# 25

# 26

# Impact Report



# CONTENTS


## INTRODUCTION

3 Letter from the Founders

## ABOUT LEADERFLOW

6 Our Story
7 Program Overview
8 Program Outcomes
9 Meet Our Community
15 Our History

## OUR IMPACT

18 LeaderFlow's Lasting Impact
19 Recognition

## GRATITUDE + OUTLOOK

21 A Special Thanks to Our Board
22 Our Sponsors Who Make It Possible
26 Our Financial Snapshot
27 Flowcilitators and Their Firms
28 What's Next




2024-2025 Inaugural Chicago Cohort
Program Wrap Celebration at HED (Harley Ellis Devereaux)




# LETTER FROM THE FOUNDERS

Dear LeaderFlow Community,

We're proud to share LeaderFlow's first impact report, a meaningful milestone and an opportunity to reflect on how far this community has come. What began as a single cohort in 2021 has grown into a community spanning five cities and nearly 250 professionals to date, but it's the experiences, relationships, and personal transformations behind that growth that continue to inspire us.

From the beginning, we knew there was a significant need for more intentional leadership development in our industry. What we couldn't have anticipated was just how deeply this experience would resonate with the people who became part of it.

We've watched participants discover strengths they hadn't fully recognized, challenge assumptions about themselves, and begin to see new possibilities for how they lead, both professionally and personally. These moments have reinforced something we believe deeply: meaningful leadership development begins with understanding ourselves and grows through the relationships we build with others.

That belief has continued to shape LeaderFlow. We've intentionally evolved our curriculum, listened to participants, and worked to make the learning relevant to the real challenges they face. Seeing those lessons carry into their lives, teams, and organizations has been among the most rewarding parts of this journey.

None of this would be possible without the people and organizations who have believed in this work. To our sponsors, thank you for investing in LeaderFlow and helping make these opportunities possible. To our Flowcilitators, partners, alumni, and supporters, thank you for the time, expertise, encouragement, and commitment you've brought to this community.

As founders, we've learned that building something meaningful takes patience, persistence, and a willingness to keep growing ourselves. Looking ahead, our responsibility is not simply to reach more people, but to sustain the depth of the experience and the connections that make this community special.

We hope this report reflects not only how far we've come, but what becomes possible when we invest in people and give them the space, support, and encouragement to grow into their own leadership.

**With gratitude,**



**Janiece Williams**
Co-Founder & Executive Director



**John Gavan**
Co-Founder

Alumni Spotlight

“LeaderFlow gave me the tools and confidence to advocate for my promotion in a professional, thoughtful way, and it worked. I truly believe the skills I developed through LeaderFlow directly contributed to my growth and helped make me a better leader. Going from participant to Flowcilitator, and from Project Manager II to Project Executive, has made the impact of LeaderFlow on my career very tangible.”



**Henry Castro**
**Alum, Houston Cohort, 2025**
Construction, 11 years experience at start of program

**Since joining LeaderFlow, Henry has continued to grow in his career and returned as a Guest Flowcilitator for the 2026 cohort.**



# ABOUT LEADERFLOW

Making meaningful leadership development accessible across the AEC industry.

# OUR STORY

LeaderFlow began with a simple but ambitious idea: to make meaningful leadership development accessible to more diverse professionals across the architecture, engineering, and construction (AEC) industry. At its heart was a belief that investing in people and helping them recognize their potential, strengthen their voice, and expand their influence could create lasting change across the industry.

For co-founder John Gavan, the idea grew from his 15 years as CEO of KPFF Consulting Engineers, where he saw firsthand the value of investing in leadership development. He envisioned making a version of KPFF's leadership development program available to diverse professionals throughout the industry.

For co-founder Janiece Williams, the connection was deeply personal. Drawn to architecture by a desire to positively shape communities, she spent over a decade in the profession before recognizing that her passion extended beyond the projects themselves. She was equally inspired by the opportunity to develop the people behind the work, helping them recognize their strengths, find their voice, and realize their leadership potential.

Their paths came together in 2021 through a pilot program launched in partnership between KPFF and the Southern California chapter of the National Organization of Minority Architects (SoCal NOMA). John led the program, while Janiece participated in the inaugural cohort, experiencing firsthand the impact of its learning and relationships. Together, they went on to co-found LeaderFlow.

Their vision responds to a persistent industry challenge: access to leadership development, mentorship, sponsorship, and professional networks is not always equitable, particularly for mid-career professionals from historically underrepresented backgrounds. LeaderFlow works to bridge that gap by creating an intentional, psychologically safe learning environment where professionals can strengthen their leadership capacity, build meaningful relationships, and reconnect with their purpose. We believe that when more people have the opportunity to grow into their leadership, the entire industry benefits from stronger relationships, broader perspectives, and leaders better equipped to shape the communities they serve.



from left: Javier Guerrero (alumni), Melvalean McLemore (former AIA Houston President), and Paris Woods (alumni), 2024 Houston Program Wrap Celebration

When more voices are heard, the industry becomes **more innovative and more inclusive.**

