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November 4, 2023

LeGrand Leadership,

I am providing my resume and supporting information for the LeGrand Corporation, Vice President, Sustainability. I am enthusiastic about the alignment between LeGrand's goals and my experience. I believe I can provide LeGrand with extensive experience and a unique combination of business acumen, technical expertise and creative skills (see attached cross reference chart). As I have led the carbon and circularity transformation, I have seen direct business benefits. For LeGrand that means, as the circularity increases and carbon footprint becomes zero and positive, revenue and profit go up, like other organizations I have seen.

Recent TEDx Talk: <https://youtu.be/edmrxdDePQ?si=9UFo16dgxyKtdp9q>

LeGrand will benefit from:

1. Extensive Experience: Insight that comes from sustainability planning for hundreds of organizations, including manufacturing, around the country, achieving many national and global firsts. I have worked for 10+ years for over 15 manufacturer's such as 3M Construction Products as an employee or consultant. In addition, I oversaw the supply chain of 1000s of building product manufacturers for 20+ years and impacted a change to business as usual regarding sustainability.
2. Unique Skills and Insight: Visualizing a future state; helping others see that same picture; assembling diverse, equitable and inclusive teams; engaging stakeholder groups; achieving consensus on a plan and collaborating successfully with the supply chain and implementation teams.
3. Network: A national and global network of leading industry partners.
4. Inventive Thinking: Able to evaluate needs, discover insights to invent new ideas. One example of many: Under my leadership a JLG team is creating a virtual world for making millions of data points visual and easy to understand, test future scenarios and host virtual stakeholder engagement for a more inclusive experience.
5. Measurable Impact: Outcome approach focused on measurable impact in human experience, carbon, energy, water, ecology, circular economy and financial prosperity.

My purpose is to help individuals and organizations do what they did not know was possible. One organization became a fortune 500 company based on the sustainability strategy provided. Another achieved first in the world certification. Another organization is now implementing a plan that sets a new precedent for global sustainability, while another is realizing verified financial benefits many thought to be not possible. And many individuals are changing the way they live because of good information and insightful experiences.

Working with unified teams has led to organizational transformation of more than 25 organizations including corporations, higher education, health care and governments. As the first Sustainability officer for my current firm, JLG Architects has experienced a rapid and complete transformation during the pandemic and has become national leaders. In addition, as a co-author, a guide for sustainability integration is now guiding all organizations on how to operationalize sustainability. As current national large firm co-chair, with my colleagues, we have committed the CEO's of 60+ of largest firms to accelerate carbon neutrality for their own operations. This demonstrates vision, strategy, planning and large scale, impactful implementation.

As an official NGO delegate for COP26 I was able to influence the outcome of the historic Glasgow Climate Pact by interacting with senior White House officials, US Senate and House delegations, mayors, governors and leaders from other countries. See list of posts about COP26 on attached page for more information.

As we look to the future, I believe there is great alignment in our point of view, ambitions, goals and approach. I am looking forward to discussing how we can work together to achieve your goals.

Respectfully,

Patrick F. Thibaudeau  
See Attachments

Qualifications Cross Reference

LeGrand VP Sustainability Qualifications	Patrick Thibadeau Experience Alignment																		
	AResource	3M and Manufacturing	Metro Executive CSR Internship	HGA	JLG	LRT	AIA	USGBC	ILF/IUST	Boards	UC Berkley CBE	COP26	DIC	Arch2030	Client Organization Planning	Speaking	Publishing	Research & Invention	Supply Chain
Organization: Circular Economy team and matrix sponsorship of cross-company teams (Product Sustainability, Product Compliance, Better Communities)																			
Interface: Internal and External																			
Collaborate with energy: Build upon, and improve, existing ESG...be an energetic, collaborative leader inspired by their purpose																			
Budget: Sets, manages budget; provides relevant guidance to business entities on related P&Ls.																			
Serve as principal liaison...																			
Knowledge of sustainability best practices, latest proven technologies and applications, and regulations																			
Lead and Oversight: Develop and provide oversight for business practices and methods...CSR policies and practices, positive impact on employees, customers, suppliers, local communities, and the environment.																			
Accelerate positive sustainability impacts...Identify, prioritize, design, and lead focused initiatives that leverage Legrand's CSR commitments and accomplishments into opportunities that may enhance operational excellence, the company's value proposition to customers, innovative supplier collaboration or business partnerships that																			
Vision and Inspire: Effective communication, ability to articulate and deliver a vision, inspires others, brings them together to deliver sustainable growth and change																			
World Class: Research and data-driven thought leadership to the executive committee on best practices and action plans to ensure that LNCA is meeting or exceeding internal goals and external commitments for product sustainability, circular economy and other facets of world-class CSR performance.																			
Compliance and Reporting: Deliver accurate and timely reporting, and as needed, analysis of the company's CSR performance to the LNCA CEO and Executive team, the Legrand Group, external bodies, or governmental authorities as warranted, and ensure compliance with relevant regulations and standards.																			
Circular Economy and Product Compliance																			
Carbon Neutrality																			
CSR Communications and Education																			
Better Communities																			
Possess deep passion for sustainability and corporate social responsibility																			
Strong relationship building acumen; ability to understand, articulate and engage on multiple priorities at all levels across a large global/regional organization, and ability to build and maintain relationships with a diversity of external stakeholders																			
Comfort in leading in a matrix environment and possess the skill to address and influence a range of functions and diverse businesses and interact with individuals at all levels within the organization																			
Excellent leadership, management, organizational, time and project management skills; strong analytical and problem-solving skills and demonstrated ability to drive change and achieve results																			
Experience in developing and implementing CSR strategies and initiatives																			
Knowledge of relevant CSR regulations and standards, sustainability issues and trends and proficiency in ESG reporting and disclosure trends and practices																			
Understanding of core sustainability business practices, including but not limited to, carbon and energy management, circular economy, product eco-design, sustainable supply chain practices, diversity and inclusion, and community relations.																			
Experience in the manufacturing environment and electrical/ICT industry preferred.																			
Strong analytical skills, using a variety of Microsoft Office functions including Excel, PowerPoint, Word as well as other software analytical tools, Outlook/e-mail and meeting management software (MS Teams). Ability to use internet and web based resources efficiently and effectively																			

