



COGENCE Alliance

Owners + Architects + Engineers + Contractors

Inspire. Educate. Unite.



Mission + Purpose

Cogence *(Latin)*











“To drive together” or “Thinking that is well organized”

The purpose of the Alliance is to bring Owners and Developers, Architects and Engineers, Construction Managers and Contractors, and Allied Industry Professionals together to **advocate** and be a **resource** for improved project delivery.

For more information visit us at www.cogence.org

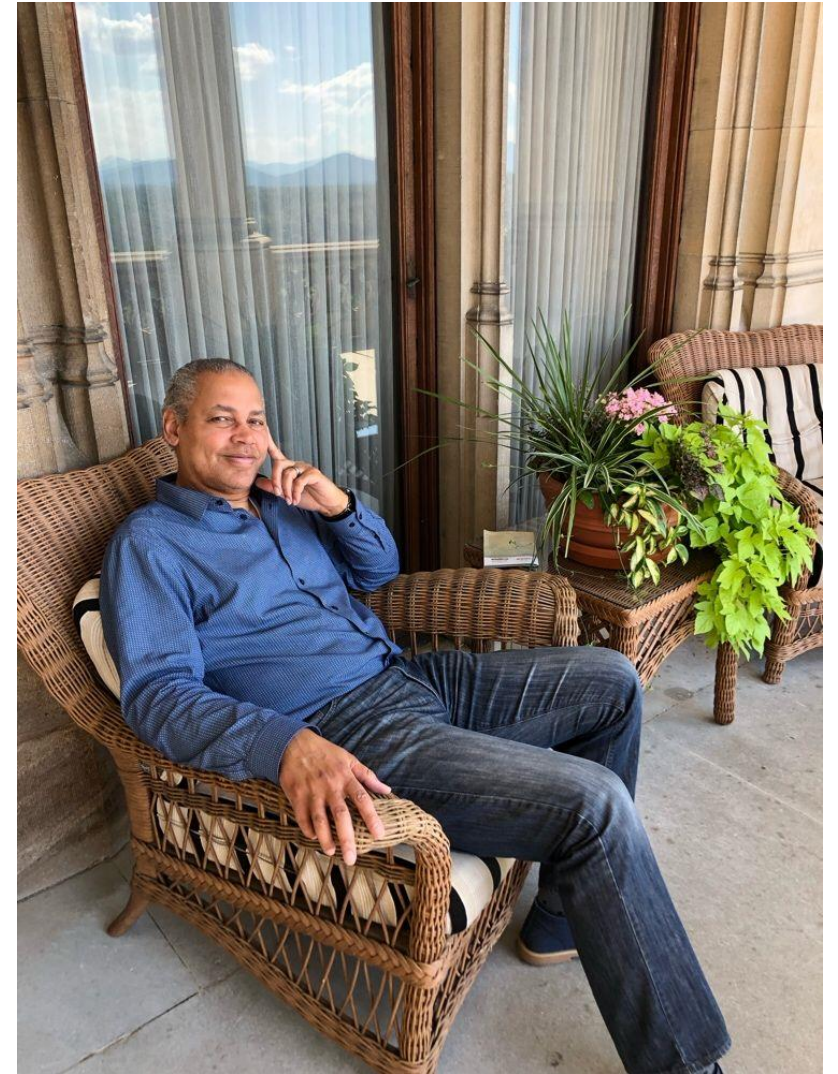
Inspire. Educate. Unite.

January 2024 Agenda

-  **Moment of Silence**
-  **New NEO Executive Officers | Recognize Outgoing BOD Officers**
-  **General Announcements**
-  **2024 Meeting Theme**
-  **Partnership 2023 Survey Results**
-  **National Board SWOT | NEO Board “Issues List”**
-  **Roundtable Discussion**
-  **Short Break | Video**
-  **Report back from breakout groups | Volunteer Sign-ups**
-  **Happy Hour**

Moment of Silence for Walter Jones

- Walter was one of Cogence's visionary founders. When he arrived in Cleveland, he not only transformed MetroHealth campus, he worked to transform the industry creating a culture of inclusion and collaboration pushing everyone to think not about today but the impact we have on tomorrow.
- He helped define our Mission, inspired the Cogence Awards program, and served on the Cogence NEO and National Board of Directors. His thoughtfulness and guidance will long be remembered by those he worked with.