# PROGRAM OVERVIEW

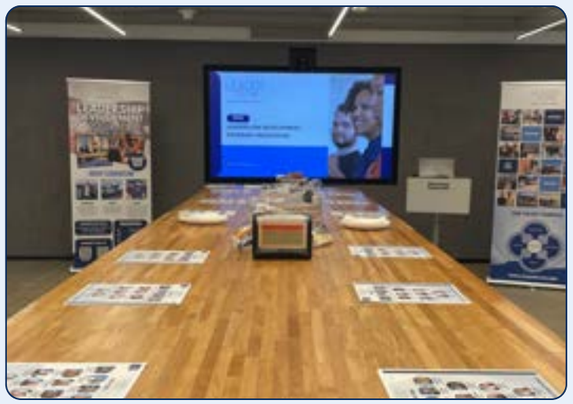
**The LeaderFlow Development Program** is an in-person leadership development experience designed for mid-career professionals with at least five years of experience in the architecture, engineering, and construction (AEC) industry. The program runs annually from March through October, with staggered start dates across five major U.S. cities.

The program combines training and coaching led by Flowcilitators, including certified leadership trainers and accomplished AEC industry leaders. Together, they bring proven leadership frameworks and real-world industry insights to help participants build the skills, confidence, and community to step more fully into leadership.

Cohorts are intentionally small, bringing together 12 to 17 professionals from across firms and disciplines to foster meaningful connections and peer learning. Participation is offered at no cost to participants, made possible through the generous support of LeaderFlow's sponsors.

## Cities Where LeaderFlow Takes Place



Program curriculum length:

**7 mos.**

Participants per cohort:

**12–17**

Cost to participants, thanks to sponsor support:

**$0**

# PROGRAM OUTCOMES



from left: alumni Whitney Lewis, Clenel Williams, Ekram Hassen, Charleston Burr, 2023 Inaugural Seattle Cohort Program Wrap Celebration at WRNS Studio's Seattle office

At the heart of LeaderFlow's curriculum are four core outcomes that lay the foundation for meaningful leadership in the AEC industry. Through seven interconnected sessions, participants explore topics that build on one another, deepening their understanding of themselves, their peers, and the industry they help shape.

## FOUR CORE OUTCOMES

### Personal Growth

The journey begins by looking inward. Through tools like CliftonStrengths® and the Total Leadership framework, participants leave with a personal leadership philosophy rooted in their core values and strengths, a clearer vision for their future, and concrete steps to get there.

### Strengthened Community

Some of the most valuable things participants take away from LeaderFlow are built in the room. By drawing cohorts from different firms across the same city, we create the conditions for meaningful conversation and relationship-building across architecture, engineering, and construction. The community that forms becomes a professional network rooted in trust.

### Increased Awareness of Self and Others

Participants leave with a sharper understanding of themselves and the people around them. Through emotional intelligence assessment and coaching, they develop the ability to navigate difficult conversations, build trust, and lead with empathy.

### Improved Skills in Management and Leadership

From navigating high-stakes conversations to understanding how AEC firms are structured and financed, participants build practical skills they can apply immediately in their projects, their firms, and their careers.

# MEET OUR COMMUNITY

## FLOWCILITATORS

LeaderFlow sessions are led by Flowcilitators, a combination of certified leadership trainers, professional coaches, and experienced AEC industry leaders, including firm principals, CFOs, and HR executives. They bring real-world experience, personal stories, and a genuine commitment to developing the next generation of leaders. Many also serve as mentors and advocates, extending their support and relationships with participants well beyond the program.

All Flowcilitators participate in LeaderFlow's orientation and facilitator training, which provides a shared approach to fostering psychological safety, facilitating meaningful dialogue, and creating peer learning environments where participants feel challenged, supported, and empowered to grow.

### LEAD FLOWCILITATORS 2026



**Bob Fuhs (S3)**
Principal Consultant, Fuhs Leadership Development



**Jane Carr, Ph.D (S1)**
Principal, Focus on Leaders



**Nikhil Kalghatgi (S6)**
CFO, KPFF Consulting Engineers



**Renée Powers (S4)**
L&D Manager / Elite Facilitator, DPR Construction



**Saskia Dennis-van Dijl (S2)**
Principal Consultant, Cameron MacAllister Group



**Sonal Sheth Zawahri (S3)**
Founder, PerSonal™



**Tiffany Bergeron (S5)**
Principal Consultant, Cameron MacAllister Group

### GUEST FLOWCILITATORS 2026

SEE PAGE 27 FOR ALL OUR FLOWCILITATORS OVER THE YEARS



**Al Barkouli (S7)**
Chairman & CEO, David Evans and Associates



**Cesar Torres (S6)**
CFO, GLY Construction



**Henry Castro (S6)**
Project Executive, Gilbane Building Co.



**John Bonney (S6)**
Vice President, Gilbane Building Co.



**Joseph Khaled (S5)**
Senior Vice President, McCarthy



**Lucy Wakatsuki (S6)**
Finance Leader, DPR Construction



**Lisa Moving (S6)**
Vice President, DEI Turner Construction



**Maria Kook (S6)**
Director of Design, JLL



**Meredith Everist (S6)**
Principal, Baylis Architects



**Micki Washington (S6)**
Global Strategic Programme Manager, BP



**Parini Mehta (S7)**
Principal, CO Architects



**Terri Howard (S5)**
VP of Equity, HGA Architects and Engineers



**Todd Sigaty (S6)**
Chief Officer, SHoP Architects



**Enrique Suarez (S7)**
Principal, CEO HED

## LEADERFLOW PROGRAM'S 7 SESSIONS

1. **Building Trust / Maintaining and Leading with a Growth Mindset / Leading Through Strengths**
2. **Total Leadership and Work-Life Integration**
3. **Emotional Intelligence**
4. **Crucial Conversations**
5. **Relationship-Centered Leadership**
6. **Financial Aspects of Practice and Project Leadership**
7. **Leadership in Action**