Key

- Frequent, long period, regular, significant role & impact
- Some frequency with significant role & impact
- Not applicable for this qualification topic

Representative Relevant Quotes Showing Qualifications and Impact:

“Patrick and JLG have the most impressive (and successful) behavior change initiative related to sustainability that I've seen across all the [organizations] I've worked with and Patrick is such a wonderfully articulate advocate of not just the "why" but the "how" of [organizational] transformation. Barbara Bathshalom, Executive Director Sustainable Performance Institute.”

“Patrick’s work is exceptional compared to his peers. He is sought for presentations among influential firm leaders giving him greater impact than his peers such as: AIA Large Firm Roundtable, Design Future Council and international trade delegations. Patrick’s leadership causes his colleagues and clients to pursue higher goals. His leadership was recently seen on a large hospital in China where he led the team in goal setting to achieve results that go beyond net zero. Patrick propelled [us] to national recognition with his...credentials and now with an innovative performance approach. Steve Fiskum, HGA COO (now retired)

Client Excerpts: “Wow, I’m blown away...” “The plan is visionary and exciting...” “Under Patrick’s leadership we achieved a first in the world [sustainability] certification...”

*"Patrick Thibaudeau...[is] rare...pushing the boundaries and truly defining the cutting edge in [sustainability], driven primarily by a unique process and consistent approach to embedding sustainability into [operation at scale]. In my role as Founder of Sefaira, I work daily with firms on the front lines of sustainable design, and Patrick's leadership in this regard stands out and should be a model for other organizations to emulate..." Peter Krebs, Sefaira founder.*

*"...Patrick Thibaudeau, has spearheaded an effort...to develop a [profession changing] strategy and "playbook" [an] easy-to-use resource...for firm leaders attempting to unlock new levels of sustainable practice." American Institute of Architects Staff*

*"[Patrick]...brings excellence and high-performance...and elevates the lives of people..." CSI Chapter President*

*"...clear vision...integrated process...is a character trait which is not easily acquired – and yet it is represented in each and every one of our collaborations with ...[Patrick]." Chris Piche' Integral Group*

## **Representative Posts**

GreenBuild With UC Berkeley CBE Partner

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_usgbc-greenbuild-activity-6994080309101146112-q\\_Nl?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_usgbc-greenbuild-activity-6994080309101146112-q_Nl?utm_source=share&utm_medium=member_desktop)

Carbon Neutral Campus Plan

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_msum-unveils-long-range-facility-plan-activity-6993991579522797568-HPB8?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_msum-unveils-long-range-facility-plan-activity-6993991579522797568-HPB8?utm_source=share&utm_medium=member_desktop)

Research Partner With CBE

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_cbe-activity-6989278442777169920-Rkt1?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_cbe-activity-6989278442777169920-Rkt1?utm_source=share&utm_medium=member_desktop)

Large Firm Summit for Industry Carbon Neutrality

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_this-large-firm-roundtable-lfirt-sustainability-activity-6988936259003965441-oyKk?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_this-large-firm-roundtable-lfirt-sustainability-activity-6988936259003965441-oyKk?utm_source=share&utm_medium=member_desktop)

Design Future Council, DC

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_i-am-pleased-to-have-been-at-design-futures-activity-6988915623573549057-1hUJ?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_i-am-pleased-to-have-been-at-design-futures-activity-6988915623573549057-1hUJ?utm_source=share&utm_medium=member_desktop)

COP26 with Nancy Pelosi

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_cop26-buildingtocop26-climateaction-activity-6864721603989688320-OaTr?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_cop26-buildingtocop26-climateaction-activity-6864721603989688320-OaTr?utm_source=share&utm_medium=member_desktop)

COP26 with Senate Delegation Morning after Infrastructure Bill Passed

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_cop26-buildingtocop26-climateaction-activity-6863963518098583552-BAIG?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_cop26-buildingtocop26-climateaction-activity-6863963518098583552-BAIG?utm_source=share&utm_medium=member_desktop)

Ending Syrup Syndrome Presentation at COP26

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_us-climate-action-center-at-cop26-the-activity-6862489904811716608-pSQp?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_us-climate-action-center-at-cop26-the-activity-6862489904811716608-pSQp?utm_source=share&utm_medium=member_desktop)

Wolf Ridge Environmental Learning Center, First in World Living Building Renovation, "We're Building and Idea"

[https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685\\_activity-6465633796057239552-fw1?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/patrick-thibaudeau-leed-fellow-ilfi-ccs-6348685_activity-6465633796057239552-fw1?utm_source=share&utm_medium=member_desktop)

# Patrick F. Thibaudeau

## LEED FELLOW, ILFI

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### Summary of Qualifications

Experienced executive and visionary thought-leader with keen foresight and a unique ability to see future trends, inspire people and transform organizations. A results-oriented, proven record of leading diverse groups, developing strategic plans, implementing those plans, achieving predicted outcomes, and exceeding performance results that organizations and individuals did not know were possible. Achieved more than 30 firsts including one first in the world outcome. Unique blend of business savvy, planning excellence and operational quality. Lives and leads by core values of respect, integrity and trust.

