

AEC Pulse Leadership Webinar Session

Beyond PM Training Building a PM Culture


February 18, 2026

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

1


***“Consistency is what transforms
the average into excellence.”***

-Tony Robbins




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2




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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3



Overview

1. Why Traditional PM Training Falls Short
2. PM Culture: AEC PM Ecosystem™
 - Phase I: PM Pillars
 - Phase II: PM Development
 - Phase III: PM Utilities
 - Phase IV: PM Support
3. How to Build a Customized PM Culture

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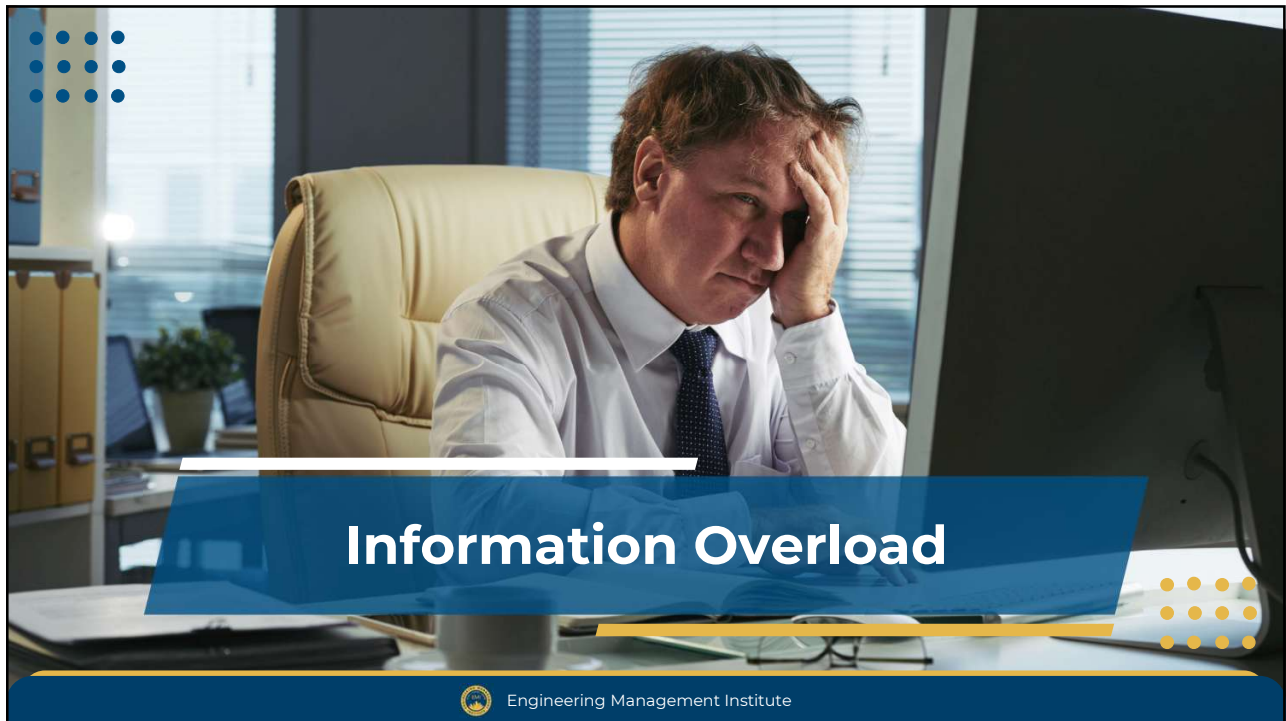
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Why Traditional PM Training Falls Short

