



# **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/>).

**Strap in – opportunity awaits!!**

# Agenda

- SAME President Opening Remarks
- Why We're Here
- Myth Busters
- National Leadership Opportunity Discussions
  - Community of Interest Leader
  - Regional Vice President
  - National Elected Director
  - National Vice President
  - 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

# SAME President



**Cindy Lincicome, F.SAME**  
**President, SAME**  
*President – TLI Construction Inc.*

# Why We're Here

- 2025 SAME Strategic Plan
  - Goal 3: Develop Leaders For The Profession
    - “Execute leader development programs at the post, regional, and national levels and ensure their long-term viability.”
    - “Promote a structured mentoring continuum, highlighting growth and leadership opportunities for members at all levels.”
- Key Leadership Development Commission formed in May 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.

# Leadership Experiences



**Cdr. Cindy Miller, P.E., LEED AP, F.SAME, USN (Ret.)**

**Community of Interest Chair,  
Engineering & Construction Camps**  
*Project Manager  
Jacobs*



**Russell Patterson, GISP,  
LEED AP, F.SAME**

**Regional Vice President, Carolinas**  
*Sr. Project Manager | Client Services  
Manager  
CEMS*



**Albert Romano, CFM**  
**Community of Interest Chair,  
Resilience**

*Sr. Vice President, Chief Strategies &  
Business Growth Officer  
ATCS, PLC*



**Col. C. Patrick Hogeboom,  
P.E., F.SAME, USA**

**Elected Director**  
*U.S. Army*



# Community of Interest Leader

## SAME COMMUNITIES OF INTEREST

- Architectural Practice
- Awards & Recognition
- College Outreach
- Energy & Sustainability
- Engineering & Construction Camps
- Enlisted
- Environmental
- Facility Asset Management
- International
- Investment
- Joint Engineer Contingency
- Operations
- Leader Development
- Membership
- Resilience
- K-12 STEM Outreach
- Small Business
- Young Professionals

- **Description:** Provide leadership, direction, promotion, and recruitment for the sustained success of your Community of Interest (COI)
- **Key Leadership Experience:** Post leadership and active COI involvement; background in COI 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 COI 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



# 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 the National Board of 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, attendance at annual JETC and SBC (SAME covers expenses)
- **Value & Benefits:** Industry viability; leadership development; career development; opportunity to enhance SAME's mission as member of the National Board of Direction
- **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 Board of Direction 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 BoD
- **Level of Commitment:** Three-year term w/Board of Direction 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 BoD for a 28K+ 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, BoD Members, National Officers, and SAME Foundation Board

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

# SAME Vice President



**Rad Delaney, AIA, F.SAME**  
**Vice President, SAME**  
*Director of Maryland Architecture*  
*Prime AE Group, Inc.*



# National Vice President

- **Description:**
  - Establish annual vision and work closely with the National Leadership Team, BoD 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 Board Member, or self-nomination.

- **Description:**
    - Serve as the governing body for AOF operations – to include the Fellows Nomination process, Golden Eagle Awards, 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 – located on the Fellows web page: <https://classic.same.org/fellows>. Positions include Deputy, Vice Chair Internal, Vice Chair Engagement, Vice Chair Events, Vice Chair Communications & Marketing, Vice Chair Mentoring, Vice Chair Awards & Recognition.
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# SAME Past President



**Rear Adm. Mark Handley, P.E.,  
F.SAME, USN (Ret.)  
Past President, SAME**  
*Senior Vice President – Federal Programs,  
AECOM*

# National President

- **Description:**
  - Establish annual initiatives and work closely with the National Leadership Team, BoD 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 Board Member, or self-nomination.





# SAME Foundation

- **Description:**
  - Serve as the philanthropic arm of the Society.
  - Underwrites programs – keystone program is LDP. Programs must support the Foundation 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 that the Foundation supports is a positive). Foundation board experience is also a plus.
- **Level of Commitment:** Three-year term with option to extend for second term; approx. 100-200 hours/year.
- **Value & Benefits:** Personal and professional opportunity of a lifetime! Extensive national exposure for you as an active SAME supporter throughout your term. Opportunity to truly build SAME into a nationally recognized and proven entity.
- **How to Volunteer:** Nominations typically open in September and are announced to the membership. No self-nominations. Volunteer service is a great path to board acceptance; it provides an opportunity for interested members to demonstrate their abilities prior to submitting a nomination.

# Poll Question

What Leadership Positions in SAME are You Considering?

- a) Community of Interest Leader
- b) Regional Vice President
- c) National Elected Director
- d) National Vice President
- e) National President

# 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!

# Questions?

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

