

A stylized graphic of the American flag, featuring a blue field with white stars and red and white stripes, flowing diagonally across the top right corner of the slide.

# **Society of American Military Engineers National Leadership Opportunities Webinar**

Key Leadership Development Commission  
Capt. Sid Osgood, P.E., F.SAME, USCG(Ret.)

# Housekeeping

- Submit written questions at any time during the event via the “Q&A” function.
- This webinar will be recorded and posted on the SAME website <https://www.same.org/about-same/governance-policies/national-leadership-nominations/>

**Get On Board – Opportunity Awaits!!**

# Agenda



- SAME President Opening Remarks
- Why We're Here
- Myth Busters
- National Leadership Opportunity Discussions
  - C3s (Councils| Committees | Communities of Interest)
  - Regional Vice President
  - National Elected/Appointed Director
  - National Treasurer/Investment Committee
  - Foundation Board/Volunteer
  - National Vice President
  - Academy of Fellows Executive Committee
  - National President
- Question & Answer



# Poll Question

How long have you been a member of SAME?

- a) 0-5 Years
- b) 5-10 Years
- c) 10-20 Years
- d) > 20 Years



**Michael Huffstetler, Assoc AIA,  
LEED AP, F. SAME**  
**President, SAME**  
*DLR Group*

# Why We're Here

- 2030 SAME Strategic Plan
  - Goal: Develop People to Strengthen America's STEM Pipeline and Technical Workforce
    - “Promote a structured mentoring continuum, highlighting professional growth and leadership opportunities for members at all ages and experience levels.”
  - Desired Outcome: Optimize SAME's human capital programs, Posts, and Regions to maintain and enrich the STEM pipeline by introducing youth to the industry and enhancing personal and professional growth of those already in the profession.”
- National Leadership Opportunities Webinar initiated in 2020 to:
  - Increase size and diversity of SAME Key Leader Position (KLP) candidates
  - Ensure consistent pipeline of interested, qualified candidates for SAME KLPs
  - Help members navigate their SAME “career” by gaining and applying a diverse set of experiences
  - Demystify KLP requirements, expectations, and selection process

**Bottom Line: SAME has incredible leadership opportunities beyond the Post level.  
SAME has amazing volunteer leaders. We just need to connect them!**



# Myth Busters

- There's no way I have the time or experience to be a SAME Regional or National Leader.
- You have to “know someone” to be selected for SAME Key Leadership Positions.
- SAME has a “smoke filled room” where “SAME regulars” hand-pick Regional and National Leaders.
- SAME National Leadership positions are reserved for engineers and/or retired military officers.
- SAME Key Leadership Positions aren't open to Young Professionals.
- I can't just nominate myself for Elected Director or a Society Leadership Position.
- You must have served as a Society Vice President to be eligible for President-Elect.
- You must be a Fellow to serve on the Foundation.

# C3 Leadership Experiences



**Curt Haldeman**  
**Community of Interest**  
**Chair, Construction**  
*Granite Construction Company*



**Bobbi Jo Lang**  
**Membership Committee**  
**Chair**  
*Olsson*



**Allison Cantu, P.E., F.**  
**SAME**  
**Community of Interest Chair,**  
**Camps**  
*NAVFAC Southwest*



# Community of Interest, Council, & Committee (C3) Chairs



- |                                 |                        |                               |
|---------------------------------|------------------------|-------------------------------|
| • Architectural Practice COI    | • Camps COI            | • College Outreach COI        |
| • Construction COI              | • Environmental COI    | • Energy Security COI         |
| • Facility Asset Management COI | • Warfighter COI       | • K-12 STEM Outreach COI      |
| • Leader Development COI        | • Membership Committee | • Resilience COI              |
| • Small Business Council        | • Uniformed Council    | • Young Professionals Council |