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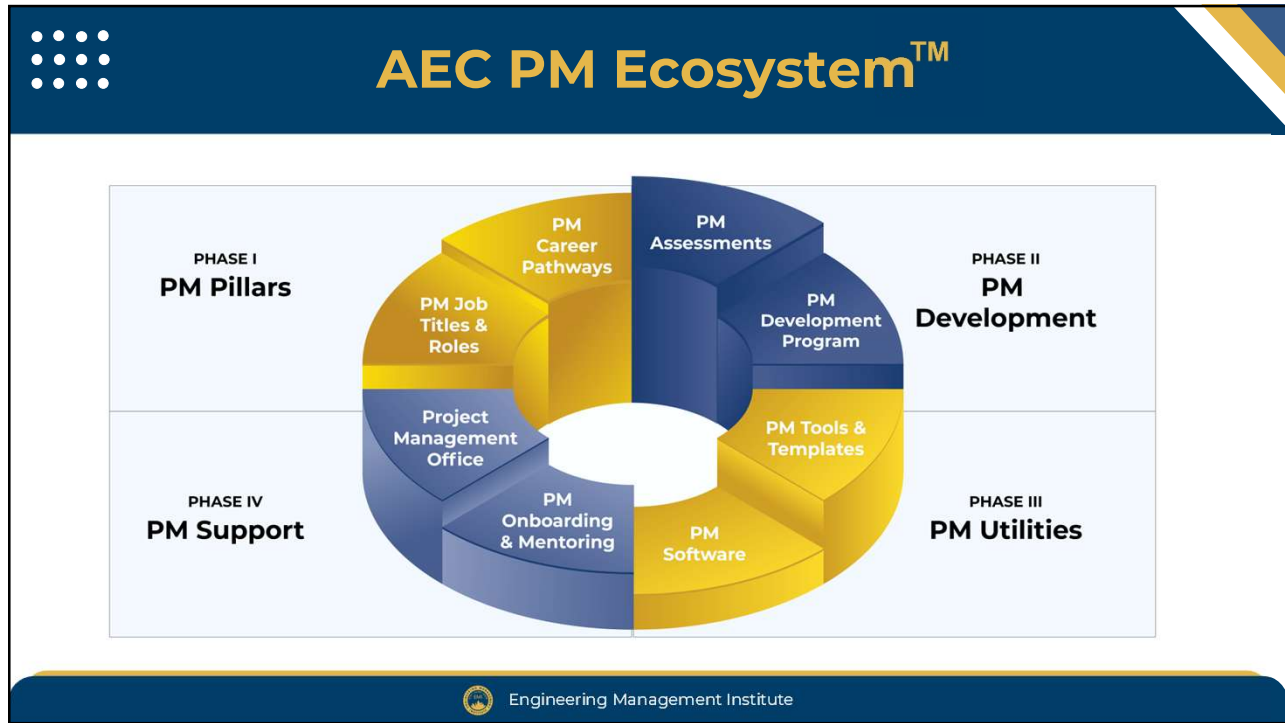
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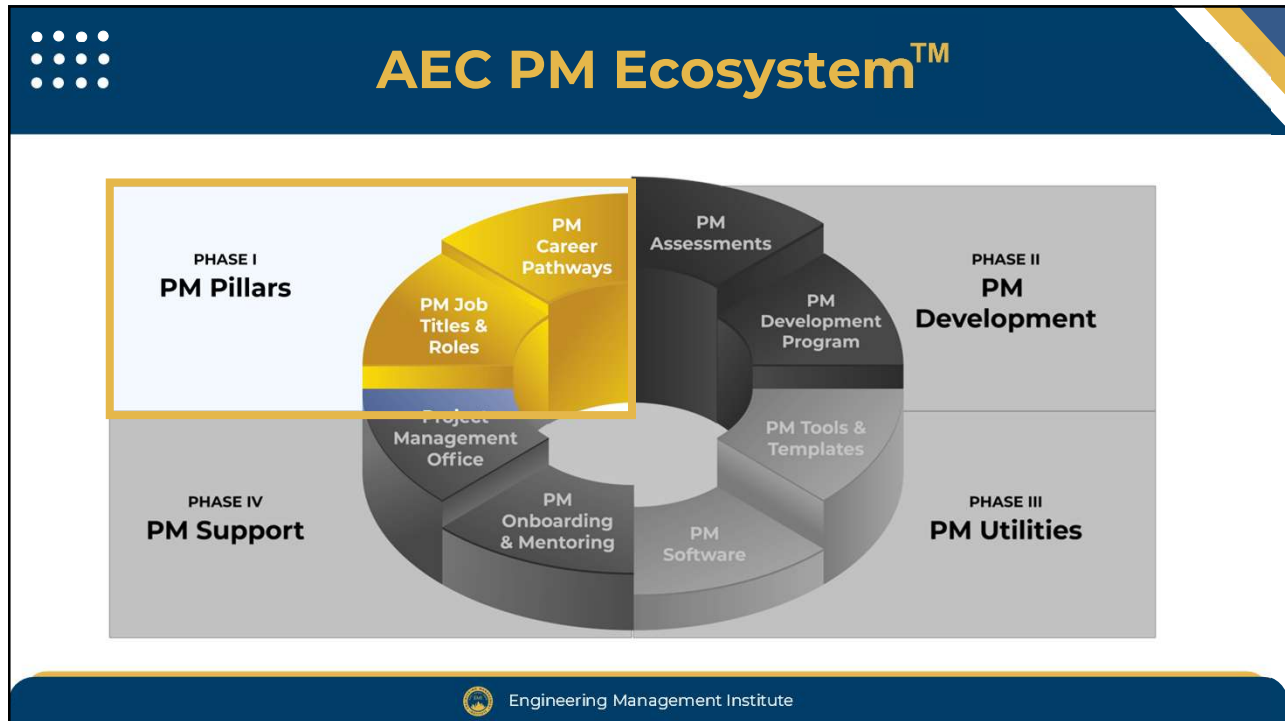
Information Overload

