

# CEO ROUNDTABLE

## ACEC

AMERICAN COUNCIL OF ENGINEERING COMPANIES  
*of Iowa*

### CEO Roundtable

December 11, 2007 ~ 10:00 a.m. – 3:30 p.m.  
Hotel Fort Des Moines ~ 10<sup>th</sup> & Walnut Streets  
Des Moines, Iowa

Principals in Iowa firms have a rare opportunity to come together to discuss the best business practices in engineering firms.

Iowa principals will learn from their peers what works and doesn't work in running a successful engineering firm and, for the first time, the same individual who has led 15 CEO Roundtable Workshops at ACEC meetings across the country will facilitate the Iowa CEO Roundtable.

The CEO Roundtable is one of the most popular programs offered at ACEC meetings year after year and many people credit the success of these programs with the facilitator we're bringing to Iowa to lead our Roundtable.

#### *Personnel Practices, Salary and Benefit Survey* Free to all Registrants

All registrants will receive a free copy of the recently completed ACEC/Iowa *Personnel Practices, Salary and Benefits Survey*. This extensive survey is sure to serve as a catalyst for discussion, but the real secret to the CEO Roundtable is the attendees decide what the topics of discussion will be. You will determine the actual agenda. It is your questions that will drive the meeting. We cannot guarantee what issues will be discussed, but we can guarantee if you want the issue discussed, the opportunity will be provided. Whether it's investing firm profits, determining stock values, conducting performance reviews or dealing with "difficult" personnel issues, this is the forum to find the answers.

The ACEC/Iowa CEO Roundtable is the only opportunity top-level Iowa leaders have to come together to discuss the business of consulting engineering.

# The ACEC/Iowa CEO Roundtable Facilitator

**Leading our discussion will be an individual who brings decades of engineering experience to the table.**

**R o n B o n a r , P E , L S , D E E**

## **Professional Experience**

1963-1976	City of Fort Wayne, City Engineer
1976-2000	Founder, CEO, Bonar Group
2000-Present	Chairman Emeritus, Bonar Group
1990-Present	Facilitated 15 CEO Roundtables at ACEC Conferences

## **American Council of Engineering Companies (ACEC) Peer Review Program**

- Member, National Peer Review Committee
- Bonar Group first Indiana firm peer reviewed in 1985
- Peer reviewed twice, 1985, 1997
- Certified ACEC Peer Reviewer
- Conducted 25 peer reviews (17 as team leader)

## **Management Accomplishments**

- Founder and CEO of 80 person, 3 office Indiana firm
- Created new offices by start-up and acquisition
- Planned and completed ownership/management transition plan
- Ownership transition included ESOP and direct stock purchases
- Designed and implemented successful incentive compensation program
- Implemented effective project manager program
- Developed annual firm-wide employee recognition and training program
- Used creative/innovative marketing techniques for municipal clients
- Performed annual strategic and business planning
- Implemented employee mentoring program
- Three children, nine grandchildren and a happy wife



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## **CEO Roundtable ~ Registration Form**

**December 11, 2007 ~ 10:00 a.m. to 3:30 p.m.**

**Hotel Fort Des Moines ~ 10<sup>th</sup> & Walnut Streets ~ Des Moines, Iowa**

Firm Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

- Yes, the following individuals will be in attendance. We understand that the intent of the Roundtable is to have firm principals attend.

Names of individuals attending:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**The registration fee includes lunch and breaks:**

**\$85 per person for ACEC/Iowa member firms**

**\$285 per person for non-member firms**

- Enclosed is a check in the amount of \$ \_\_\_\_\_ payable to ACEC/Iowa.  
 Please bill our firm at the address above for the number of individuals listed.  
 Please register us as new ACEC members. Our member application is enclosed.

### **Return to ACEC/Iowa ~ By November 30, 2007**

1000 Walnut Street, Suite 102 ~ Des Moines, IA 50309

Phone: 515-284-7055 ~ Fax: 515-284-7301 ~ E-mail: [justin.scott@cec-iowa.org](mailto:justin.scott@cec-iowa.org)



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1000 Walnut Street, Suite 102  
Des Moines, IA 50309

**Mail to:**

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**You are invited to**

**ACEC/Iowa's  
CEO Roundtable**

*Facilitated by Ron Bonar, PE, LS, DEE*

**December 11, 2007**

**Hotel Fort Des Moines ~ Des Moines, Iowa**