Flowcilitator Spotlight

# “LeaderFlow helps AEC professionals grow through trust, reflection, and authentic connection.”

—



2024-2025 Inaugural Chicago Cohort
Final Program Session at Gilbane's Chicago office

## CELEBRATING MENTORSHIP BEYOND LEADERFLOW



**Enrique Suarez**
Principal | CEO, HED

“I have served twice as a Flowcilitator since HED joined the LeaderFlow family of sponsors. Each experience has taught me something new about leadership, allowed me to witness emerging leaders develop their authentic voices, and created space for us to share our journeys as people striving toward meaningful goals. Supporting participants has strengthened my own leadership practice and fostered relationships beyond the formal program—demonstrating how LeaderFlow helps AEC professionals grow through trust, reflection, and authentic connection.”



**Visit our website to learn how to participate.**

# MEET OUR COMMUNITY

## PARTICIPANTS

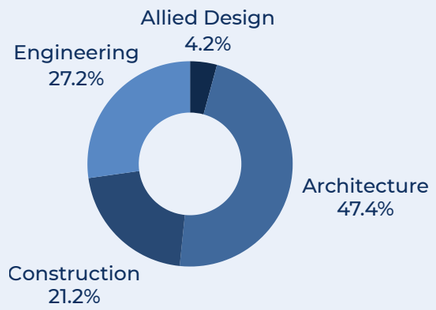
LeaderFlow participants are mid-career professionals from across the architecture, engineering, and construction (AEC) industry who bring diverse experiences, perspectives, and ambitions to their leadership journeys. They are ready to take on greater responsibility, expand their influence, and deepen their connection to the purpose that brought them to this field.

Our community reflects the breadth of professionals who contribute to the AEC industry, including those working in architecture, engineering, construction, interior design, landscape architecture, urban planning, marketing, business development, operations, and other roles that shape the built environment and the organizations behind it.

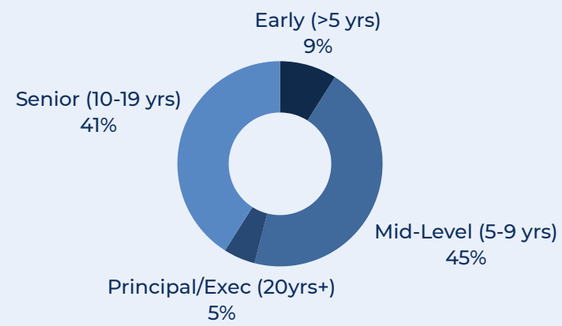
Our participants are curious, committed to personal and professional growth, and eager to strengthen their ability to lead themselves and others.

Beyond their professional backgrounds, participants share a commitment to building a stronger, more connected industry. Recognizing that access to leadership development, mentorship, and professional networks is not always equitable, LeaderFlow works to expand these opportunities and support talented professionals from all backgrounds in realizing their leadership potential.

**Participant Backgrounds by Discipline**




**Where Our Participants Are in Their Careers: Years of Experience**











Alumni Spotlight

“It’s definitely a life changing experience that we went through. [LeaderFlow is] one of the first [programs] that I’ve had in my life where I’ve been able to open up and just feel completely vulnerable with a group of people that I didn’t know.”



**Jameel Jordan**
**Alum, Los Angeles Cohort, 2022**
Engineering, 5 years experience at start of program

Alumni Spotlight

“I used to think leadership meant taking charge, and that the C-Suite was meant for people with a specific set of skills or personality traits. LeaderFlow broadened my perspective, showing me that leadership comes in many forms. It opened my horizons and empowered me to build meaningful connections beyond the workplace, which led to opportunities for community engagement, even on a national level. And this is only the beginning of my journey.”



**Karen Chan**
**Alum, Los Angeles Cohort, 2023**
Architecture, 20 years experience at start of program

**Since joining LeaderFlow, Karen has been promoted to Associate Principal and was selected for AIA’s “Next to Lead” 2024–2025 cohort.**





2024-2025 Inaugural Chicago Cohort
Program Wrap Celebration at HED's Chicago office

Alumni Spotlight

"I'm more confident in my ability to lead with purpose, especially in high-pressure situations. I've also developed a stronger sense of self-awareness—understanding how my communication style, decisions, and emotional intelligence impact my team."