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6



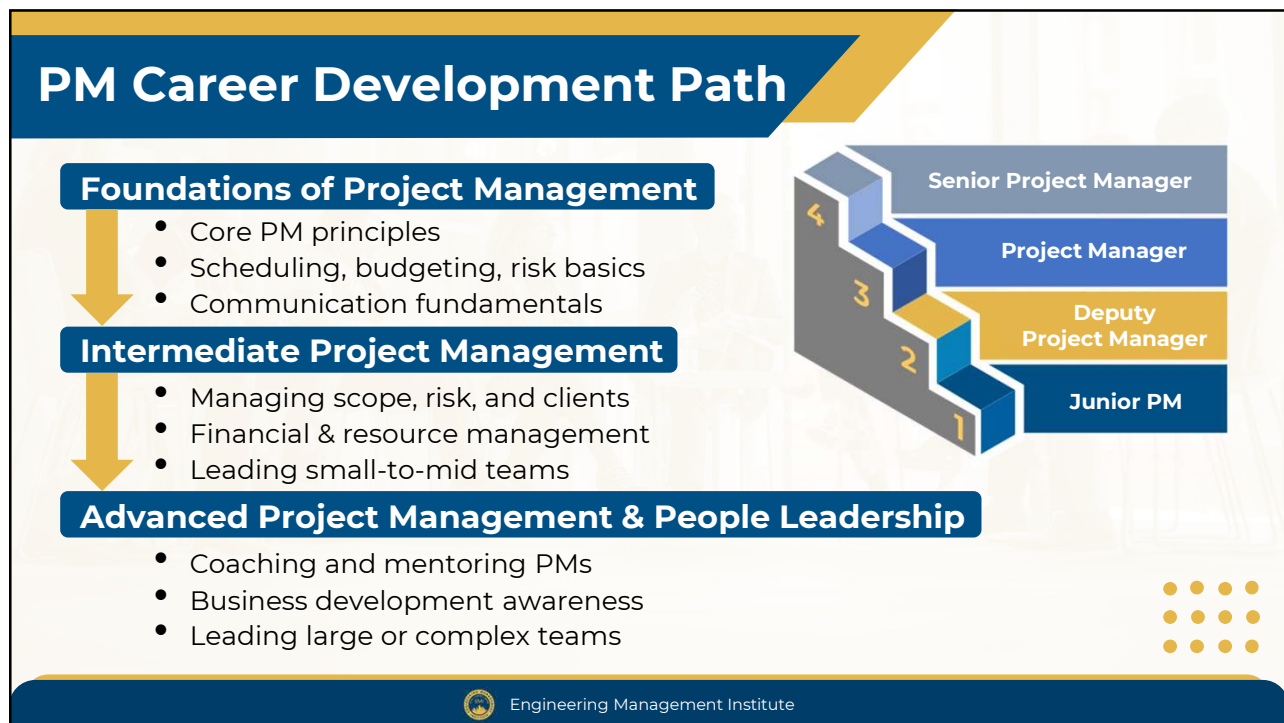
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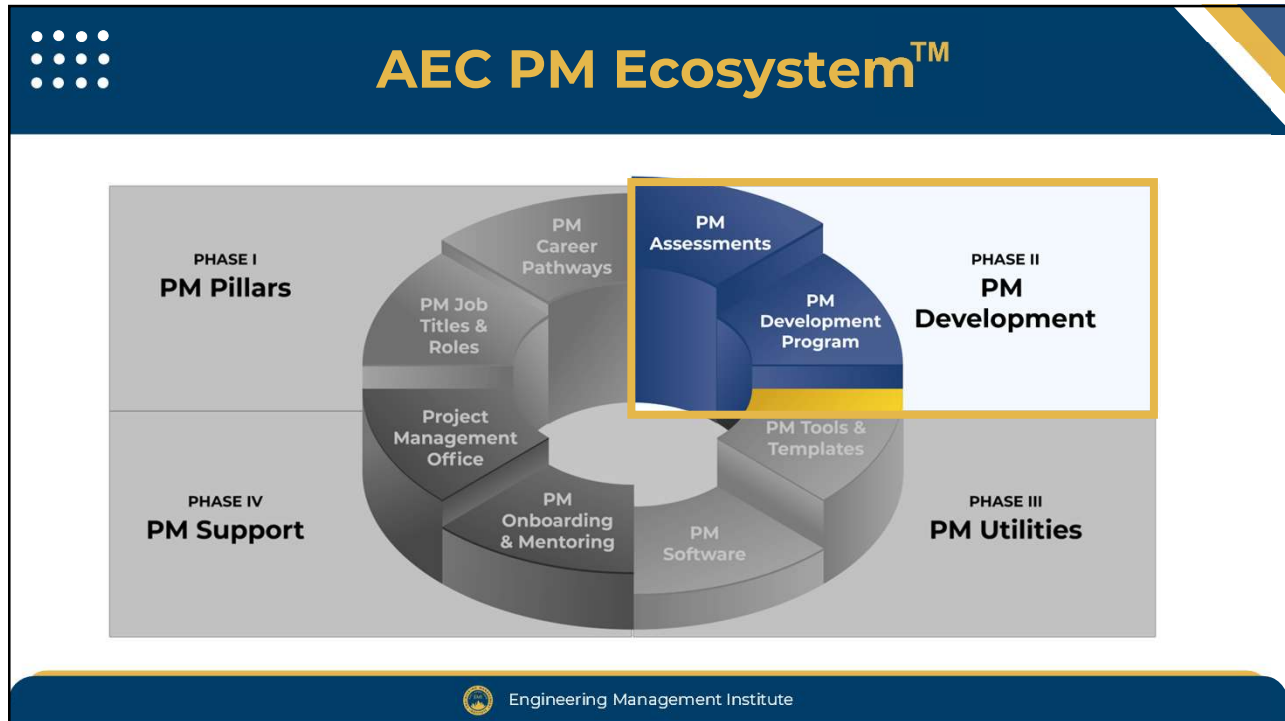
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9



