

**MARLS Seminar - Barbeque  
Fairmont Hot Springs Resort  
August 27 - 28 2021**

**Join us for the first in person event  
of MARLS in over a year!**

**Seminar presented by John Geddie (8 PDH)**

Date: August 27, 2021

Place: Fairmont Hot Springs Resort

Seminar Time: 8 AM to 5PM

8 PDH's with lunch and barbeque dinner at the pavilion outdoors is included in your registration.

Following the seminar is a barbeque in the outdoor pavilion at 5:15 PM.

Swimming in the hot springs

Golfing (sign up at Fairmont Hot Springs Resort for tee time and invite your friends to golf with you)

8-28-2021 - Marls Board of Directors meeting 8am - 2pm

MARLS Sleeping room block has been reserved for Thursday, August 26th, Friday, August 27, and Saturday, August 28th so you may choose to stay the weekend and bring family.

Fairmont Hot Springs Resort

1500 Fairmont Road, Fairmont, MT 59711

**Book your sleeping room by JULY 31st for MARLS rate -**

Call 800.332.3272 - ask for the MARLS rate of \$159 + tax or go to [www.FairmontMontana.com](http://www.FairmontMontana.com) but make sure you get our rate with online reservations.

Any questions contact Kay at [kay@marls.com](mailto:kay@marls.com)

Phone: 406-253-5527

### **MARLS Sustaining Members**

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*MSF Scholarship Auction on Friday night has been cancelled. We will have the next MSF Scholarship Auction at our MARLS conference in February 2022.*



**FAIRMONT**  
HOT SPRINGS RESORT

### **MARLS Seminar - 8 PDH - Speaker John Geddie, Geddie & Associates, New Mexico**

Presented by John Geddie will be two 4 hour seminars for 8 PDH's:

8-27-21 8 AM to Noon "Strategy In a Post-Covid World"

8-27-21 1 PM to 5 PM "Mastering Performance Management"

#### **Seminar Abstracts:**

8 - noon "Strategy In A Post-Covid World"

**4 PDH Seminar - The first seminar will be "Strategy In a Post-Covid World" which looks at how to create strategies in a world of uncertainty. Too many firms are taking a wait-and-see attitude. I'm convinced that the firms that are paying attention to this now are the ones that will thrive.**

Participants will:

- Learn how to see emerging patterns that will shape the world firms face in the future.
- Apply wide-angle vision to understand where change comes from in their marketplace.
- Recognize that chance favors the prepared mind and learn to position their firm for future possibilities.

How do you move your firm forward in a post-Covid world? How can you focus on developing meaningful strategies for the future in the midst of uncertainty?

The pandemic disrupted our comfort zone in a lot of ways. It impacted the workforce, introduced uncertainty in the worlds of our clients, and forced us to re-think the way we conduct business. In the wake of the pandemic, many firms took a wait-and-see attitude toward any concrete plans for the future. However, it's the people who are thinking strategically now who have the best shot at realizing their objectives. You've got to be proactive, not reactive.

Whether you're looking at how to invest in your workforce or re-thinking your markets, now is the time to plan.

During this session you'll:

- Learn how to see emerging patterns that will shape the world firms face in the future.
- Apply wide-angle vision to understand where change comes from in our marketplace.

*(Continued on page 2)*

(Continued from page 1)

Recognize that chance favors the prepared mind and learn to position your firm for future possibilities. Learn how scenario planning can help you assess key drivers for your business.

### 1 PM to 5 PM - "Mastering Performance Management"

For years, John Geddie has listened to employees say that they aren't getting regular performance reviews, so he began to investigate why. The answer proved to simply be: managers are uncomfortable with the process. They'd prefer to have their staff fill out a form and quantify performance rather than have a dialogue with employees.

In this session, you will discover how it's easier and more effective for managers to engage employees through a coaching method rather than the traditional model of performance appraisal. You'll also learn ways to measure employee performance when crews are working remotely.