**Richard Gutierrez**
**Alum, Chicago Cohort, 2024-2025**
Construction, 9 years experience at start of program

# OUR HISTORY

## PROGRAM GROWTH BY YEAR



Graduates per year

| 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|
| 12 | 12 | 37 | 41 | 71 | 65 |

### 2021
Pilot with SoCal NOMA & KPFF

Los Angeles

### 2022
LeaderFlow launched as a startup nonprofit

Los Angeles

### 2023
Incorporated as a 501(c)(3)
Houston & Seattle inaugural cohorts launched

Los Angeles · Houston · Seattle

### 2024
Chicago & New York inaugural cohorts launched

Los Angeles · Houston · Seattle · Chicago · New York

### 2025
Alumni network launched

Los Angeles · Houston · Seattle · Chicago · New York

### 2026
Fully operating in all 5 cities during one calendar year

Los Angeles · Houston · Seattle · Chicago · New York

## Key Statistics

**238**
Total Graduates

**7** Lead Flowcilitators

**73** Guest Flowcilitators (AEC industry leaders)

**80+** AEC Firms Represented

*Statistics as of 2026.*

Orange city labels mark each city's first LeaderFlow cohort.

# OUR IMPACT

Lessons that carry into lives, teams, and organizations.




Alumni Spotlight

“Every session was deeply impactful. Learning new skill sets and understanding how to apply them to my life has been phenomenal, but what made the experience truly invaluable was the connection I built with my Chicago team. We held each other accountable and challenged one another to be the best version of ourselves, pushing through hard conversations that forced us to look within, peel back the layers, and grow into our strengths together.”



**Bri’Shae Anderson**
**Alum, Chicago Cohort, 2024-2025**
Construction, 9 years experience at start of program

# LEADERFLOW'S LASTING IMPACT

## HOW GRADUATES HAVE GROWN



In a 2025 LeaderFlow Participant Survey of 71 alumni from the 2024–2025 cohorts, 55 responded (77%). Alumni respondents had the following to share about LeaderFlow's impact on them.

**91%** rated their likelihood of recommending LeaderFlow to a colleague or peer a 9 or 10 out of 10.

**87%** gained greater self-awareness and a better understanding of their leadership style

**84%** gained leadership frameworks and tools they can apply to their careers

**80%** improved how they manage or communicate with others

**64%** gained confidence and a greater sense of self-empowerment

**58%** mentored or supported others in their workplace

# RECOGNITION



# 2023

## COMMUNITY CONTRIBUTION AWARD

AIA Los Angeles

Recognizing LeaderFlow's visionary leadership in creating opportunities for mid-career professionals to access vital leadership development training.







## HNOMA PARTNER AWARD

National Organization of Minority Architects, Houston Chapter

Recognizing LeaderFlow's contributions to professional development and leadership within the Houston architecture community.





# GRATITUDE + OUTLOOK

Industry-wide change happens when leaders choose to invest in it.

# A SPECIAL THANKS TO OUR BOARD

LeaderFlow is guided by our Board, which is composed of leaders across all aspects of the AEC industry and reflective of the communities we serve. In 2025, our Board set the direction for our approach to what's next: stabilize, then grow. As we strengthen our governance and create new pathways for alumni, the Board's focus on building a strong foundation will enable LeaderFlow to ultimately expand our reach to more emerging leaders in more places and provide connections and opportunities that last far beyond participation in our 7-month development program.

We're so grateful for each individual's contributions and commitment to their place on our Board as we shape the future of LeaderFlow–and with it, the future of the AEC industry and beyond–together.



**Burke Pemberton**

CFO,
Stok



**Saskia Dennis-van Dijl**

Principal,
Cameron MacAllister Group



**Joffrey Wilson**

VP, Human Resources, Diversity, Equity & Inclusion, and Community Empowerment, Mortenson





**Industry-wide change happens when leaders across our industry choose to invest in it.**

# OUR SPONSORS WHO MAKE IT POSSIBLE

We are deeply grateful for the sponsors who continue to champion this work and make LeaderFlow possible. Their leadership extends beyond their own organizations, helping build a more inclusive, resilient, and impactful industry for all.

LeaderFlow is made possible by a growing community of AEC firms committed not only to developing their own teams, but to strengthening leadership across the industry. Our sponsors recognize that great leadership is cultivated and believe in investing in opportunities that help professionals realize their full leadership potential.

For many firms, supporting LeaderFlow is both an investment in their people and a reflection of their broader values. Participants and Flowcilitators from sponsoring firms bring new perspectives, stronger connections, and valuable leadership insights back to their organizations. At the same time, sponsorship creates opportunities for professionals from non-sponsoring firms to participate, extending LeaderFlow's reach beyond any one organization.

Together, these investments reflect a shared commitment to developing leaders and strengthening the AEC industry—not just within individual firms, but across the broader professional community.

**Become a sponsor to support LeaderFlow.**



## WHY OUR SPONSORS CHOOSE LEADERFLOW

Among the organizations that support LeaderFlow, many have made a long-term commitment to advancing our mission. Here's why three of our sponsors believe in the work we do.