Extensive experience working with over 25 large, matrixed, or vertically integrated organizations. Exceptionally strong at developing inventive approaches and innovative solutions, leading organizations to consistently achieve high performance results, increased efficiency and enhanced quality. Readily identifies market opportunities and risks, develops long-term strategies and priorities, establishes ambitious goals, while building-consensus through collaboration to achieve successful implementation.

Works across all levels including C-suite, executive leadership, owners, enterprise management groups, front-line workers, stakeholders and customers. Has deep national network and has long time service on boards of directors, industry governing counsels, research bodies and global representation. Recognized as a national sustainability expert, is a pioneer of new ideas and is a sought-after keynote and featured speaker at regional, national and international events and widely published. Under his leadership two organizations received national firm awards. He was an official NGO delegate at COP26 influencing the outcome of the Glasgow Climate Pact connecting with senior White House officials, senate and house leadership, governors, and mayors from around the country. Has transformed his current company, in less than two years during the pandemic, from a lagger to a nationally recognized leader with global impact. Is currently national co-chair of the Large Firm Roundtable influencing the entire building industry in the US to be carbon neutral organizations.

- Driving Business: Proven record of driving business growth. A winning marketing record, high profitability.
- Elevating the Business: An inventive leader bringing value with far reaching impact in the lives of people and the built environment supported by arch and exploration of cutting-edge thoughts like: "Building an Idea," "Z7+," "Syrup Syndrome," "A Breath of Fresh Air," "TR20," "Gateway™ Platform," "Thrive Approach."
- Lifetime of Leadership: Presidential award for lifetime community service, USGBC FELLOW. Direct responsibility for supervising staff throughout career: Cumulative total: about 250 direct report people, 30 +/- business reports at one time and 3800 +/- volunteer reports. Extensive service on board of directors.

### Professional Experience

**JLG Architects, Minneapolis, MN**  
**Principal Sustainability Officer**

2020 to Present

#### Roles

- Sustainability Officer, Enterprise leader, ESG
- Principal in Charge
- Strategic planning core group 2020
- Leadership development planning group 2021

#### Leadership

- Achieved JLG carbon neutrality and "Just" label for social equity certification.
- UN Global Compact signatory.
- First Sustainability Officer: immediate results, transforming the firm to national leader during pandemic.
- Enterprise plan with successful execution: a game changing plan based on: Message, Metrics, Process, Expertise, Discovery implemented using six key verbs: Equip, Embed, Empower, Embrace, Engage, Expand with a training approach based on "Doing is Knowing" that achieved rapid, sweeping enterprise transformation with effective change management.

- Growth: four-fold increase in sustainability staff.
- Defined core competency for each role and providing support.
- Complete rapid operational transformation. Exceeded plan achieving 100% change and positive revenue impact. Established key performance indicators tracked weekly to assure permanence of the change. 240+ projects at KPI target, 210+ energy models, starter files suite, tools, process and guides, 480+/- one-on-one equipping sessions, staff training: 1500 +/- person hours training to achieve transformation at scale.
- Supply Chain: Living Products signatory. Influencing materials supply chain. Published materials guide.

#### Strategic

- Enterprise strategic plan core team 2020-2023.
- Exceeded operational KPI's with five consecutive quarters.
- Developed resilience-risk assessment planning approach for organizations.
- Strategic wins that contributed to increased revenue and national/global sustainability firsts.
- TR20 Biophilic Guide invented a new standard for firm and TRPL (TR 20).
- Inventions: Gateway™ Platform a virtual world creating a platform for digital twins and visualizing data like never before making analysis simple and visual, Syrup Syndrome, Breath of Fresh Air, Thrive Series.

#### Financial

- Financial Performance: \$3.5 million +/- net operating revenue contribution.
- 400+ projects documented with aggregate \$40M + avoided cost, about 500,000 tons of avoided carbon and 12% portfolio wide embodied carbon reduction compared to baseline.
- Architecture 2030 commitment for carbon neutrality by 2030 and enterprise operational neutrality by 2024.

#### National Leadership and Global Impact

- UN Global Compact, Architecture 2030, LF50, UC Berkley CBE, Just, USGBC, ILFI.
- COP26 official NGO delegate and presenter to international audience.
- National chair for large firm roundtable impacting entire profession to be carbon neutral.
- AIA National working group re-write of the Framework for Design Excellence used by the entire profession
- Principal author of LFRT Sustainability Playbook, authored and adopted by LFRT CEO's.
- National and regional presentations (600+ attendees),
- Stanford University CIFE worldwide conference, national webinar.
- Re-write of National Framework for Design Excellence with AIA working group.
- Playbook for Sustainability, LFRT. Adopted by CEO's. Implemented by firms.
- UC Berkley Center for the Built Environment Research Partner.