#### TAKEAWAYS:

- Discover the power of goal-setting with your employees.
- Understand how to set clear expectations.
- Find out how to make appraisals positive rather than a chore.
- Learn the differences between coaching for performance and coaching for development.

## Biography JOHN GEDDIE

John Geddie is President of Geddie & Associates Inc., headquartered in Albuquerque, New Mexico. He has served the A/E and associated industries for more than 25 years as a management consultant, corporate trainer and strategic planner. He is the primary instructor and facilitator for the company's High Performance Leadership Program and the Project Management Practitioner Program. He is a regular speaker at organizational meetings and conferences and has served in communications-related positions and led project teams in both state government and the private sector. His clients have included firms such as AECOM, JUB Engineers, Walker Consultants, Walter P. Moore and Arup as well as government agencies including the US Air Force Research Laboratory, Los Alamos National Laboratory and Berkeley National Laboratory. He has Bachelors and Masters Degrees in Business Administration from the University of New Mexico's Anderson Schools of Management.

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# MARLS Seminar - Barbeque Fairmont Hot Springs Resort, Fairmont, MT August 27, 2021

## Registration Form

**A MARLS Seminar for the Surveying Profession  
Presented by John Geddie, Geddie & Associates**

- ◆ 8 AM to Noon “Strategy In a Post-Covid World” (4 PDH)
  - ◆ 1 PM to 5 PM “Mastering Performance Management” (4 PDH)
- (Lunch at noon to 1 PM and Barbeque 5:15 PM included)

**BOOK YOUR SLEEPING ROOMS  
TODAY FOR THE DISCOUNTED MARLS  
RATE AT FAIRMONT HOT SPRINGS  
RESORT.**

Marls Board of Directors meeting 8am - 2pm  
the following day after the seminar (8-28-21)  
at Fairmont Hot Springs Resort.

MARLS Sleeping room block has been  
reserved for Thursday, August 26th, Friday,  
August 27, and Saturday, August 28th so you  
may choose to stay the weekend and bring  
family.

Fairmont Hot Springs Resort  
1500 Fairmont Road, Fairmont, MT 59711

**Book sleeping room by July 31st for the  
MARLS rate cutoff date for \$157/night plus  
tax.**

**Book your sleeping room early - Call**  
800.332.3272 and ask for the MARLS rate of  
\$159+tax or go to [www.FairmontMontana.com](http://www.FairmontMontana.com)  
but make sure you get our rate with online  
reservations.

Any questions contact Kay at [kay@marls.com](mailto:kay@marls.com)  
Phone: 406-253-5527

### Sustaining Members:

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**FAIRMONT**  
HOT SPRINGS RESORT

*Registration ~ Please check the following:*

- \$225 - MARLS PLS, Affiliate, or Sustaining member
- \$200 - MARLS Associate members
- \$300 - MARLS Non-member
- \$28 for Extra BBQ dinner tickets per person (for family or friends)

*Note: Registration fee includes lunch, breaks & dinner & flash drive handouts.*

NAME: \_\_\_\_\_

BUSINESS NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_

STATE/ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_

EMAIL: \_\_\_\_\_

Check # \_\_\_\_\_ Payable to MARLS

Bill government employer: \_\_\_\_\_

VISA/MC/AE/Discover:

# \_\_\_\_\_

Exp. Date \_\_\_\_\_

Authorized signature: \_\_\_\_\_

Registration receipt will be emailed when processed.

**PLEASE REGISTER BY AUGUST 10TH**

MAIL REGISTRATION WITH FEE TO:

MARLS  
PO BOX 359  
COLUMBIA FALLS, MT 59912

PHONE IN REGISTRATION TO: 406-253-5527

EMAIL REGISTRATION TO: [kay@marls.com](mailto:kay@marls.com)

**Exhibitors welcome! Exhibitors - Please call to register. Complimentary exhibitor booth - for MARLS Sustaining Members (meals will be \$45.00/perso) Call to inquire if you want to attend the seminar. Great seminar for exhibitors also.**