



SAME INFRASTRUCTURE FORUM 23RD ANNUAL EVENT

Leader Development Programs: SAME Texas Region

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February 9, 2024

2025 SAME Strategic Plan

- ❑ *Strengthen Industry-Government Engagement*
- ❑ *Build and Sustain Resilient Communities*
- ❑ **Develop Leaders for the
Architecture/Engineering/Construction (A/E/C) Profession**
- ❑ *Enrich the STEM Pipeline for the Nation*
- ❑ *Prepare Servicemembers and Veterans for the A/E/C Industry*

SAME Texas Region

Leadership Development Program (LDP)

- ❑ offered by SAME for emerging leaders
- ❑ integrated eleven-month (Jan-Nov) learning series that includes
 - ✓ Collaboration with a mentor
 - ✓ Monthly virtual leader development sessions
 - ✓ Book discussions
 - ✓ Opportunity to participate in SAME-sponsored events
- ❑ no registration fee;
- ❑ employer must support participation



2023 TEXAS LDP – SCHEDULE



Schedule	Topic	Instructor
Know Yourself		
Jan	Leadership 101 / Introduction to the Program	Eric Wilbur
Feb	Leadership Style Assessment Part I (CultureIndex.com)	Shane Wade
Mar	Leadership Style Assessment Part II	Shane Wade
Know Your Team		
Apr	Building and Leading High Performing Teams	Lem DuBose
May	OPTIONAL: SAME Joint Engineer Training Conference (JETC) San Antonio (Leadership Development Track)	Various
May	Leadership Identity within a Team	Victoria Mechtly
June	Communications	Donna Forgy
July	Leading Global Teams	Don Gleason
Know Your Future		
Aug 2023	SAME Post Leaders Workshop (FYI)	n/a
Aug 2023	Support Your Values/Ethics and Integrity	Jose Olivero
Sep 2023	How to lead in the AEC profession	Buddy Barnes
Oct 2023	Transition and Transformation: From Teammate to Team Leader	James Kirk
Nov 2023	OPTIONAL: SAME Federal Small Business Conference (San Antonio)	Various
Nov 2023	Business Acumen/Financial Awareness	Shane Wade
Graduation & Next Steps		
Dec 2023	Graduation	Don Gleason

2023 TEXAS LDP – OTHER

Book Discussions

- ✓ “Quiet” by Susan Cain
- ✓ “Vision Driven Leader” by Michael Hyatt
- ✓ “Dare to Lead” by Brene Brown



Mentor-Mentee connections



2023 TEXAS LDP – MY REFLECTIONS

- Strengths and weakness (self-audit)
- People over projects (relationships is everything)
- Importance of teamwork (We not I)
- Business acumen (money matters)
- Emotional Intelligence (seek to understand)
- Value of service (to others and to society)



Where to from here?

2023 TEXAS LDP MENTORS



Jose Aguilar

Aaron Barta

Mike Brannon

Pat Brown

LTC Craig Bryant

Mike Fitzgerald

Don Gleason

Josh McClure

Bob Morris

Reid Mrsny

Greg Olinger

Ian O'Sullivan

Jack Otteson

Jeff Scarborough

Lars Zetterstrom

Thank you to the amazing mentors

2023 TEXAS LDP GRADUATES

Dallas Post

Craig Bond

Ehsan Zahed

Emily Daniel

Joe O'Brien

Kei Lee

Houston Post

Keith Rabb

Brett Bobo

Larry LaMette

Mondel Garcia

Brandie Zenon

San Antonio Post

Matthew Owens

Fort Worth Post

Archana Sharma

El Paso (Albuquerque)

Nancy Camarena

Proud graduates of the first Texas LDP

Thank you

The background features a dark blue field on the left, transitioning into a series of overlapping, semi-transparent geometric shapes on the right. These shapes include triangles and polygons in various shades of blue, a vibrant red, a green, and a yellow-green, creating a dynamic, layered effect.