


AEC Pulse Leadership Webinar Session

# Supporting Your AEC Project Managers: The Key to Profitable Projects and Sustainable Teams


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Presented by:  
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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 Conversation Matters

- When AEC project managers and those responsible for developing them collaborate, learning accelerates, confidence grows, and better projects result.
- This presentation explores what happens when experience meets innovation through peer connection.



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## Why PMs Need More Support

Most AEC PMs are:

- Overloaded with project demands
- Too busy to develop PM and soft skills
- Disconnected from peer learning opportunities

As a result, growth is slowed and best practices stay siloed.



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## Our Intent

The goal isn't just education—it is connection.



**AEC PM Connect – Kansas City 2025**



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## AEC PM Connect – Kansas City 2025



- Second annual AEC PM Connect event
- 60 AEC project professionals in attendance
- One shared goal: learning through collaboration among the AEC PM community



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## What the Day Looked Like

- 20 sessions across 5 dynamic tracks
- Topics included:
  - Building a Scalable PM Development Framework
  - Addressing the PM Skills Gap
  - Modernizing Project Delivery Through Effective Tools & Processes
  - Strengthening PM Retention & Engagement
  - The Power of Collaboration & Collective Intelligence



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## The Human Element – Peer Learning in Action

Participants shared real practices—like Interactive Project Planning Meetings (IPPMs)—that others referenced throughout the day. The agenda evolved based on participant needs, not assumptions.

### The Energy Shift

As the day progressed confidence grew, engagement deepened, barriers between organizations disappeared



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- *Project managers openly shared best practices.*
- *Learning & development leaders exchanged ideas on PM growth.*



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## Highlights and Key Themes

### Building a Scalable PM Development Framework

- Define PM job families and competencies before assigning titles
- Establish structured, measurable PM growth plans
- Evaluate and communicate PM development ROI and scalability
- Regularly reassess PMO goals to stay relevant



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## Reflection



- What does your PM job family currently look like?
- Do you have separate career paths for different experience levels?
- Do you have structured growth plans for project managers?
- How are you evaluating the ROI of your PM development work?
- Do you currently have a PMO or are you planning to build one?



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## Highlights and Key Themes

### Addressing the PM Skills Gap

- Elevate PMs as strategic leaders, not task managers
- Integrate emotional intelligence into PM development
- Close skill gaps through training, mentoring, and feedback



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## Reflection

- How much responsibilities do project managers have in your organization?
- How have you provided support on softer skills like emotional intelligence and people leadership?
- How have you integrated mentoring into your PM development?



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## Highlights and Key Themes

### Modernizing Project Delivery Through Effective Tools & Processes

- Treat tool rollout and adoption as critical to success
- Ensure clarity and consistency across tools and workflows
- Continuously reassess tools and delivery processes
- Engage change agents to support adoption



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## Reflection

- Are you regularly assessing the tools, templates, and software that you provide to your project managers?
- When you decide to implement a new tool, how do you involve your project managers in the process?



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## Highlights and Key Themes

### Strengthening PM Retention & Engagement

- Foster mentorship and onboarding programs to strengthen retention and accelerate learning.
- Encourage open communication so PMs feel heard and invested in change.
- Leverage strategic hiring and individualized opportunities to attract and retain top PM talent.



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## Reflection

- How do you currently onboard new project managers?
- What is your plan for developing project managers of different experience levels?



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## Highlights and Key Themes

### The Power of Collaboration & Collective Intelligence

- Create opportunities for peer learning that allow PMs to share best practices and real-world experience.
- Build continuous feedback loops that reinforce learning and confidence.
- Promote collaboration across firms and roles to strengthen the broader AEC PM community.



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## Reflection

- How are you providing peer learning opportunities amongst your project management community?
- How do you encourage your PMs to learn from other project managers outside of your organization?



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## The Bigger Picture

The ripple effect continues as participants return to their firms:

- More inspired
- Better equipped
- More connected

At EMI, we aim to give, guide, and grow—building scalable ecosystems, not one-off experiences.

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## What's Next

Two AEC PM Connect events in 2026



**June 10, 2026 – Monroe Township, New Jersey**



**October 22, 2026 – Johnson County Community College, Overland Park, Kansas**

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In project management, the best ideas rarely come from one expert—they emerge through shared experience and dialogue. Let's build PM intelligence in the AEC industry together.


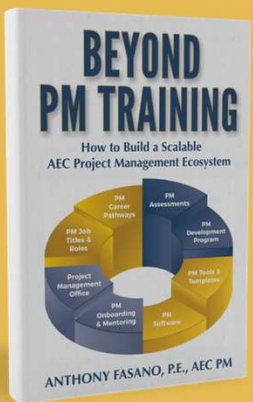


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