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11



12

Different Assessment Types

Disc Assessment

Myers Briggs Test

Kolbe Assessment

Harrison Assessment

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13

AEC PM Behaviors Assessment

ELIGIBILITY

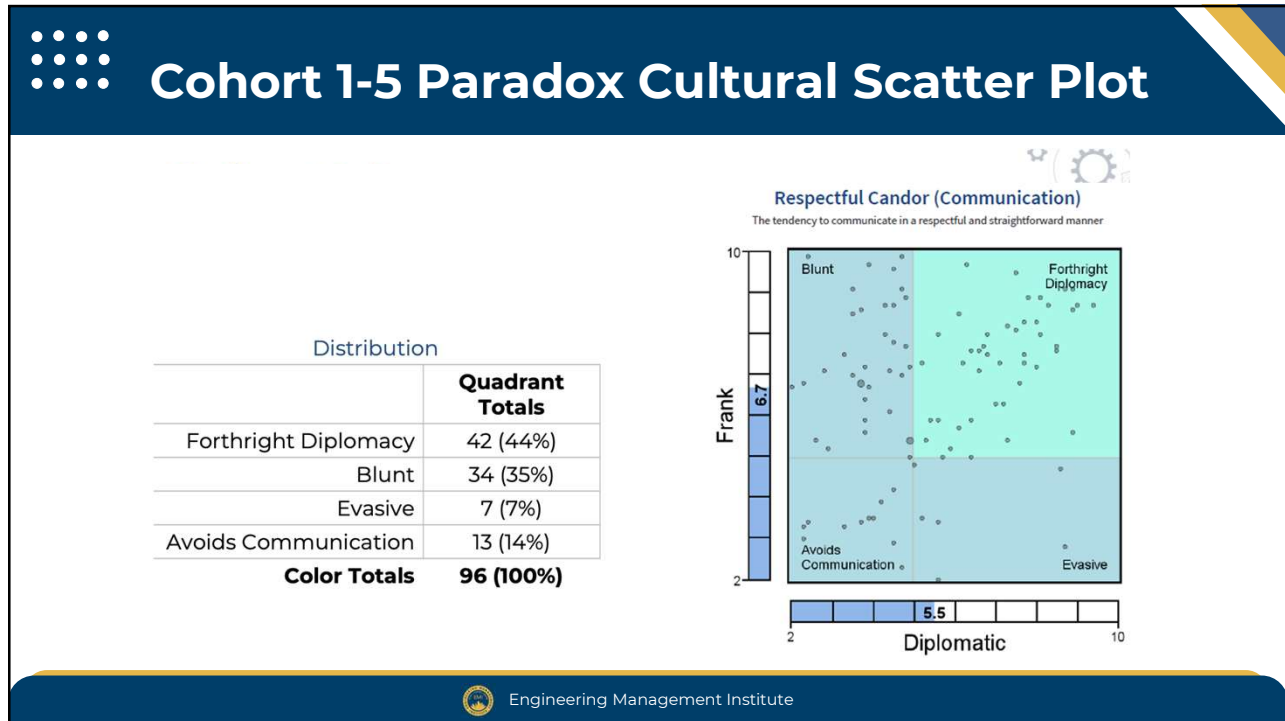
SUSTAINABILITY

Can the person perform?

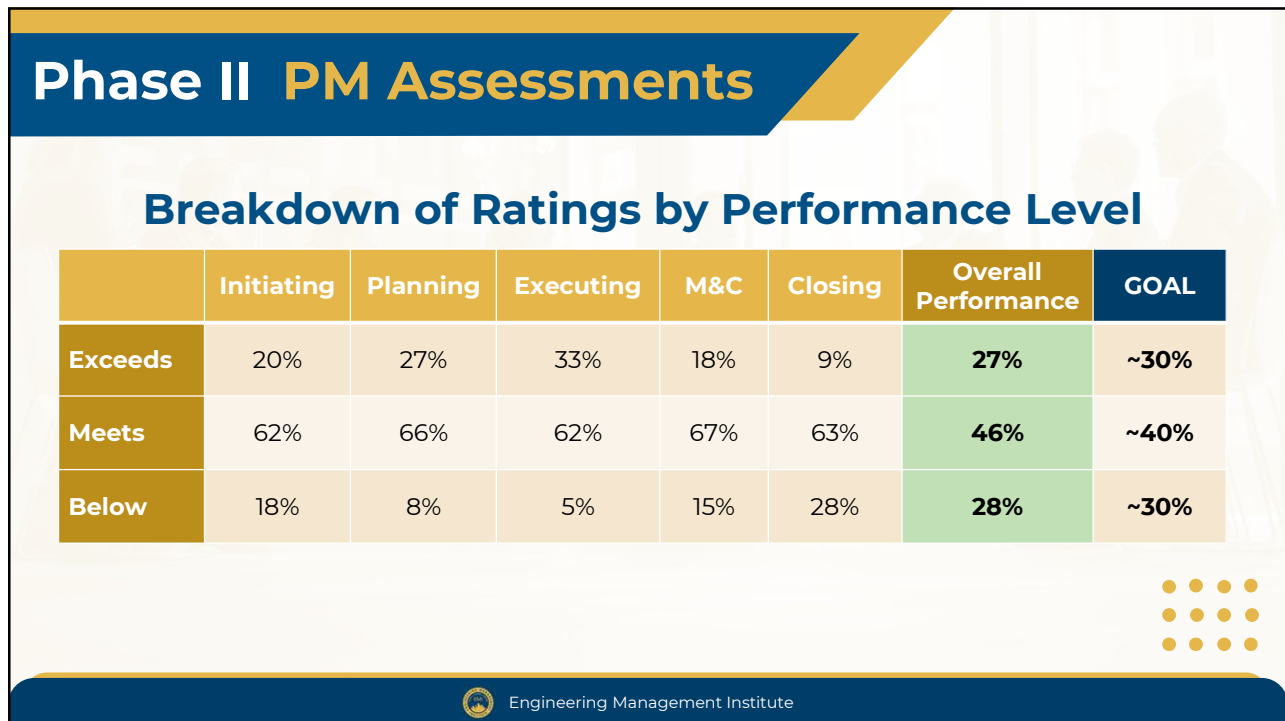
Will the person perform?

