

Lead with **Clarity**

Transition with **Confidence**



**Guiding AEC Firms Toward Legacy,
Resilience, and a Sustainable Future**



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You've spent decades building a company you're proud of, but every AEC firm faces a turning point:

Ownership transitions are looming.
Leadership gaps are widening.

Boards need more strategic clarity.
Growth demands new ways of thinking.

Without a clear plan, even successful firms risk losing value, talent, and client trust. That uncertainty keeps owners up at night – and it doesn't have to.

That's where AEC Pathfinders comes in.

Our Role: Your Trusted Guide

Founded by AEC industry veteran Kirk Kistner, AEC Pathfinders partners with you to bring clarity, alignment, and confidence to your firm's future. With over 40 years of experience, Kirk has guided billion-dollar firms through smooth leadership transitions, aligned boards around shared growth strategies, protected firm culture, and developed the next generation of high-potential leaders. He understands the emotional, operational, and financial complexities of building – and preserving – a lasting legacy.





What We Do

Core Services:

■ SUCCESSION PLANNING

Preserve your culture. Maximize value. Secure your legacy.

■ BOARD OF DIRECTORS PLANNING

Align owners and boards around a shared blueprint for growth and continuity.

■ FRACTIONAL STRATEGY & GROWTH LEADERSHIP

Get C-Suite level expertise without adding permanent overhead – drive growth without slowing down.

■ COACHING FOR OWNERS AND LEADERSHIP TEAMS

Develop the next generation of leaders so your firm thrives beyond you..

Your firm's future deserves more than a plan. It deserves a guide.

WE PROTECT WHAT YOU'VE BUILT

Your firm's culture, reputation, and relationships didn't happen by accident. We help you preserve your values and secure your legacy while preparing for what's next.

WE ALIGN OWNERS, BOARDS, AND LEADERS

Transitions create tension. We bring clarity and consensus by aligning decision-makers around a shared blueprint for growth and continuity – so everyone rows in the same direction.

WE GIVE YOU EXECUTIVE-LEVEL STRATEGY WITHOUT THE OVERHEAD

Through our Fractional Chief Strategy & Growth Officer service, you gain C-suite insights without adding permanent headcount – helping you move faster, smarter, and more confidently.

WE BUILD LEADERS WHO BUILD FIRMS

Great firms need great leaders. Through coaching and development, we equip your emerging and established leaders with the tools, confidence, and mindset they need to drive long-term success.

Why It Matters

**WITHOUT A PLAN, TRANSITIONS CREATE CHAOS.
WITH AEC PATHFINDERS, YOU GAIN:**

- **CONFIDENCE IN THE FUTURE** - Your people, clients, and partners know what's next.
- **OPERATIONAL CONTINUITY** - Your firm runs smoothly, even during big changes.
- **PROTECTED VALUE** - Years of hard work translate into measurable returns.
- **LEGACY SECURED** - Your reputation and mission endure for generations.

Core Purpose

Steering AEC Firms Toward Legacy and Resilience

We shape a visionary and sustainable future for the AEC industry by guiding firms through ownership and leadership transitions.

Core Values

- **COMMITMENT TO LEGACY** - Honoring what's been built.
- **RESILIENCE & ADAPTABILITY** - Thriving through change.
- **LONG-TERM VISION** - Planning for future generations.
- **EMPOWERMENT THROUGH KNOWLEDGE** - Educating, not just advising.
- **COLLABORATIVE GROWTH** - Achieving success together.
- **TRANSPARENT COMMUNICATION** - Trust through honesty.

Ready to Take the First Step?

Let's build your legacy together.



Contact Kirk Kistner
AEC Pathfinders, LLC