Retiring National Board of Directors

◉ Pam Neckar, Impact PD, President (2016 – 2023)

Under Pam's leadership, Cogence has grown from an idea to a multi-chapter Alliance. Pam has played a pivotal role in guiding Cogence towards its mission of enhancing project outcomes through collaborative delivery methods. She is a founding BOD member for the NEO chapter and went on to serve as President of the Cogence National BOD. Pam will remain on the National BOD as an immediate past-president (non-voting).



Retiring Board of Directors – NEO and National

Tadhg O’Crowley, Brewer-Garrett (2019 – 2023) - NEO

As a NEO Board member Tadhg served as Chair of the Partnership Committee then transitioned to President of the NEO Chapter 2021 - 2023.

Becky McAdams, GPD Group (2022 – 2023) - National

NEO Partner Becky McAdams served on the National Board from 2022 – 2023.



2024 National Board of Directors

Scott Wagner, Regency Construction, President (2024-2025)

Scott joined Cogence as an Emerging Leader in 2019, after completing his 3-years in the program he joined the National Board in 2022. He served as the National Vice-President in 2023 and has taken over as President for 2024-2025 term. We look forward to his leadership and the continued growth of Cogence Alliance.



2024 NEO Board of Directors

- President: Bob Hager, Brennan, Manna, Diamond
- Co-Vice President: Carter Edman, Marous Brothers
- Co-Vice President: Jeff Loyall, Turner Construction
- Secretary/Treasurer: Cynthia Leitson, Cuyahoga Community College
- Chairs, Advocacy: Ross Mitchell, TH Martin
- Chair, Programs: Aaron Lobas, Osborn Engineering
- Chair, Emerging Leaders: Open
- Chair, DEI National: Brad Berkowitz, Whiting-Turner
- At-Large: Bryan Wahl, Bostwick Design
- At-Large: Dean Vaughn, UH/ Sodexo



General Announcements

● **Volunteers for the 2024 Town Hall committee (Sept 12-13)**

Work on the TH Committee

Present a topic for consideration

Help on the Awards Committee

● **Donations for Clay Shoot Raffle Baskets (June 14)**

Sports event tickets and/or memorabilia

Put together a basket

COGENCE ALLIANCE CLAY SHOOT

Presenting Sponsor
\$5,000
1 opportunity available

Flurry Shoot Sponsor
\$2,500
1 opportunity available

Station Sponsor
\$300
16 opportunities available

Feed the Sportsman Sponsor
\$3,750
1 opportunity available

Cart Sponsor
\$1,500
1 opportunity available

Cogence Choice Sponsor
\$1,000
unlimited opportunities available

Scorecard Sponsor
\$2,500
1 opportunity available

Award Sponsor
\$500
1 opportunity available

JUNE 14TH 2024

HILL 'N DALE CLUB
3605 POE ROAD
MEDINA, OH

SHOOT
LUNCH
DINNER
PRIZES

FOR MORE
INFORMATION
VISIT COGENCE.ORG

Save The Date!

September 12-13, 2024

Cogence Town Hall

Easton Town Center, Columbus



New NEO Partner | 2023 and 2024

- Debbie Beebe, Oswald (Partner); Kathie Kroszer, Oswald (Alternate)**
- Todd Gienger, IMEG (Partner) replaced Mike Long**
- Keri Ash, Gilbane (Partner) graduate EL**
- Brian Smith, HealthTech Development (Partner)**
- Fatima Ware, WTD Mechanical (Partner-DEI)**
- Ed Zetts, J.W. Didado Electric (Partner) replaced Bill Paolillo**
- Jill Pfeiffer-Ward, Environmental Design Group (Partner)**

NEO Partner Survey Results



2023 NEO Partnership Survey Results – Question 1

Are you interested in speaking at a future program?