#### Awards

- National Environmental Stewardship Award, Finalist for National Livable Buildings Award UC Berkley Center for the Built Environment.
- JLG Carbon Neutral and Just label, UN Global Compact, UC Berkley CBE, ILFI, USGBC, Design Futures, LFRT.
- Jury for Massachusetts Sustainability award.
- National Firm Award "Environmental Stewardship" (CSI). Innovations, prominent practice, mentoring and educating.

**Roles:**

- Vice President, Sustainable Design, 2004-2020, Enterprise leader
- Director Allied Disciplines (sustainability team, specifications, construction administration, cost estimating, code specialist, opening specialists, research librarians) with 19 direct report staff, 2001-2020
- Board planning committee, firm strategic plan coauthor 2007 and 2010
- Council Chair (board like group): 11 years chair of firm-wide councils (Design, Engineering, Research, Project Management): Operations, practice policies, resources, training, 2004-2015

**Leadership / Strategic**

- High win rate: 2008 to 2019, 28 W – 10 L overall. 6 W – 2 L when leader of marketing effort.
- Lifted HGA from laggards to leaders in sustainable design, going from not recognized to consistent national ranking in top 20 nationally since 2005.
- Process improvements: Specifications automation, BIM conversion, Common resource task group standardized BIM processes and training and 700 standard details for quality and efficiency improvement now converted to digital practice group, a firm-wide department and resource for all project teams, making BIM Revit use efficient and profitable. Established a process for high performance building design, common resource task groups – became digital practice group, process automation to increase efficiency in spec. dept., construction process, set logs, performance simulation.
- “Firsts:” LEED project 1999, NZE project, large scale NZE office in urban core, LEED Platinum NZE lab building, Living Building project, large corporate office building LEED Gold in MN, large hospital project LEED HC Gold-- extreme low energy use, WELL project, NZE manufacturing building, building integrated PV system, HGA’s sustainable design summit, founding chair of firm-wide councils, first chair of Sustainability Council.
- Digital Practice Group, Sustainable Design Group, Common Resources Task Group, Design Insight Groups, Visualization team formed resulting from leadership efforts with these teams.

**Financial**

- Growth: doubled department staff. Sustainable projects - 2004: \$0, 2010: 45% of annual revenue (about \$750 million of construction value). 2010: 0 Net Zero Energy projects, 2016: 11 NZE projects. 2009: 0 LBC projects, 2016: 5 registered.
- \$3.5 million direct contract responsibility, 23% average profit for project to date combined. Department has met or exceeded utilization target 17 consecutive years yielding about \$350,000 of additional profit.
- Successful dispute negotiation: over \$1,000,000 avoided costs.

**National/Global Impact**

- Inventive ideas: “Knowledge Connectors” “Design with Words,” “Talking Green” sustainable design conversation series, “Zero-Plus,” “Starting from Zero”, “Building an Idea”, “Changing the Question.”
- PR Strategy resulting in about 500 professional publications including over 23 personally authored or featured.  
Over 30 presentations including national and international conferences: 5500 person hours of training and mentoring provided to groups and individuals.

**AResource (PFT Associates), Maplewood, MN**

**Role:**

- Sole proprietor, principal responsible for business development, marketing, proposals, production, finances, maintaining client relationships. Supervised staff.
- Manufacturer of building products consultant. Selected clients: 3M, Maxxon, Detex, Makato-Kasota.

**Results:**

- Grew revenue by 3x.
- Grew business for 10 years with multinational corporate clients as well as regional businesses.
- Expanded client base 7-fold offering 8 new services including business planning, building design, graphic design, technical documents, CADD drawings, communications collateral, marketing consulting, presentations and training, economic trends, video production and data reporting.
- Provided design services for individual clients, including residence design, commercial building conditional use permit, and interior renovation design.

## **3M Construction Markets, Maplewood, MN**

### **Role:**

Sustainability first contact, Marketing communications coordinator, sales training, technical consultation.

### **Results:**

- 40% growth in one product line and 25% of annual sales in another product line.
- Developed a new position at 3M.
- Increased brand recognition in construction markets when previously not known.
- Achieved outcomes by customer consultation, industry networking, professional association leadership, developing technical and marketing documents, marketing planning and implementation of strategies and sales staff training.

## **Education**

### **University of Minnesota School/College of Architecture, Minneapolis, MN**

Master of Architecture

Bachelor of Environmental Design

Emphasis in business leadership, administration and ethics spanning both degrees

## **Academic Experience**

### **University YMCA Board of Management**

### **University YMCA Metro Executive Internship**

3 years

- Executive Intern – research about social responsibility of business related to employee housing.
- Staff/Teaching Assistant, U of M Courses Ssci 3251 & 3252

## **Professional Service and Memberships**

AIA National Large Firm Roundtable, Chair of Sustainable Design Leaders (SDL) Committee	2022 to Present
AIA National Large Firm Roundtable, Sustainable Design Leaders (SDL) Committee	12 years
UN Global JLG Compact Point of Contact	2 years
Massachusetts Sustainable Design and Leadership Award Jury	1 year
Eco-Structures Advisory Board	3 years
Evergreen Awards Jury	1 year
Minnesota Contractors Association Sustainable Design Awards Jury	1 year
USGBC	10+ years
International Living Futures Institute	8 years
UC Berkeley Center for the Built Environment Industry Advisory Board	11 years
CSI Technical Committee Chairman	1 year
Master Spec Architectural Review Committee	3 years
AIAMN Committee on the Environment	2 years
AIA Committee on the Environment and Environmental Resource Guide Project	2 years