- **Description:** Provide leadership, direction, promotion, and recruitment for the sustained success of your Community of Interest (COI), Council, or Committee
- **Key Leadership Experience:** Post leadership and active C3 involvement; background in C3 technical matter
- **Level of Commitment:** Two-year term (w/third year option); approx. 100 hours/year for meetings, planning, and attendance at national SAME events
- **Value & Benefits:** Personal growth, professional leadership experience, industry visibility, and an opportunity to advance SAME in the A/E/C profession
- **How to Volunteer:** Lots of ways! Contact C3 Chair and let them know you want to step up into a leadership position. Chair-Elect typically selected six months prior to transition year JETC

# Leadership Experiences



**Colleen Rust, PG, PMP**

**Regional Vice President – Southwest  
Region**

*EA Engineering, Science, and Technology, Inc.*



**Col. Robert Scott Grainger,  
P.E., PMP, F. SAME, USAF (Ret.)**

**Elected Director**

*RS&H*

# Regional Vice President

SAME REGIONS					
California	Gulf Coast	Middle Atlantic	Northeast	Pacific	Southwest
Carolinas	Heartland	Missouri River	Northern Tier	Rocky Mountain	Tennessee/Kentucky
Europe	Lakes Region	North Atlantic	Ohio Valley	Southeast	Texas

- **Description:** Provide the critical link in communication, mentorship, and guidance between National Leadership & Direction, National Office, and SAME Post leaders
- **Key Leadership Experience:** Active member of Society; held at least one Post leadership position; positive working relationships w/industry, military, government civilians and Sustaining Member firms
- **Level of Commitment:** Two-year term (w/third year option); 1-4 hours per week plus periodic travel to Post events (SAME covers some travel expenses), and attendance at annual JETC and SBC.
- **Value & Benefits:** Industry viability; leadership development; career development; opportunity to enhance SAME's mission as member of the National Leadership Assembly
- **How to Volunteer:** Contact Post President or current RVP; RVP will recommend a candidate from the Region to the Post Presidents for a vote

# National Elected Director

- **Description:** Shape the present and future of the Society by attending National Leadership Assembly(NLA) meetings, engaging in discussions, and supporting SAME Strategic Plan development and implementation
- **Experience Requirement:** Must have contributed to a Post and the Strategic Plan
- **Key Leadership Experience:** SAME is looking for a broad range of SAME and professional experience for Elected Directors – great opportunity for initial exposure to the SAME NLA. Helpful if nominee has experience sitting on any other boards (SAME or not).
- **Level of Commitment:** Three-year term w/NLA meetings twice a year before JETC and SBC; will also be asked to serve on a National Task Force or Working Group
- **Value & Benefits:** Opportunity to serve on the NLA for a 24K+ member professional organization! Professional development, network building and national exposure
- **How to Volunteer:** Nominations due 1 Dec (<https://www.same.org/about-same/governance-policies/national-leadership-nominations/>); nominations can be by self or Post Presidents, NLA Members, National Officers, and SAME Foundation Board

**At least one National Elected Director each year will be a Young Professional!!!**

# Leadership Experiences



**Jim Carter, F.SAME**  
**SAME Assistant Treasurer**  
*EMAX Laboratories, Inc.*



**Capt. Mike Blount, P.E.,**  
**F.SAME, USN (Ret.)**  
**SAME Foundation**  
**Fundraising Committee Chair**  
*AECOM*



# SAME Treasurer

- **Description:** The Treasurer provides volunteer financial oversight on behalf of the NLA and BOD. The Treasurer should have a thorough knowledge and understanding of the organization's financial reports and keep the board apprised of key financial events, trends, and concerns in coordination with the Executive Director and appropriate National Office Staff. The Treasurer will serve as a non-voting ex-officio member of the SAME Foundation Board of Directors and as a member of the Investment Committee. The Treasurer will serve as Audit Committee Chair for the annual audit.
- **Experience Requirement:** While currently there are no specific requirements for this position, it is helpful if this person has served on other not for profit boards. Ideally, this person would have a cursory understanding of GAAP as well as an ability to critically examine and present monthly balance sheets and income statements.
- **Key Leadership Experience:** While currently there are no specific requirements, past relevant experience may include: serving as a Post-Treasurer, having been part of the National Audit or Investment Committees, P&L and budget responsibility for a business unit within a larger organization, C-level experience with fiduciary responsibility with a large or small company, or a degree in accounting or finance.
- **Level of Commitment:** Considered a National Officer and member of the Executive Committee, Board of Direction, National Leadership Assembly, Investment Committee, and Foundation Board.
- **Value & Benefits:** Gain experience serving at the national level with the Executive Committee, as well as the ability to work closely with the National Staff. Could become an unofficial path toward President-Elect.
- **How to Volunteer:** Currently, the Treasurer is appointed by the President and approved by the NLA for a three-year term and may be reappointed for one additional term. Interested individuals can contact Jordan Beard, Jim Carter, or Kathy Off for more information. This position may become an elected position in the future.