Yes – 42% | Maybe – 32%

Are you interested in joining a committee?

Yes – 32%

Action: Need to do a better job of reaching out and/or getting people involved.



2023 NEO Partnership Survey Results – Question 2

 **Are you looking to transition within your organization?**

Yes – 20%

 **Action: Encourage Transitioning (see involvement)**



2023 NEO Partnership Survey Results – Question 3

How do you see involvement?

More active – 35%

Busy and need to step back – 33%

On BOD or Committee – 32%

Action: Encourage Involvement



2023 NEO Partnership Survey Results – Question 4

Are you interested in serving as a mentor for Emerging Leaders?

Yes – 74%

Action: Program needs addition structure support from Partners and EL path after graduation needs improvement

2023 NEO Partnership Survey Results – Question 5

What do you enjoy most about Cogence?

Interacting, networking, and roundtable discussions – 67%

Which Roundtable discussions valued the most?

All of them or other – 62%

Programming suggestions?

Other – 92%

Suggestions to improve?

Other – 84%

Action: What is the main reason people want to be involved in Cogence?



2023 NEO Partnership Balance Summary

2023 NEO Partnership Balance

2023 NEO Emerging Leaders Balance

	ON THE BOOKS	NEO PARTNERSHIP MODEL			Not in count Approx # of Alternates
	Partners	Active Partners	Max Partners	Current Openings	
Affiliate	8	7	12	5	4
Architect	13	6	12	6	0
CM/GC	10	8	12	4	1
Engineer	7	1	12	11	0
Owner	16	11	35	24	3
Trade	12	6	18	12	1
Total	66	39	99	60	9

	TOTAL	NEO EL Classes (3-years)		
	Emerging Leaders	1/1/2021 thru 12/1/2023	1/1/2022 thru 12/1/204	1/1/2023 thru 12/1/2025
Affiliate	0	0	0	0
Architect	4	0	1	3
CM/GC	4	0	3	1
Engineer	3	1	2	0
Owner	1	0	0	1
Trade	2	0	1	1
Total	14	1	7	6



Cogence Partner Core Values

Cogence Alliance Partners engage with the Industry to make the work better together for the future.



Each partner is committed to:

- ***Understanding*** diverse backgrounds, experiences, and beliefs
- ***Exchanging*** ideas through conversation and debate
- ***Being responsible for positive outcomes*** over time, with a lifelong passion to learn, grow, and stay curious – while having ***fun!***



Discussion Groups 1 thru 4

- 1. Effective transition strategies for partners, alternates and emerging leaders (Jeff Loyall's group)**
- 2. Engaging the broader design construction community (especially owners) (Carter Edman's group)**
- 3. Mission Accomplished – How do we: live the mission; transform the industry; improve project delivery methods; advocate for change; and collaborate with other chapters (Bob Hager's group)**
- 4. “You Ask, We Did” – What do you want to change about Cogence. Discussion of ideas for future program topics, new and creative approaches, entrepreneurship (Cynthia Leitson's group)**

Ashtabula County Medical Center – Cogence Collaboration



- Thank you to **Akron Video Makers** for all your hard work on producing Cogence's first video on the Cogence difference and Collaboration on a project!

Inspire. Educate. Unite.



Join a Committee

- ◉ **Advocacy – Ross Mitchell, Chair**
- ◉ **DEI – Brad Berkowitz, Chair**
- ◉ **Emerging Leaders – Open, Chair**
- ◉ **Partnership – Jeff Loyall, Chair**
- ◉ **Program – Aaron Lobas, Chair (need a vice-chair)**
- ◉ **Resource – Open, Chair**



Plus / Delta

Plus (+)

Delta (-)



Next NEO Roundtable

March 20, 2024

Bring a Guest