## **Awards and Recognition**

COP26 UNFCCC official NGO delegate	2021
National Finalist for Livable Buildings award, Univ. of Cal. Berkley, Center for the Built Environment	2021
National Environmental Stewardship Award (Firm award achieved under my leadership, JLG)	2021
Environmental Leader 75 – national award	2018
LA Harbor College Outstanding Project of the Year, Energy and Innovation Awards	2016
LA Harbor College SCUP Award	2015
CCFC Award of Excellence	2014
LEED FELLOW	2014
National Environmental Stewardship Award (Firm award achieved under my leadership, HGA)	2007
Rebecca L Foss Environmental Stewardship Award (Firm award achieved under my leadership)	2006

## Community & Volunteer Service

### **Presidential Lifetime Community Service Award “Call to Action”**

2014

10,000 hours + lifetime community service for youth sports coaching, Boy Scout leadership, Special Education Advisory Council Chair District 622, volunteer family and individual counseling, volunteer living assistance and financial counseling

### **Youth Group Leadership**

2004 to Present

Unit executive, committee member, led multiple high adventure trips into the Boundary Waters Canoe Area (BWCA) and winter campouts (Zero Hero). Five sons are Eagle Scouts.

### **Head Coach - Youth Sports**

5 years

Certified Youth Sports Coach – Certified with National Youth Sports Coaching Association (NYSCA)

### **School District 622**

First chairman of School District 622 Special Education Advisory Council (SEAC).

3 years

### **Volunteer Leadership**

Many years of senior leadership experience for the Church of Jesus Christ of Latter-Day Saints. Currently serving as one of three presidents over nine congregations with 3700 members and serving a total population of 780,000 people in ten Minnesota and Western Wisconsin counties from Barron, Wisconsin to Eagan, Minnesota. Responsible for strategy and growth plans, instruction, training years of extensive experience in a variety of senior leadership positions with cumulative responsibility for about 8000+ people and cumulative annual finances of about \$600,000. Organized the first Hmong unit of the church in Minnesota and started first Karen program in Minnesota that has grown today to an independent unit. Increased growth rate from 2004 to 2014 seven-fold. In 2010 conceived and led a major public service event titled “Ready or Not” to recognize and thank local first responders on the anniversary of 9/11. Five city Mayors, Police Chief’s, Fire Chief’s and county sheriff were recognized with US Congress Representative Betty McCullum as the guest speaker. Founder of East Metro Council of Churches.

### **Key Applicable, Relevant Terms**

Sustainability, ESG, business, strategy, profitability, outcomes, targets, goals, performance, corporate responsibility, accountability, environment, social, governance, efficiency, quality, innovation, leadership, vision, management, growth, long-term, priorities, culture, business practices, operations, peer, industry trends, trusted advisor, global, standards, metrics, reporting, collaborate, shareholders, stakeholders, assessment, accelerate.



## Organization Experience

1. 3M
2. General Mills
3. United Health Care
4. Trimble-Sefaira
5. University of California System
6. Los Angeles Community College District
7. State of California Division of State Architect
8. Kaiser Health
9. Northeast Georgia Health System
10. East Texas Medical System
11. Canada College
12. Pasadena College
13. Minnesota State University at Moorhead
14. Minnesota State College and University System
15. Winona State University
16. University of Minnesota
17. Annenberg Foundation
18. College of the Desert
19. Augsburg College
20. State of Minnesota
21. Mayo Clinic
22. Sutter Health
23. Theda Care
24. Wolf Ridge ELC and Board
25. University of Hawaii
26. Ministry Health Care

## Firsts

1. First all-electric carbon neutral, net zero energy, residential neighborhood development in Minnesota. Design.
2. First large firm to calculate embodied carbon for 100% of projects 2021 and 2022.
3. First large firm to become carbon neutral and JUST labeled together.
4. First large firm with Architects only to energy model and net zero design option for every project.
5. First Renovation Project in the world to achieve full certification Living Building Challenge. LBC.
6. First organization to achieve 100% embodied carbon reporting for AIA 2030 DDX 2021.
7. First Living Building Challenge Registered commercial projects in North Dakota.
8. First Presidential Library to be Living Building Challenge Registered.
9. First LEED Health Care Gold Certified hospital in Georgia and one of first ten in the US.
10. First LEED Gold Large Commercial office in Minnesota.
11. First to achieve high percentage staff as LEED AP in Minnesota.
12. First to develop energy model templates for use by Architects.
13. First to have largest spec department in the US.
14. First LEED Platinum, Net Positive Energy building for LACCD – Science Laboratory Building.
15. First Net Zero Energy Certified building for college of the desert.
16. First Net Zero, Carbon Neutral Campus in Minnesota – U of M Morris.
17. First to design every project to meet AIA Framework for Design Excellence.
18. First Council Chair at HGA.
19. First Sustainability Officer at JLG.
20. First Net Zero Energy building and plan for Kaiser Health system (6 plans).
21. First LEED Platinum and Net Zero Energy Building Criteria for State of California offices.
22. 25% of professional staff. First and most in Minnesota. Goal: All professional staff.
23. First Net Zero Energy, Carbon Neutral Pre-design for Minnesota State College and University System – WSU.
24. First Integrated PV in Minnesota – Como ERC.
25. First Net Zero Energy Building ASU – Student Pavilion.
26. First Kaiser MOB template net zero energy design.
27. First Kaiser Antelope Valley first Net zero master plan.
28. First Kaiser net zero plan multiple sites.
29. First Net Zero Design for California Dept of Hospitals – police station at LA hospital.
30. First Net Zero Design for California Prison System. Health admin office.
31. First Net Zero Plan for Pasadena City College.