# SAME Foundation

- **Description:**
  - Founded in 2016....serves as the philanthropic arm of the Society.
  - Underwrites leadership and mentoring programs – keystone program is LDP.
    - Programs must support the Foundation’s purpose: Fostering Engineering Leadership for the Nation.
  - Primary job of board members and volunteers is to FUNDRAISE.
- **Key Leadership Experience:** Fundraising experience is highly desired. Society familiarity is encouraged (i.e. experience with the programs the Foundation supports is a positive). Other non-profit board experience a plus.
- **Level of Commitment:** Three-year term with option to extend for second term; approx. 100-200 hours/year.
  - Budget/Finance, Operations, and Fundraising Committees
- **Value & Benefits:** Unique and rewarding personal and professional opportunity. Help shape the future of our profession and give back to The Society. Tangible link to “fostering engineering leadership.”
- **How to Volunteer:** Nominations typically open in July/August and due 31 August. Announced to the membership.
  - Selections are made in September and new Board members start in January.
  - No self-nominations. If not “ready” for a full Board commitment, consider being a Board volunteer; provides an opportunity for interested members to demonstrate their abilities prior to submitting a nomination.

***THIS IS YOUR FOUNDATION....Fostering Engineering Leadership for the Nation!***



**Ben Matthews, P.E., F.SAME**  
**President-Elect, SAME**  
*AtkinsRéalis*

# SAME National Vice President

- **Description:**
  - Establish annual vision and work closely with the Executive Committee, BOD, NLA, and National Office to lead and shape the nation's premiere A/E/C professional organization
  - Help identify and grow SAME's next leadership tier
  - Actively champion the SAME Strategic Plan
- **Experience Requirement:** SAME Fellow
- **Key Leadership Experience:** Active leadership within SAME and demonstrated contributions, outcomes, and success at the Post and Regional levels; sufficient executive-level experience/depth and a demonstrated commitment to SAME.
- **Level of Commitment:** Two-year term; 200-300 hours per year.
- **Value & Benefits:** Personal and professional opportunity of a lifetime! Extensive national exposure for your employer as an active SAME supporter throughout your term
- **How to Volunteer:** Nominations due 1 Dec (<https://www.same.org/about-same/governance-policies/national-leadership-nominations/>); and can come from a Post President, National Leadership Assembly Member, or self-nomination.



**Sharon Krock, SPWS, F.SAME**  
**Immediate Past President, SAME**  
**Chair, Academy of Fellows**  
*Schnabel Engineering*



# SAME National President

- **Description:**
  - Establish annual initiatives and work closely with the Executive Committee, BOD, NLA, and National Office to lead and shape the nation's premiere A/E/C professional organization
  - Help identify and grow SAME's next leadership tier
  - Actively champion the SAME Strategic Plan
- **Experience Requirement:** SAME Fellow
- **Key Leadership Experience:** Active leadership within SAME and demonstrated contributions, outcomes, and success at the Post and Regional levels; sufficient executive-level experience/depth and a demonstrated commitment to SAME
- **Level of Commitment:** Three-year commitment (President-Elect: 400-500 hours/year; President: 1000-1100 hours/year; Past President: 250-400 hours/year)
- **Value & Benefits:** Personal and professional opportunity of a lifetime! Extensive national exposure for your employer as an active SAME supporter throughout your term
- **How to Volunteer:** Nominations due 1 Dec (<https://www.same.org/about-same/governance-policies/national-leadership-nominations/>); and can come from a Post President, National Leadership Assembly Member, or self-nomination.

