



Leading JMT to



Our Future, Your Opportunity

October 8-10, 2023

Baltimore, MD

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-  ESOP - A Retirement Plan, A Mindset, or More?

Our Future, Your Opportunity

Event Schedule

SUN
OCT 8

- 3:00 p.m. Registration/Expo
- 5:00 p.m. Welcome Reception
- 6:30 p.m. Opening Remarks
- 6:45 p.m. Dinner
- 7:45 p.m. Entertainment

MON
OCT 9

- 7:00 a.m. Breakfast/Expo
- 8:15 a.m. Introduction
- 8:30 a.m. Keynote Speaker - The Fred Factor: You Don't Need A Title To Be A Leader
- 10:00 a.m. The Transformation of Motivation in the Workplace
- 12:00 p.m. Lunch/Expo
- 1:30 p.m. Succession Development | Creating a Talent Pool | Owning Your Career
- 2:45 p.m. Why Our Vision?
- 4:15 p.m. Expo
- 6:00 p.m. Dinner
- 7:00 p.m. Entertainment: Casino Night

TUE
OCT 10

- 7:00 a.m. Breakfast
- 7:45 a.m. Introduction
- 8:15 a.m. My Role in Contributing to Our Success
- 9:45 a.m. Brand Commitment and Value-Driven Leadership
- 11:00 a.m. ESOP - A Retirement Plan, A Mindset, or More?
- 12:00 p.m. Lunch
- 12:45 p.m. Closing Remarks
- 1:30 p.m. Event End

Leading JMT to

Expo

We're setting up 18 stations where you can talk to colleagues representing different groups and learn about many activities happening within our company.



Charitable Giving

JMT personally cares about our communities.



Communications and Creative Services



ESOP

What does ESOP mean to you?



Safety

Prioritize safety for leadership and growth.



Innovation Expo

14 innovation stations.

Our industry is changing. The next evolution is on the horizon and closer than you might think. Is JMT ready to evolve? Or have we evolved already? Visit the Innovation Expo to find out.

Come see **the cutting-edge, innovative, and collaborative work** being done throughout JMT today. Catch a glimpse of **emerging technologies** being used in our industry.

If you've heard terms like "digital delivery," "reality capture," or "augmented reality" and wanted to know more, this is a chance to talk to our experts and participate in engaging interactive displays that span a variety of topics and practices.

JMT is poised and ready to move into the future, learn how you can help JMT create the competitive advantage that sets us apart.

EXPO PLANNING TEAM



Mike Blair*



Candice Ottley-Francois*



Maria Martin*



Kristyn Newby*



Lauraine Everson



Jamie Gant



Quentin Goble



Mike Ingoe



Jon Harrison



Ally Loverde



Sean McCone



Ryan Metzger



Vince Novak



Theresa Pyzik Cox



Rachel Thomas



Janelle Webb

*Committee Lead



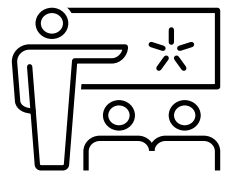
Earn more casino cash!

1. Visit each station.
2. Scan the QR code on the banner to watch the video.
3. Watch each station champion video.
4. If you watch all 18 videos, go to the registration desk to claim your prize.

Leading JMT to

INNOVATION EXPO STATIONS

- 🎯 Capturing floorplans and assets using time-saving data capture tools.
- 🎯 Old things, new technologies: innovative techniques in cultural resource management.
- 🎯 Innovative aerial inspections and mapping.
- 🎯 The precise art of where - tools and information to locate assets in the real world.
- 🎯 BIM - creating and managing information for a built asset.
- 🎯 Digital Delivery: what is it and how do we prepare for it?
- 🎯 Geospatial solutions - more than just a map.
- 🎯 Innovative visualization tools for management of construction.
- 🎯 Visualizing design concepts using 3D printing and virtual reality.
- 🎯 Bringing design concepts to life using modeling and augmented reality.
- 🎯 Maximizing community engagement with digital outreach tools.
- 🎯 Innovative project controls in construction management.
- 🎯 Innovations in protective coatings inspection.
- 🎯 Developing custom software to solve complex client challenges.



