

## Journey & Inspiration

For over 30 years, Dawn built a career in civil engineering, specializing in transportation and infrastructure. While initially focused on technical aspects, her passion evolved toward team building and collaborative problem-solving. In 2018, she seized an opportunity to establish an engineering design group at Resolution Group, Inc., starting with just eight people. Dawn's vision was to cultivate an environment where technical excellence, strong relationships, and employee value were paramount. This small team has since blossomed into a full-service civil engineering firm of nearly 50, a testament to their unwavering commitment to people, purpose, and continuous improvement.

The foundation of our journey has always been about people, purpose, and a willingness to build something better.

## Business Mission & Impact

Dawn envisions civil engineering as a means to create meaningful infrastructure that directly improves communities, making them safer and more connected through thoughtful design and responsible stewardship.

She is equally committed to building a company that values people, fostering an empowered and supportive workplace where collaboration and accountability thrive. Employees should feel proud and part of something significant.

Finally, Dawn aims to elevate the industry itself. This involves mentoring young professionals, advocating for better policies, and promoting equitable practices, ultimately making a difference beyond just the bottom line.

## Challenges & Resilience

Dawn Replogle tackles business obstacles with a multi-pronged approach. She leans on her trusted leadership team, believing in shared burdens and broader perspectives for sound decisions. When doubt arises, she revisits the company's "why"—creating a place for meaningful work with integrity—to stay grounded. Dawn emphasizes being willing to pivot, seeing flexibility as a strength to adapt strategies as needed, even with limited information. She focuses on celebrating progress, not just perfection, acknowledging small wins to maintain energy. Finally, she learns from setbacks, treating mistakes as growth opportunities to foster a culture of continuous improvement.

# Engineering a Legacy: People, Purpose, and Growth

## Success & Growth

Dawn highlights several career achievements. Growing an engineering team from 8 to over 50 people stands out, not just for the numbers, but for the quality of the team and the trust earned. She successfully led an acquisition, integrating teams and systems while maintaining momentum, ultimately strengthening both entities. Earning the sustained trust of clients and prime firms by consistently delivering on promises for complex projects is another significant validation for Dawn. Most importantly, she takes immense pride in creating opportunities for others, fostering an environment where junior engineers can grow into trusted leaders.

## Looking Ahead

Dawn envisions the business in five years expanding its reach, serving more clients across a broader geographic footprint where its expertise makes the biggest impact. The firm will prioritize innovation and technology to deliver smarter solutions. She also sees the team growing in size, leadership strength, diversity, and specialized expertise, becoming a firm of choice for both clients and professionals seeking meaningful careers.

For herself, Dawn aims to focus on developing leaders and mentoring the next generation, working strategically on the business rather than in it. Her role will evolve to shaping culture, driving vision, and fostering a workplace and impact she's truly proud of.

# Dawn Replogle, PE Principal



Resolution Group, Inc.