ZGF
ZIMMER GUNSUL FRASCA ARCHITECTS LLP

"ZGF's history is rooted in public service and community centered design, and that legacy informs our foundational support of LeaderFlow. We've seen firsthand how our staff members who've participated in LeaderFlow have returned to their work more engaged, committed to leadership, and equipped to broaden our perspectives to shape equitable outcomes in the built environment. LeaderFlow creates an amazing opportunity for mid-career professionals and we're proud to support an organization so aligned with ZGF's values."



**Victoria Nichols AIA, NCARB, ACHA**
*Partner*

DPR CONSTRUCTION

"At DPR, we often say that who we build is as important as what we build, and our partnership with LeaderFlow is a natural extension of that belief. We've experienced firsthand the value Crucial Conversations can bring to our own teams, so being able to share that framework through a program we've believed in and supported from the beginning is especially meaningful. Together, we're helping more leaders across the AEC industry build the skills to communicate with confidence, strengthen relationships, and navigate the conversations that matter."



**Cari Williams**
*Global Social Responsibility Leader*

Thornton Tomasetti

"At Thornton Tomasetti, we're committed to attracting and developing the best talent in our industry—people who embrace our culture, who learn as much as they teach, and who build lasting careers with us. That's why we invest so heavily in accelerating growth and development, and why we look for programs that share our values. LeaderFlow has been exactly that kind of partner. Our emerging leaders come away with a sharper understanding of their own leadership style, along with valuable perspectives from peers across the industry navigating similar career stages."



**Michael Squarzini P.E., LEED AP**
*Co-CEO*

# 2025 - 2026 LEADERFLOW SPONSORS

**FOUNDATIONAL SPONSORS**
3-Year Pledge of $50,000

kpff
DPR CONSTRUCTION
ZGF ZIMMER GUNSUL FRASCA ARCHITECTS LLP

**NATIONAL SPONSORS**
1-Year Pledge of $30,000

Thornton Tomasetti
HENSEL PHELPS Plan. Build. Manage.
Turner
MARX OKUBO
Terracon Explore with us
SGH
Mortenson
Gilbane

**PLATINUM SPONSORS**
1-Year Pledge of $20,000

HED
structural group FAMILY OF COMPANIES structʼturʼal TECHNOLOGIES structʼturʼal PULLMAN Civil Construction
ALDRIDGE
STŌK
CAMERON MacALLISTER GROUP

**GOLD SPONSORS**
1-Year Pledge of $10,000

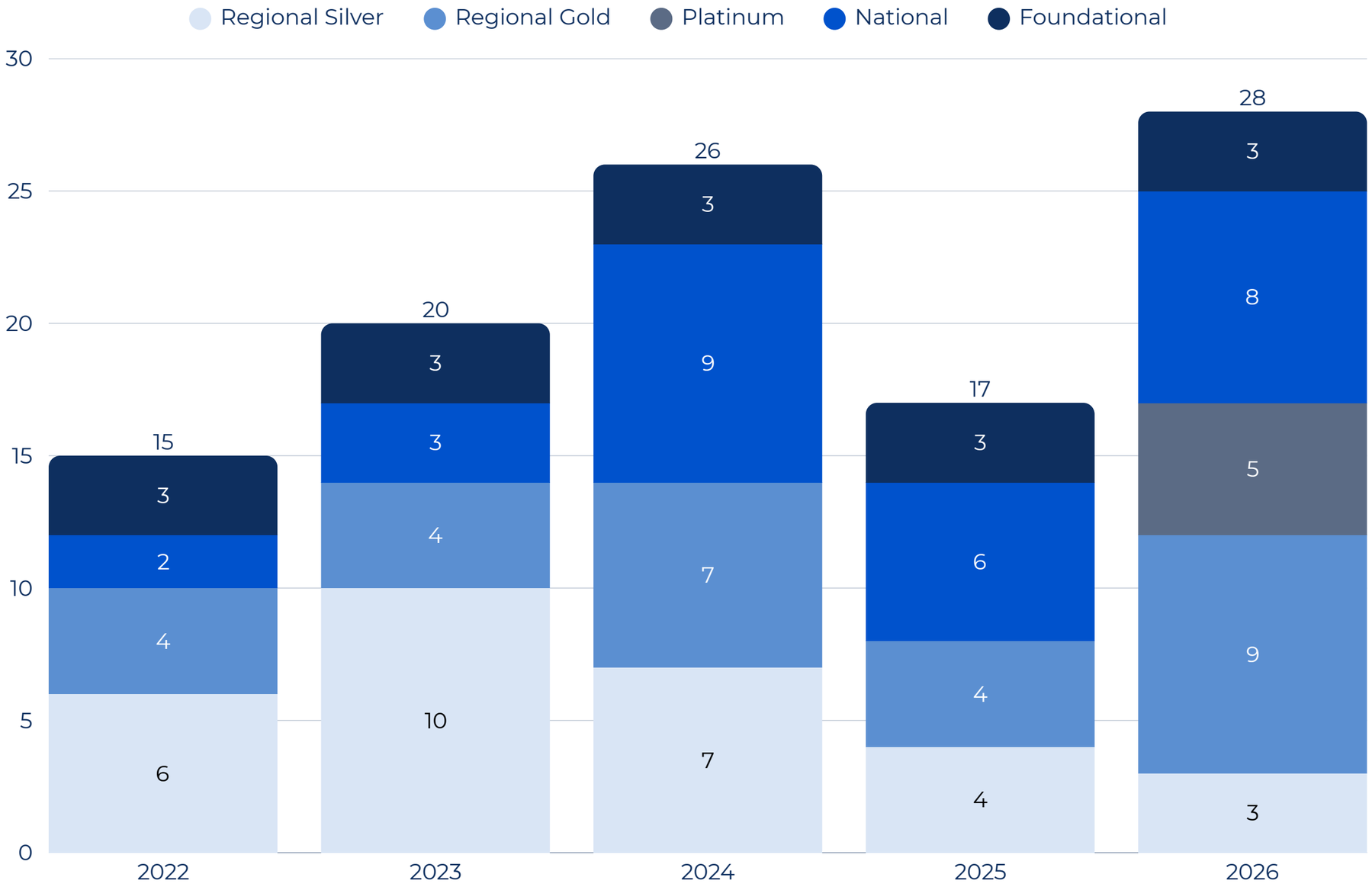
CO ARCHITECTS
McCARTHY
SEA NCSEA National Council of Structural Engineers Associations
walter p moore
HKS
SHAWMUT
SYSKA HENNESSY GROUP
shp
DAVID EVANS AND ASSOCIATES INC.