LEAD EXHIBITORS



Mary Alfson
Tinsman



David
Brooks



Darren
D'Achille



Ray
Deering



Nick
DiPaolo



Garth
Donahue



Lauraine
Everson



Jamie
Gant



Angie
Hernandez



Phill
Izenson



Mark
Jankowski



Pete
Kaplan



Dave
Keffer



Prad
Maraj



Alex
Mercado



Jonathan
Miller



Vince
Novak



Erik
Olexa



Jennifer
Ray



Becky
Rehorn



James
Shaw

The Fred Factor: You Don't Need A Title To Be A Leader

Keynote Speaker:

**Mark
Sanborn**



Our speaker has been hailed as one of the top leadership experts in the world. He has delivered more than 3,000 presentations in every US state and in 14 countries.

He is a New York Times bestselling author of eight books, including The Fred Factor, which has sold over two million copies worldwide.

His training programs are currently taught by Crestcom International in 90 countries.

He is also the Leadership Expert in Residence at High Point University, named one of the fastest growing and most innovative universities in the South.

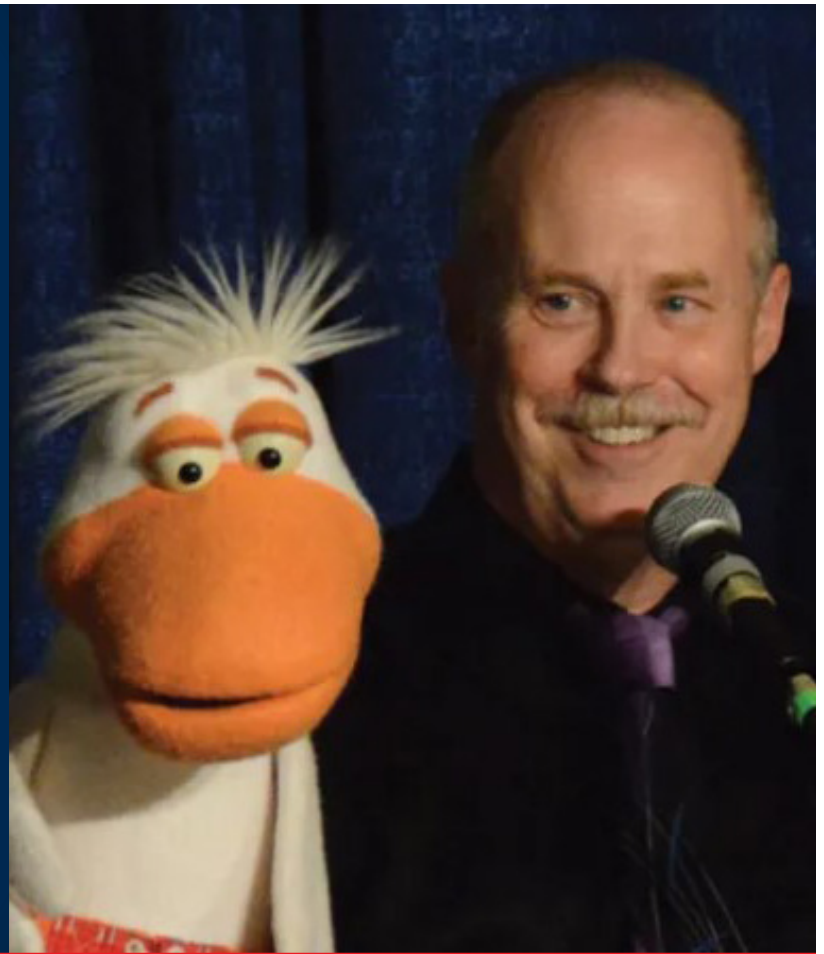
His client list includes iconic brands such as St. Jude Children's Research Hospital, Whirlpool, American Express, Costco, John Deere, and now JMT!

He currently lives in Denver, Colorado, but still cheers for his alma mater, The Ohio State Buckeyes!

Comedic Ventriloquist

Entertainment:

Tom Crowl



Tom Crowl is a high-energy comedian and ventriloquist who brings over 30 years of professional entertainment experience into each new performance. A rare talent, Tom is often recognized from his appearance on NBC's Last Comic Standing as well as his performances at corporate events, associations, theaters cruises, casinos and resorts around the world.

Tom has been the featured opener for recognized celebrities and high-profile acts including The Drifters, Chubby Checkers, Rodney Atkins, The Marvellettes and The Diamonds. He's been the preferred performer for events hosted by Coca-Cola, Armstrong, Oxy Permian, the National Association of Postal Supervisors and the Strathmore Foundation. He has also received accolades for his shows at resorts from Cancun to West Virginia and New York.