## Presentations

**“Ending the Syrup Syndrome: Making vs Taking”** TEDx Fargo, live July 20, 2023, 1200+/- live audience, published October 4, 2023, TEDx Talks channel on Youtube, <https://youtu.be/edmrxdDePQ>

**“Accelerating our Decarbonized Future”** Large Firm Roundtable (LFRT) Annual Summit, August 24, 2023 and October 12, 2023 to LFRT CEO’s.

**“Integrated Design Summit”** August 16-17, 2023. A focused, emissive, transforming experience for 33 leading designers at JLG Architects to make sustainability a key criteria and part of the culture not a separate add-on.

**“Design Informing Questions”** June 1, 2023. An emissive, transforming charrette experience for 20+ new hires at JLG Architects to make sustainability a key criteria and part of the culture not a separate add-on.

**“Ending the Syrup Syndrome: Making vs Taking”** AIA North Dakota State Conference, Keynote, October 4, 2023.

**“Ending the Syrup Syndrome-Earth Day”** School of Environmental Studies, April 19, 2023. A presentation about COP 26 climate action, carbon and a personal call to action.

**“The Integrative Process: A Virtual Roundtable”** Building Green national webinar, April 12, 2023. Patrick Thibaudeau, Principal Sustainability Officer, JLG along with Barbara Batshalom, Founder and CEO, Sustainable Performance Institute, Darrah Jakab, Associate Principal Sustainability, MHTN, Candace Person, Director of Consulting, Building Green. <https://www.buildinggreen.com/webcast/demand-webinar-integrative-process-virtual-roundtable>

**“Carbon Neutral Commitment,”** Large Firm Roundtable CEO’s meeting January 11, 2023. Led a working group of national experts and presented to 80+/- CEO’s of the largest firms in the US to obtain a collective commitment to accelerate the entire architecture profession to become carbon neutral by 2024 using SBTi approach reduce real emissions by 2030 to 80% of benchmark year.

**“Ending the Syrup Syndrome-A Breath of Fresh Air: Resilience for Persons and Place,”** Carbon Leadership Form, US Green Building Council and Construction Specification Institute combined meeting, Minneapolis MN, January 11, 2023. <https://www.csiresources.org/minneapolis-stpaulchapter/events/event-description?CalendarEventKey=bf6d5e7a-f452-413f-b398-095fb051e3f4&CommunityKey=18bc3ea4-bcac-4de8-bd0e-6677046c43dc&Home=%2Fhome>

**“What You Did Not Know Was Possible,”** University of California Berkely Center for the Built Environment Partner profile, October 2022.

**“Think Big and Decarbonize,”** Large Firm Roundtable Annual Summit, Denver Colorado, October 6-7, 2022. Presented a summary of COP26 and examples of how we can achieve what we did not know was possible. We are on the brink of the greatest economic transformation possibly in a century. Think Big and Be Bold. The time to act is now!

**“What Really Happened at COP26: Decarbonizing our Lifestyle,”** Minnesota State University at Moorhead, campus sustainability committee, student senate, 2022.

**“A Breath of Fresh Air: New Approach to Biophilic Design”** University of Minnesota College of Design, 2022.

**“Future Trends about Carbon Neutral”** 2023 Annual Outlook Forecast Conference, McGraw Hill Dodge annual trends conference, Invited speaker, Online Presentation, November 2022.

**“Future Trends Panel”** The Future of Environmental Sustainability: Design Futures Council, September 2022, Washington DC.

**“Ending the Syrup Syndrome”** American Institute of Architects South Dakota State Conventions, September 2022.

**“Wolf Ridge Environmental Learning Center: First in World Living Building Certified”** International Living Futures Institute National Conference, video recorded presentation, leader of team with Owner and other team members, May 2022.

**“Ending the Syrup Syndrome”** Stanford University Global Innovation Conference on the built environment, Fall 2021.

**“Ending the Syrup Syndrome to Achieve Climate Action,”** COP26, Glasgow Scotland, global audience, November 2021.

**“A Breath of Fresh Air: Health Wellness and Resilience for Persons and Place”** Hosted by American Institute of Architects Minnesota online from COP26, November 2021.

**“Morning Talks with Carbon Action Network”** Live online interview at COP26 with head of housing for European Union.

**“Live TV News Interview with London Based New outlet at COP26”**

**“Theodore Roosevelt Presidential Library: A new global standard for sustainability,”** American Institute of Architect South Dakota State Convention, September 2021.

**“Tips for Building and Exceptional Sustainable Practice: Operationalizing Sustainability in Organizations”** Invited speaker with Barbara BatShalom executive director of the Sustainable Performance Institute (SPI) and Sandra Montalbo University of Texas at San Antonio, American Institute of Architects National Convention. <https://www.aia.org/articles/6415515-a21-tips-for-building-an-exceptional-susta>

**“Achieving Net Zero”** Net Zero Summit, Detroit Area (Online), March 2020. Panel participant.

**“Achieving Net Zero Business Case”** Net Zero Summit, Detroit Area, March 2020. Panel leader.

**Impact Conference**, sponsored by USGBC Minnesota, St Paul Rivercenter, St Paul Minnesota, “Transformative Future, Living Building Challenge: Wolf Ridge Environmental Center Case Study,” Guest lecturers Patrick Thibaudeau, Pete Smerud, Jim Bradburn, Jonathan Ballmer. May 1, 2018.

