum.
- PMs adopt what feels practical, not theoretical.
- Early wins create organization-wide belief.



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Your Roadmap to Fast Implementation

Within the next 30 days:

1. Select your one initiative.
2. Identify 2–4 pilot projects and PMs.
3. Schedule your training and kickoff within 30 days.
4. Document goals and success metrics now.



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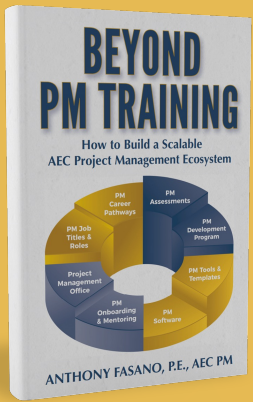
Final Thoughts

- PM development doesn't have to be complicated.
- Action beats analysis every time.
- Start small. Build champions. Expand confidently.
- You can start improving your PM culture this month.




***“A good plan today is better than
a perfect plan tomorrow.”***







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