Tom Crowl is a published author, a podcaster, the executive director of the International Ventriloquist Society and is the creator of the first virtual ventriloquism course titled: Learn-Ventriloquism. His act has been captured on DVD in Tom Crowl Alone Again Un-Naturally. Early influences include Senior Wences of Ed Sullivan fame and the comedic performances of Steve Martin and Robin Williams.

The Transformation of Motivation in the Workplace

SUMMARY

With five different generations in the workforce, employees are inevitably motivated differently. For some, it may be compensation; for others, it may be purpose. This two-part session contemplates the employee and employer relationship of today. Specifically, the session will examine 1) what motivates and drives our current and future employees, 2) whether our work environment provides for maximum employee loyalty and engagement, and 3) what we can do to ensure that same success for generations to come.

OUTCOME

Strengthen and align our collective management practices, enhance our work environment, and implement best practices for our current and future leaders.

WHAT TO EXPECT

- Review JMT-specific data and indicators with the industry knowledge presented analyzing where we can improve.
- An expert in organizational and leadership development, Erin Moran (Dr. Nancy Grasmick Leadership Institute), will give a presentation on how the world of work has changed and what people now look for in the workplace.
- Within small breakout groups, share our experiences, listen to other perspectives, discuss effective practices, learn from each other, and document tools/approaches.



TAKE INITIATIVE

Think about an experience you can share with your breakout group. What tools/approaches have you used that align with employee motivators?

TEAM



Erin Moran
Keynote
Speaker

Erin has spent most of her 24-year career dedicated to developing leaders who create inspiring work environments that enable people to be fulfilled while also achieving extraordinary business results. Erin believes ‘we create a better society when people work in healthy environments.’



Jill Jameson*



Mike Blair*



Dave Berry



Sarah Gary



Carly Goldsborough



Jeremy Koser



Eric Madden



Matt Miller



Kristyn Newby



Candice Ottley-Francois



Nathan Rahaim

*Committee Lead

Succession Development | Creating a Talent Pool | Owning Your Career

SUMMARY

With our core business of providing professional services, staff development is paramount to the success and longevity of JMT. In this session, we contemplate a framework on how managers can approach succession planning and how employees can develop their career paths in a mutually beneficial way.

OUTCOME

Build a more resilient firm through a succession planning framework that: 1) focuses on employee retention, 2) encourages internal mobility, and 3) prioritizes staff development and empowerment.

WHAT TO EXPECT

Track 1: Succession Development and Creating a Talent Pool

In three large group sessions, AVPs and above will review a succession planning process that identifies critical positions and needed skills, prioritizes those positions, identifies potential candidates, and creates a development plan.

Track 2: My Future at JMT- Owning my Career

After a brief presentation on how to own your career, Associates and Senior Associates will hear from a panel of leaders about their journeys at JMT.

TEAM



Kristyn Newby*



Eric Madden



Jim Maloney



Sergio Quevedo

*Committee Lead



TAKE INITIATIVE

Track 1: Brainstorm a list of ways you have developed your team members (talent pool).

Track 2: Think about your career progression at JMT; what questions do you have? Brainstorm questions to ask our panel members, who have successfully developed their careers at JMT.

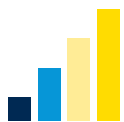
Why Our Vision?

Our core ideology consists of:



SUMMARY

Our core ideology [mission/vision/values/strategy] guides our actions and decisions. A vision is a desired future state. JMT's vision is internally focused to provide us with a long-term navigation aid and ensure our time, talent, and resources are oriented towards that state. The vision is further supported by our strategy, which incorporates goals and objectives.



Our current vision is: "To be a top 30 ENR firm by 2030, admired for our people, projects, partnerships, and culture."

This session will explore our vision for JMT in 2030. Is that picture clear for you? Your staff? Or a piece of art open for interpretation?

OUTCOME

Understand current leadership alignment for our stated vision, identify barriers to clarity and alignment, and share ideas we can implement to drive alignment.

WHAT TO EXPECT

- During a brief introductory session, we will level-set our definition of core ideology [mission/vision/values/strategy] and reflect on where we ideally see JMT in 2030.
- Through facilitated small groups, we will share our thoughts, perspectives, and ways to provide clarity and alignment on that future state.