**US Green Building Council Duluth: Building Green 2017 “Engage and Empower”**, Duluth Minnesota, “Transformative Future, Living Building Challenge: Wolf Ridge Environmental Center Case Study,” Guest lecturers Patrick Thibaudeau, Pete Smerud, Jim Bradburn, Jonathan Ballmer. October 12, 2017.

**“Mega-Trends, Future Forces and New Ways of Thinking about Sustainability,”** Keynote Speaker, 14<sup>th</sup> Annual Sustainability Summit and Exposition: Building a Sustainable Future – Making it Work, Milwaukee Area Technical College, Milwaukee, Wisconsin, May 4, 2017.

**Antioch University: Graduate Naturalist Training Program**, Wolf Ridge Environmental Learning Center Sustainability Curriculum, Finland Minnesota, “Starting at Zero: A New Way of Thinking About Our Future,” Guest lecturer. April 3, 2017.

**15<sup>th</sup> Annual New York State Green Building Conference**, Syracuse New York, “Planning a Net-Zero Ready Facility: Counter-Intuitive Opportunities and Solutions,” co-presenter with Chris Piche, Elementa Consulting. March 30, 2017.

**University of Minnesota College of Design, ARCH 5550: Environmental Technology; Integrative Ecological Design for Responsive Architecture, Guest lecturer, Sustainable design. December 5, 2016.**

**Design Future Council Sustainable Design Summit, Seattle Washington, panel presenter on future trends. September 2016.**

**Association of Nature Center Administrators (ANCA), Sandstone MN, conference presentation on Living Building Challenge at Wolf Ridge Environmental Learning Center, co-presented with Pete Smerud. August 19, 2016.**

**University of Hawaii 4<sup>th</sup> Annual Sustainability Summit Keynote Speaker, Oahu, "Starting at Zero – Campus Sustainability Planning," Keynote address to all campuses on Hawaiian Islands. March 2016.**  
<https://vimeo.com/170720450>

**"7x7 Design Energy Water"** Greenbuild International Conference by US Green Building Council 2016. Four presentations around the state of California to show how to convert existing buildings in the California school system to net zero energy. Presented to school officials, professionals and the public culminating in the final presentation in Sacramento and the Greenbuild at the end of the year.  
<https://www.youtube.com/watch?v=RNHhe3TI6-s>

**Design Future Council Sustainable Design Summit, Dallas TX, panel presenter on future trends. October 2015.**

**BUILDINGChicago-Greening the Heartland , "Measuring Building Performance, User Satisfaction and Financial Value across Energy, Carbon, Water and Materials," September 10, 2013.**

**USGBC Mississippi Headwaters Chapter** quarterly presentation title "Future Forces Powering Now." This presentation focused on long term future trends that have evidence in emerging efforts today. About 80 attendees. January 8, 2013.

**"High Performance Building Research Results"** presentation to a national seven office audience of about 120 people. Information presented includes post occupancy evaluation survey on two case study projects, Energy, Carbon, Water, Waste and Materials performance data and Life Cycle Cost information on energy cost savings. Sample size: 40 projects. August 2012.

**"Zero-Plus and College of Desert Sustainable Design Plans,"** Architectural Institute of British Columbia Conference, May 2012.

**"Beyond Net Zero: An Innovative Approach for a New College in the California Desert with a Quadruple Bottom Line."** 8<sup>th</sup> International Sustainability Conference: Vancouver BC Canada, January 2012.

**"Trends in Sustainable Design."** 3M Worldwide Broadcast, 2011.

**"Zero-Plus"** Design Future Council Sustainable Leadership Summit, Boston, MA presented to executives from national and international participants. Executive council roundtable. October 2011.

**"A Vision for the Future"** HGA Annual National Shareholder Meeting, led a 7-person team and presented to HGA annual shareholder meeting. Led 7 council leaders featuring an integrated approach to present 6 topics to show a strategic vision for improving the firm's market strength were: sustainability, integrated services, collaborative process, reputation, firm-wide expertise, design excellence. 2011, 200, 2007, 2005.

**USGBC GreenBuild International Conference, Chicago McCormick Place. Session presented to about 250 people. November 17, 2010**

**“The 2030 Plan – Affecting Change within Development and Design,”** The Big Green Conference, Patrick Thibaudeau, Julianne Laue, Laura D’Ardenne. Moderator – John Carmody. Panel presenter on achieving carbon neutral design. November 11, 2010.

**USGBC Chapter Meetings,** Multiple presentations including one at U of M lecture hall, one on a new approach to sustainable design and one on achieving net zero energy. 2010, 2007, 2005.

**“LEED and the Process”** American Council of Engineering Companies of Minnesota, Spring 2009.

**“Greening in a Different Color.”** World Usability Day, Minneapolis, MN, Spring 2009.

**“The Black and White of Green: From Sustainable Ideas to Certified Construction,”** CSI-MSP December Chapter Meeting, Minneapolis, MN, December 8, 2008.

**Sustainability Approach and LEED,** Minnesota Chamber of Commerce.

**Sustainability Approach and LEED,** Rochester Minnesota Contractor’s Association

**Sustainability,** Minnesota Builders Association

**“Green Minnesota – What Does That Mean?”** Economic Development Association of Minnesota (EDAM), How sustainable design impacts our communities. Patrick Thibaudeau and Rick Carter, co-presenters. Feb 15, 2007.