**SILVER SPONSORS**
1-Year Pledge of $5,000

CANNONDESIGN
BUILDING VENTURES for a Better Built World
Moody Nolan

# SPONSORSHIP GROWTH

## Sponsor Organizations By Tier (2022-2026)



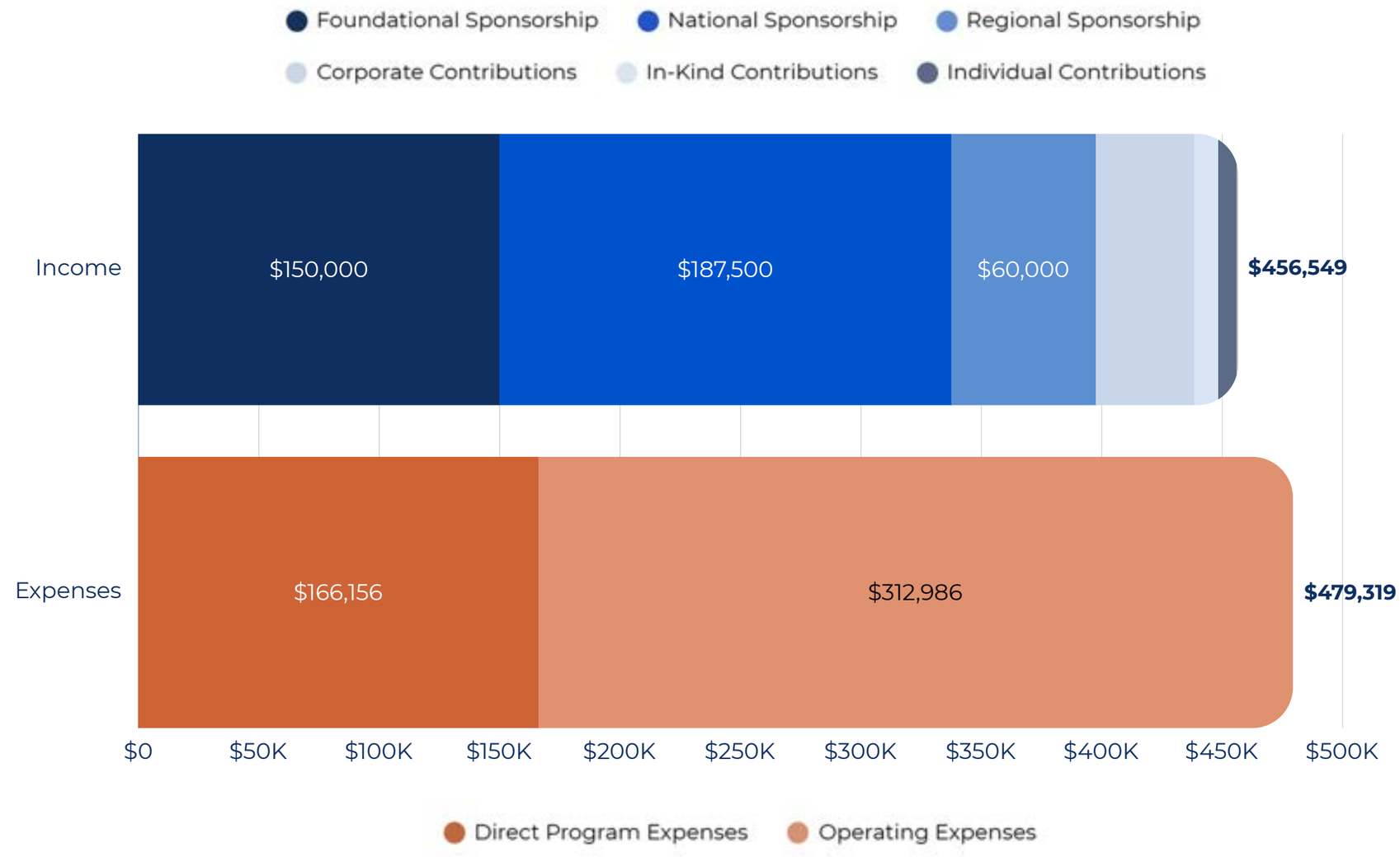

**87% growth in total sponsors from 2022 to 2026**

# OUR FINANCIAL SNAPSHOT




As our sponsor community grows, so do our reach and impact. In FY 2025, sponsors made up about 87% of our income. The charts at right show the comparison between that support and what it takes to run LeaderFlow in five cities.

