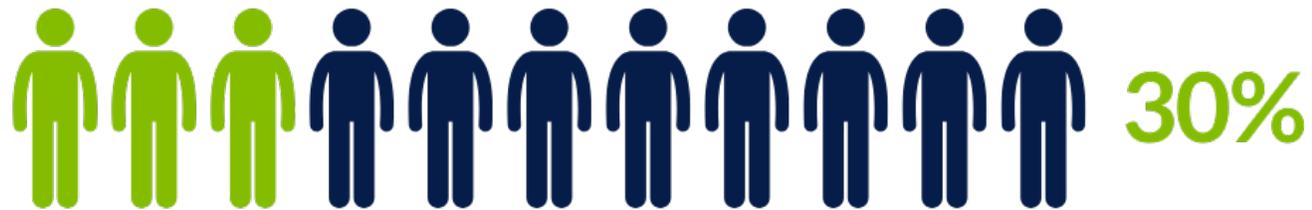
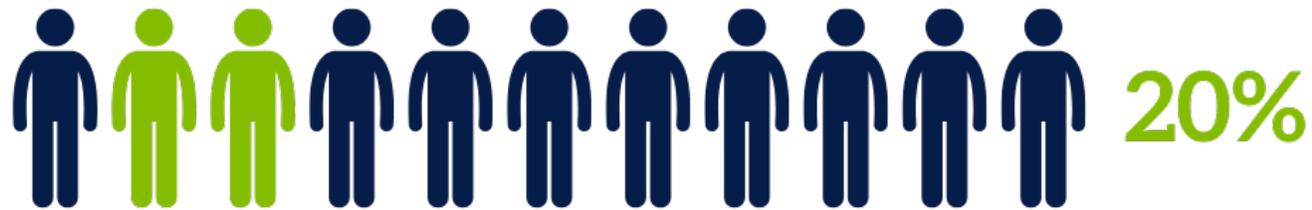
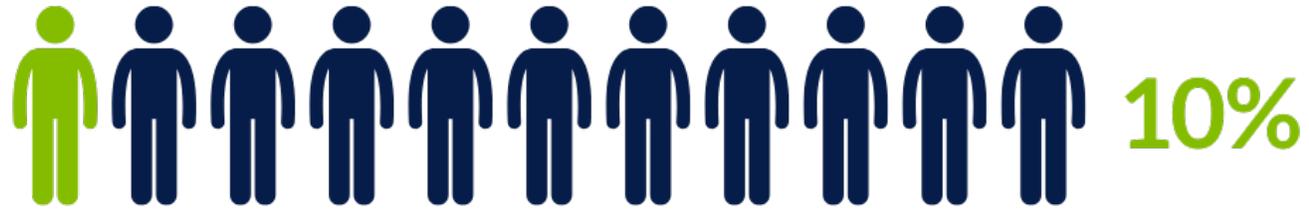


Leadership In Project Management

Inspiring and Guiding Teams Towards Successful Outcomes



10% - 20% - 30%



Why Leadership Matters



Succession Planning



Retention



Competition



Managers vs. Leaders

Warren Bennis – Founding Chairman, Leadership Institute at USC

Managers

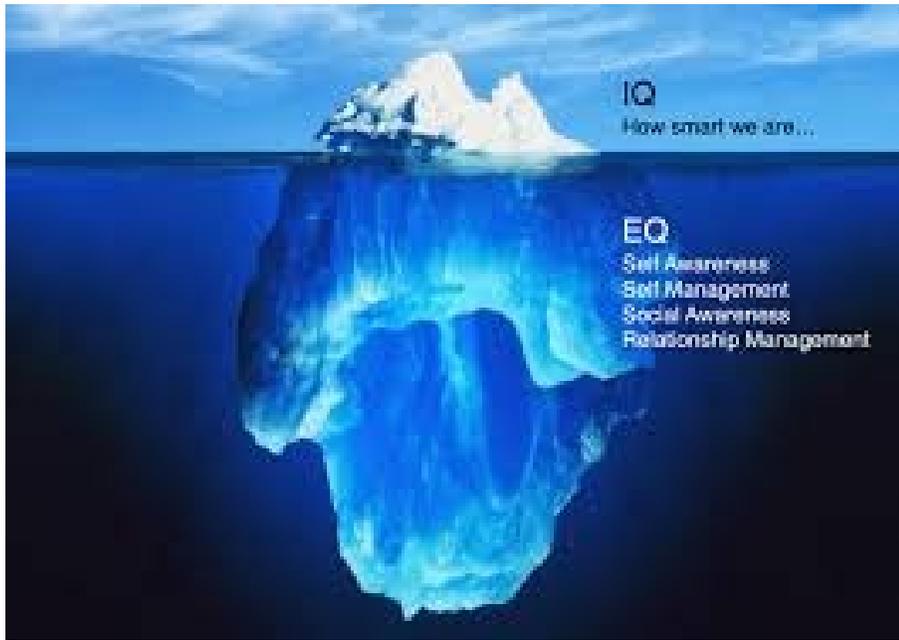
- Administers
- Is a copy
- Maintains
- Relies on control

Leaders

- Innovates
- Is an original
- Develops
- Inspires trust



Culture is “King”



CliftonStrengths®



Our Journey

2015 – 431 FTE and 75 million in gross revenue

2017 – 346 FTE and 54 million in gross revenue

2019 -297 FTE and 59 million in gross revenue

2024 – 423 FTE and 110 million in gross revenue



Our Response

FOCUS

- Understanding Client Needs
- Accessibility & Responsiveness
- Integrity
- Quality
- Proactive Communication



Project Management Certified

This is to certify that

Blake Wilbers

has successfully completed the PSMJ Reading Group, Project Management Development Series and Connection Point.

Joe Caldwell
Joe Caldwell, CEO

Bob Gilbert
Bob Gilbert, COO

Date: September 23, 2024



What Makes Us Unique?



 **Bartlett & West
UNIVERSITY**

 **Mandeville**



Awards

Bartlett & West serves others through caring for our clients, our community and each other. We have offices spread across the Midwest and we are growing!



Awards

Zweig Group's Hot Firm List, 2025

ENR Top 500 Design Firm, 18 consecutive years

ACEC Missouri Grand and Honor Awards, 2025

Dallas Business Journal Best Place to Work, 2024

Forbes America's Best Small Employers, 2023

Ingram's Best Companies to Work for, 2023

ACEC Kansas Public Involvement Award, 2023



Key Takeaways



Investing in People Drives Retention



Intentional Leadership Shapes the Future



Culture is a Strategic Advantage



Bartlett & West

Thank You!



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