TAKE INITIATIVE

Picture an ideal state for JMT in 2030 and consider what our vision statement means to you. Is your mental image aligned with our vision statement? Why or why not?

TEAM



Sean
McCone*



Tara
Alexander



Lauraine
Everson



Brandon
Lewis



Niki
Miller



Corey
Napier

*Committee Lead

My Role in Contributing to Our Success

SUMMARY

Role clarity within an organization refers to a clear understanding among employees about responsibilities, expectations, and how each person's work impacts the larger goals of the business. Effective role clarity leads to greater motivation, higher professional fulfillment, and increased engagement. Additionally, JMT benefits from overall organizational alignment specifically regarding our near-term goals and long-term vision. In this session, we will discuss our individual role awareness, importance, integration, and contribution, with emphasis on organizational collaboration for long-term success in the spirit of One JMT.

OUTCOME

Greater role clarity across the organization will improve efficiency, reduce conflict, enhance collaboration, and improve alignment and effectiveness in achieving our organizational goals.

WHAT TO EXPECT

Through facilitated small groups organized by job title, we will share our thoughts and perspectives on each of our roles, how we can more effectively support the organization in our role, and what the organization can do to make the role more successful. We will explore our thoughts on bringing greater awareness to other roles, how those roles integrate throughout the organization, and how we can improve organizational collaboration.



TAKE INITIATIVE

Consider how your role contributes to our success, and what you and the organization can do to improve your effectiveness in contributing to our goals.

TEAM



Matt Natale*



Matt Crane*



Brandon Lewis*



Nancy Bergeron



Barry Epley



Lauraine Everson



Kristyn Newby



Becky Rehorn



Shawn Reynolds



Rick Smulovitz

*Committee Lead

Brand Commitment and Value-Driven Leadership

SUMMARY

Our brand values are another central pillar of our core ideology. A strong brand in a professional services firm is essential for building credibility, differentiating from competitors, attracting clients and talent, maintaining consistency, and driving long-term success and growth. Our brand is a strategic asset that influences perceptions, decisions, and relationships within the industry. This session will not reimagine our brand. Instead, it will examine the relative strength of our brand, consider your role as a leader in modeling it, and explore ways to better demonstrate and communicate our brand better so it remains a competitive advantage as we grow.

OUTCOME

Confirm our brand values still hold true, educate each other on successful approaches to do so, and commit to living our brand.

WHAT TO EXPECT

- In a large group, we will review the strength of our brand today and our journey to date.
- After transitioning to smaller breakout groups, we will share brand stories, the successes we've experienced, and the challenges we face now and in the future.



TAKE INITIATIVE

How well do you know JMT's brand constitution? Write down two to three encounters that stood out when you experienced and felt our brand.

TEAM



Lauraine Everson*



David Coyne*



Sean McCone



Becky Rehorn

*Committee Lead

ESOP – A Retirement Plan, A Mindset, or More?

SUMMARY

Employee stock ownership plans (ESOPs) promote camaraderie, improve profitability, improve employee retention, and help with recruitment. According to the National Center for Employee Ownership, “Just about every ESOP company wants to have employees who think and act like employee owners. Compelling research and decades of experience show that employee-ownership is a powerful tool to improve corporate performance – but only when companies have ‘ownership cultures’ in which “employees think and act like owners.”

This session will delve into our employee owners’ views on the ESOP, whether being 100% employee-owned is a differentiator, and if we truly have an ownership culture at JMT.

OUTCOME

Employee owners will gain awareness of the wide range of beliefs on this topic. Your input will shape future JMT initiatives that instill an ownership mindset of accountability – responsibility as individuals and concern for the success of the organization as a whole.

WHAT TO EXPECT

Participants will be actively involved in a dialogue that discusses this topic and formulates ideas to uncover the reality of our ownership culture and if/how we can enrich this culture.



TAKE INITIATIVE

We are eager to hear your feedback and opinions on this topic. Reflect on our employee-ownership structure, your ownership of JMT stock, and our brand value “We take pride in the success of our firm.” Come prepared to discuss what drives your behavior.

TEAM



Rick Smulovitz*



Jerry Baxter



Andrew Birmingham



Wes Carson



Heather Chism



Matt Crane



Angie Hernandez



Brandon Lewis



Mike Kolar



AJ Parker



Justin Seal



John Seifert



Jessica Toye

*Committee Lead



Leading JMT to