## **Revenue and Expenses: FY2025** (Jan 1–Dec 31, 2025)



# FLOWCILITATORS AND THEIR FIRMS

ABBY WHITE · HKS
AL BARKOULI · DAVID EVANS & ASSOCIATES
ALASTAIR ELLIOTT · TYLIN
ALICIA ORTIZ · DPR CONSTRUCTION
ALLEN ESCOBEDO · KPFF
AMANDA DEAN · HKS
AMIE SULLIVAN · KPFF
ANGELICA BACCON · SHOP ARCHITECTS
ANNE FABRELLO-STREUFERT · KPFF
ANNELISE PITTS · SHEPLEY BULFINCH
ANTHONY WINSTON · WINSTON ENGINEERING
BOB FUHS · FUHS LEADERSHIP
BRIANNA NAVARRO · KPFF
BURKE PEMBERTON · STOK
CARI WILLIAMS · DPR CONSTRUCTION
CESAR TORRES · GLY CONSTRUCTION
DEREK WHITE · JENSEN HUGHES
DIANA DAVIS · PERKINS & WILL
ELISE BOGGS · ELISE BOGGS CONSULTING
EMILY GEORGE · KPFF
ENRIQUE SUAREZ · HED
ERIN CHIN · MORTENSON
GABRIELLE BULLOCK · PERKINS & WILL
GREG BUCCOLA · KPFF
HARUKA SAITO · ZGF
HENRY CASTRO · GILBANE
JANE CARR · FOCUS ON LEADERS
JENIFER NAVARD · ESKEWDUMEZRIPPLE
JENNA KNUDSEN · CO ARCHITECTS
JOFFREY WILSON · MORTENSON
JOHN BONNEY · GILBANE
JONATHAN MOODY · MOODY NOLAN
JOSEPH GOOD · LANGAN
JOSEPH KHALED · MCCARTHY
JOSEPH O'SULLIVAN · SYSKA HENNESSY GROUP
KAREN COMPTON · A3K CONSULTING
KRISTI SATTLER · AISC
LANCE COLLINS · PARTNER ENERGY
LATOYA KAMDANG · ENNEAD
LILIAN ASPERIN · WRNS STUDIO
LISA MOVING · TURNER CONSTRUCTION
LUCY WAKATSUKI · DPR CONSTRUCTION
MARIA KOOK · JLL
MARLENE CHEN · OLSON KUNDIG
MEL GRAVELY · TRIVERSITY CONSTRUCTION
MELISSA GRADECKI · AISC
MEREDITH EVERIST · BAYLIS ARCHITECTS
MICHAEL SQUARZINI · THORNTON TOMASETTI
MICKI WASHINGTON · BP
MIMI RAYGORODETSKY · LANGAN
MINDY NO · PERKINS EASTMAN
MITRA MEMARI · HKS
NATHAN JENKINS · MORTENSON
NIKHIL KALGHATGI · KPFF
NORMA LEHMAN · BOUNDLESS POTENTIAL
PAMYLA BROWN · TURNER CONSTRUCTION
PARINI MEHTA · CO ARCHITECTS
PETRINA GOOCH · HED
PHILLIP GREANY · MORTENSON
PRESTON HODGES · MCCARTHY
PUJA KASHYAP · KPFF
RENÉE POWERS · DPR CONSTRUCTION
ROSE MCCLURE · SGH
SALOMEH DIAZ · CRUCIAL LEARNING
SASKIA DENNIS-VAN DIJL · CAMERON MACALLISTER GROUP
SCOTT KELSEY · CO ARCHITECTS
SCOTT LELIEUR · LAKE FLATO
SHAFRAAZ KABA · STOK
SHARLA TOLLER · CANNONDESIGN
SHERYL VAN ANNE · MORTENSON
SONAL SHETH ZAWAHRI · TRU YOU, LLC
SPIRO KREMMIDAS · KPFF
STEPHEN VAN DYCK · LMN ARCHITECTS
TERRI HOWARD · HGA
THERESA CURTIS · THORNTON TOMASETTI
TIFFANY BERGERON · CAMERON MACALLISTER GROUP
TODD SIGATY · SHOP ARCHITECTS
TODD STINE · ZGF
VAL LOH · SYSKA HENNESSY GROUP
YU-MING WEI · HED