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14



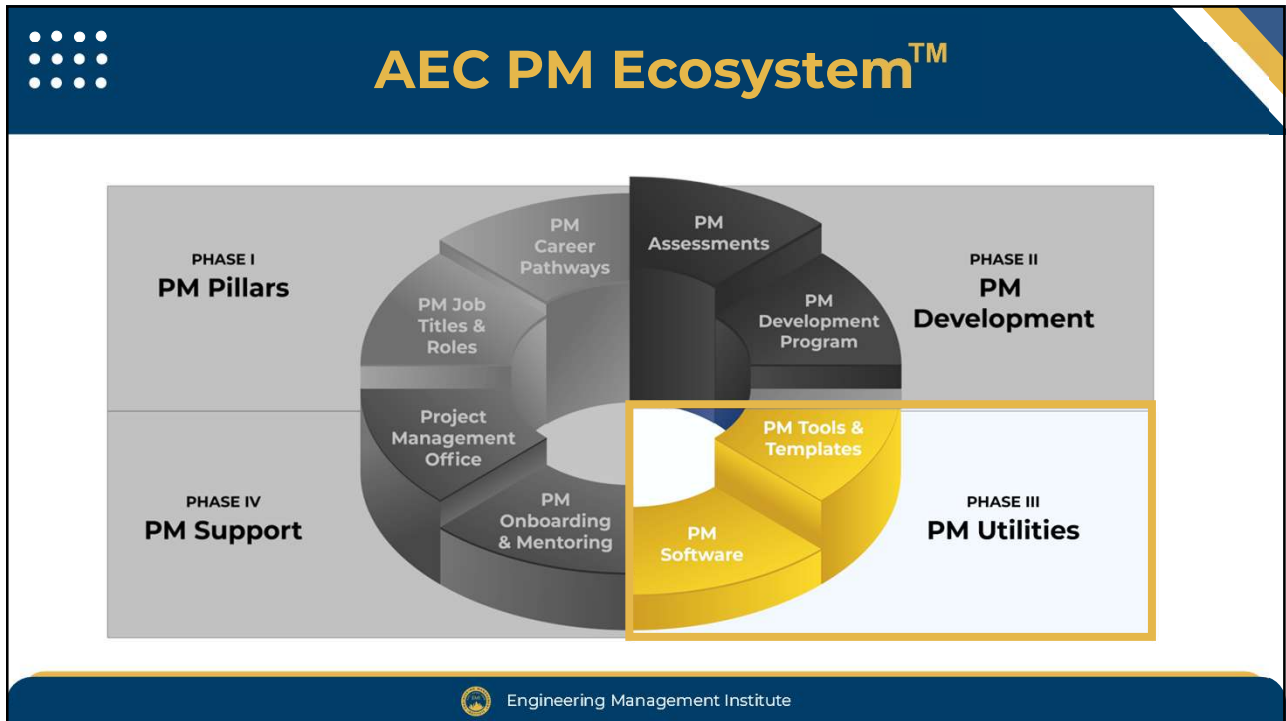
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16

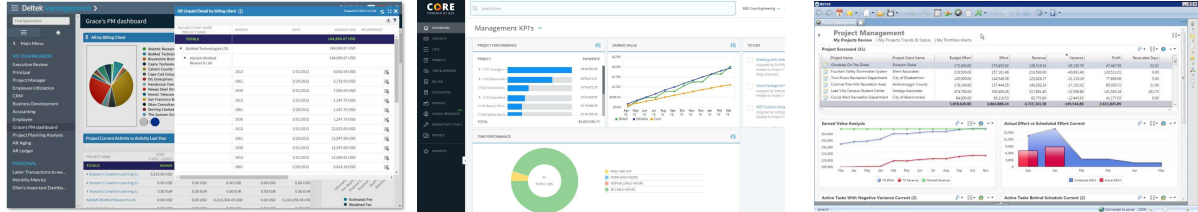


19



20

Software Examples



The image displays three software dashboards. The first, Deltek Vantage Point, shows a 'Grant's PM dashboard' with a pie chart and a table of project data. The second, BQE Software, features 'Management KPIs' with a bar chart and a line graph. The third, BST Software, presents a 'Project Management' dashboard with a table of project metrics and a line graph.