# Academy of Fellows Executive Committee

- **Description:**
  - Serve as the governing body for AOF operations – to include the Fellows Nomination process, Golden Eagle Award, and Gerald C. Brown Mentoring Awards.
  - Maintain the highest standards of mentoring leadership and Society engagement.
  - Help identify and grow SAME's next leadership tier.
  - Actively champion the SAME Strategic Plan.
- **Experience Requirement:** SAME Fellow
- **Key Leadership Experience:** Active leadership within SAME and demonstrated contributions, outcomes, and success at the Post and Regional levels; a demonstrated commitment to SAME.
- **Level of Commitment:** Three-year term; approx. 100 hours/year (busiest time is Nov-Dec around nomination review time).
- **Value & Benefits:** Opportunity to be an active player in the process for the only requirement to become President (SAME Fellow)!
- **How to Volunteer:** Contact anybody on the AOF Executive Committee on the Fellows web page: <https://www.same.org/membership-communities/academy-of-fellows/>. Positions include Deputy, Vice Chair Internal, Vice Chair Engagement, Vice Chair Events, Vice Chair Communications & Marketing, Vice Chair Mentoring, Vice Chair Awards & Recognition.

# Poll Question

What Leadership Positions in SAME are You Considering?

- a) C3 Leadership
- b) Regional Vice President
- c) National Elected Director
- d) National Treasurer
- e) National Vice President
- f) National President
- g) Academy of Fellows Executive Committee
- h) Foundation Board/Volunteer

# Myth Busters - Revisited

- There's no way I have the time or experience to be a SAME Regional or National Leader.
  - FALSE! SAME Regional and National Leadership positions are available to interested members with a wide range of availability and experience.
- You have to “know someone” to be chosen for SAME Key Leadership Positions.
  - FALSE! Nomination/selection process for SAME KLPs is fair and transparent. We celebrate interest from a broad range of SAME volunteer leaders!
- SAME has a “smoke filled room” where “SAME regulars” hand-pick Regional and National Leaders.
  - FALSE! SAME is smoke-free, dedicated to developing leaders and focused on a fair, transparent leadership selection process. But we need your help to get the word out!
- SAME Key Leadership Positions are reserved for engineers and retired military officers.
  - FALSE! SAME values/celebrates a diversity of perspective and experience for all KLPs!
- SAME Key Leadership Positions aren't open to Young Professionals (<40 years old).
  - FALSE! Young Professions are eligible for ALL SAME leadership positions; additionally, at least one Elected Director per year must be a Young Professional.
- I can't just nominate myself for Elected Director or a Society Leadership Position.
  - FALSE! Self-nominations are welcome for ALL SAME leadership Positions except the Foundation Board.
- You must have served as a Society Vice President to be eligible for President-Elect.
  - FALSE! The only requirement to become President-Elect is to be a Fellow.
- You must be a Fellow to serve on the Foundation.
  - FALSE! While it is not required to be a Fellow to serve on the Foundation, it IS a great way to contribute to the Society and add to a Fellows nomination form!

# Final Thoughts...



- Never turn down a volunteer...find them the right opportunity!
- Actively seek out your replacement and future replacements...most people just need to be asked
- Development happens at every level...map the path to President!
- Diversify your search – actively seek out folks outside your bubble
- Challenge Young Professionals to lead early and often!
- Deliberate development & succession planning are the key to maintaining momentum



# 2025 SAME National Leadership Positions Nominations | Oct. 1 – Dec. 1

- ☐ President
- ☐ Vice President
- ☐ Elected Director



# Questions?

*SAME = Unbelievable leadership opportunities...  
you just have to step up and take them!!!*

Email Your Questions to [koff@same.org](mailto:koff@same.org)