**Become a Flowcilitator today**

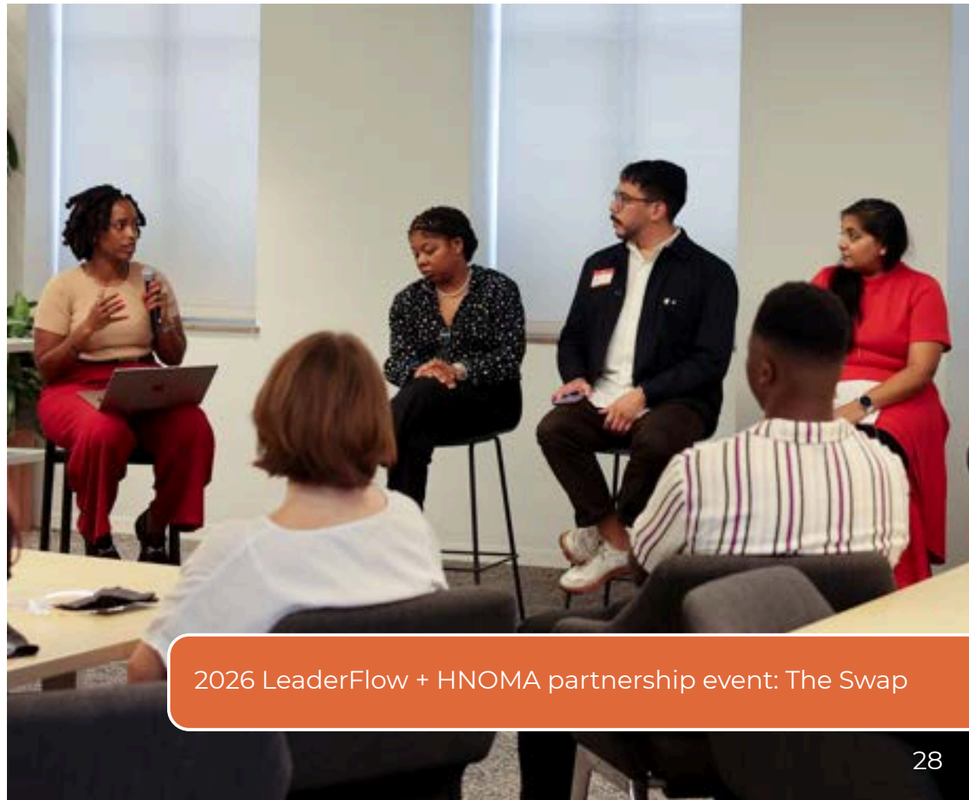
# WHAT'S NEXT

2024 Houston Cohort, Program Wrap Celebration at Perkins + Will (Houston office)

Looking ahead, LeaderFlow is focused on strengthening our foundation to support sustainable growth and expansion into new cities in the years ahead. Our “stabilize, then grow” approach prioritizes building our team, establishing a high-functioning Board, and creating stronger pathways for alumni to reconnect, continue learning, and build upon their LeaderFlow experience.

We recognize that leadership development is an ongoing journey that extends well beyond the seven-month program. By investing in our organizational capacity and alumni community, we aim to expand access to LeaderFlow while creating opportunities for lasting professional growth, meaningful connections, and continued engagement throughout our alumni's careers.

We're also exploring new opportunities for community engagement and strategic partnerships with mission-aligned organizations. Building on collaborations like our existing partnership with Houston NOMA, we hope to extend leadership development opportunities beyond our core program and reach more professionals across the AEC industry.



2026 LeaderFlow + HNOMA partnership event: The Swap

Flowcilitator Spotlight

# As we move through the industry, we’re not just building our own networks; we’re widening the circle.



2025 Los Angeles Cohort
Session 5 at Gilbane’s LA office

## CREATING A LASTING IMPACT



**Tiffany Bergeron**
Principal Consultant,
Cameron MacAllister Group

“I see the impact of LeaderFlow growing through the way the alumni continue to show up for each other—and for those coming behind us. As we move through the industry, we’re not just building our own networks; we’re widening the circle, offering support, and creating access to people and opportunities that might have felt out of reach. When alumni make a habit of sharing resources, making introductions, and saying “yes, I’ll help,” it slowly shifts the culture of our industry toward one where connection, generosity, and lifting others up is the norm, not the exception.”




# THE IMPACT CONTINUES WITH YOU

**Let's keep growing, connecting, and leading together.** leaderflow.org/connect-with-us/

## To everyone who has been part of LeaderFlow's journey: THANK YOU!

To our sponsors, partners, Flowcilitators, alumni, participants, and supporters: your investment, expertise, encouragement, and belief in this work have helped build a growing community of leaders who are making a difference across the AEC industry.

While this report reflects how far we've come, the work is far from finished. Together, we can continue expanding access to meaningful leadership development, strengthening connections across our industry, and creating opportunities for more professionals to realize their potential.

## Be Part of What's Next

**INVEST IN LEADERSHIP**

### Become a Sponsor

Help expand access to transformative leadership development and invest in the future of the AEC industry.

**GROW YOUR LEADERSHIP**

### Join a Future Cohort

Ready to strengthen your voice, expand your influence, and grow alongside a community of peers? Explore the LeaderFlow experience.

**SHARE YOUR EXPERTISE**

### Become a Flowcilitator

Help shape the next generation of industry leaders by sharing your experience, insights, and commitment to developing others.