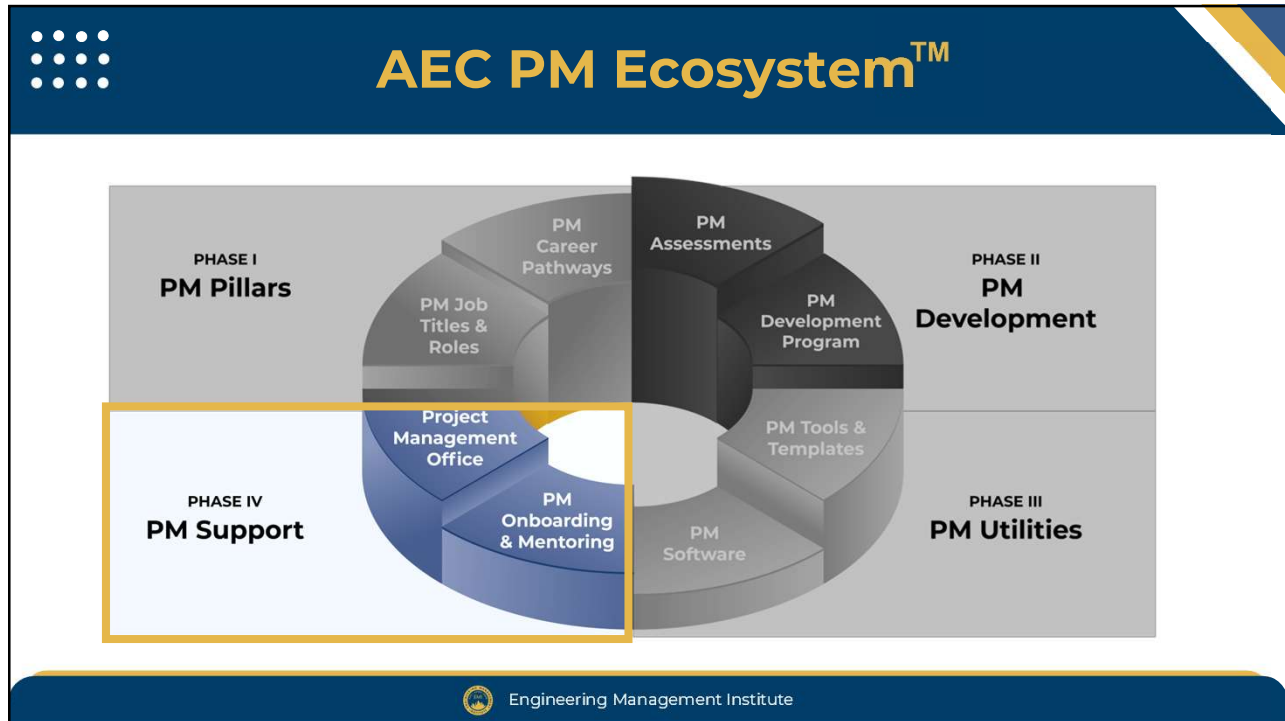
Deltek Vantage Point **BQE Software** **BST Software**

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23



24



25



26



27

Phase IV Project Management Office (PMO)

1. Enterprise PMO (EPMO)
Sets organization-wide standards, allocates resources, and aligns projects to strategy. High strategic influence; common in large firms.

2. Departmental PMO
Supports projects within a department or business unit. Integrates initiatives from small efforts to complex programs.

3. Individual PMO
Focused on one major project/program. Provides structure, standards, and oversight for planning and control.

4. Supportive PMO
Offers templates, best practices, training, and lessons learned. Acts as a consultant, on-demand resource.

5. Controlling PMO
Enforces compliance with frameworks, tools, and processes. Uses audits and governance for consistency.

6. PM Community of Practice/Excellence
A starting step toward a PMO. Builds shared tools, standards, and knowledge across PMs.

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How to Build a Customized PM Culture



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29

Summary

1. Why Traditional PM Training Falls Short
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 - Phase IV: PM Support
3. How to Build a Customized PM Culture



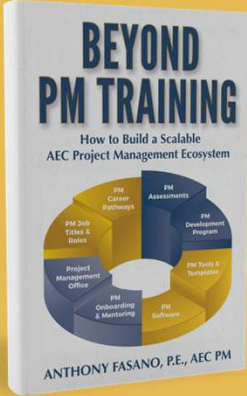
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30

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31





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32