**“CSI Project Manual Resource Training – Sustainability in Specifications”** Two years presenting a one hour session introducing chapter 4 Design of the new CSI Project Resource Manual. Co-presented Larry Prinds of Saint Paul, MN. Location: Minneapolis Convention Center. In addition, due to the untimely death of one presenter, stepped in on short notice to present to the chapter on procurement for one hour. January 2007.

**“Back to the Future”** US Green Building Council Mississippi Headwaters Chapter, University of Minnesota, College of Architecture and Landscape Architecture auditorium. a presentation of practical advice and real examples of how to implement LEED in design and construction. Co-presented with Terry Brickman of PCL construction. Audience was over 100 at the U of M and about 80 total at HGA. April 11, 2006.

**“LEED Accredited Professional Training,”** Varied format including: a 6 part series to introduce sustainable design, all day sessions, three part series with practice exam. 2005-2010.

**“Project Partnering”** CSI-IFMA Showcase keynote panel speaker/presenter, Minneapolis Convention Center. Approximately 400 at Minneapolis Convention center ballroom stage. Feb 23, 2005.

**“Collaboration for Healthy Secure Buildings”** Construction and Facility Showcase, Construction Specifications Institute and International Facility Managers Association combined conference, 2004 Planning leader. Received CSI firm Principal Award for 2004 participation as well as an individual citation, 2005, Minneapolis, MN

**“Partnering for Performance.”** Construction and Facility Showcase, Construction Specifications Institute and International Facility Managers Association combined conference, 2004 Planning leader, 2004, Minneapolis, MN.

**CSI-IFMA Exhibitor Training,** 2 hour training session co-presented with Alan Griffith a national recognized presenter within CSI. Jan 2005.

**“Sustainable Design”** American Institute of Architects panel presenter, 2004.

**“Pantages Theater,”** CSI Chapter Meeting, 1 hour presentation. January 2004.

**“Future Trends and Economic Indicators”** Maxxon Corporation, Dana Point California, National dealers meeting presentation, opening session. 45 minutes presentation regarding trends in construction and how to get specified. Approximately 225 people. May 2001.

**“Family and Work Relationships FE/WCFE 5201”** University of Minnesota – College of Education and Human Development. Presentation to class as guest speaker on home offices Spring 2000. Invited to return to present again Feb 2001.

**“AIA Environmental Resource Guide (ERG)”** CSI Chapter Meeting, 1992.

**“Environmental and Energy Factors in Facility Design and Operation,”** Environment Expo 92 April 23, 1992.

**“Environmental Issues for Building Design and Materials Selection,”** American Institute of Architects Minnesota seminar, 1991. Event organizer.

**“Environmental Issues for Building Design and Materials Selection,”** American Institute of Architects Minnesota seminar, 1992.

**American Institute of Architects Continuing Education Provider and Curriculum Development, 1997 to 2020.**

Development of internal training programs for continuing education of architecture professionals for professional development and state registration continuing education requirements. Courses organized and/or taught include:

- LEED Accredited Professional Class – Varied format including: a 6 part series to introduce sustainable design, all day sessions, three part series with practice exam
- Overview of Sustainable Design: Multiple presentations over 8+ years.
- Specification Writing – multiple sessions
- Specifications and Materials Identification Abbreviations – multiple sessions
- Introduction to Hardware (taught jointly with AHC)
- Underslab vapor retarders and moisture/mold problems
- Metal Panel (self-study display and reading guide)
- Waterproofing design guide
- Curtainwall design guide
- 5-part series on construction administration

**“The Role of the Manufacturer’s Representative in the development of the Contract Documents,”**

Construction Documents Seminar, 1989 and 1990. 10 page research paper on law for architects addressing the subject resulted in two hour seminar for 3M Construction Markets field sales people.

## Publications

### Byline Articles:

**“Destination Transformed”** Parks and Rec Magazine. Invited to write this article by the magazine. It has been submitted and is awaiting publication. Trends and case examples of cutting-edge sustainability. by Patrick Thibaudeau, November 2, 2023.

**“The business of sustainability: A seven-year study of the UND Gorecki Alumni Center in action,”** GrandForks Herald, Patrick Thibaudeau and Tracy Nicholson, August 26, 2021.  
<https://www.grandforksherald.com/news/local/the-business-of-sustainability>

**Framework for Design Excellence, Design for Equitable Communities”** American Institute of Architects, Patrick Thibaudeau, et al., principal of author of and co-author with 9 others to write and publish the entire guide for the profession outlining design excellence. 2021.  
<https://www.aia.org/resources/6077668-framework-for-design-excellence>

**“JLG Architects JUST Label,”** International Living Futures Institute, November 1, 2021.  
<https://just.living-future.org/s/organizations/20-organizations/jlg-architects>

**“New CBE Partner JLG Architects: Explorers of Design Excellence, Community Engagement and Quality of Life”** Centerline, written by Patrick Thibaudeau for Centerline team, UC Berkley Center for the Built Environment, May 20, 2020.  
<https://cbe.berkeley.edu/centerline/cbe-partner-jlg-architects-explore-design-excellence-community/>

**“Sustainability Playbook,”** Large Firm Roundtable, Patrick Thibaudeau principal author et al. 2020. Led a working group and was principal author of a concise guide for CEO’s to operationalize sustainability at scale across the profession. This guide was unanimously adopted as the high performance guide for firm operations and integrating sustainability into each firms operations at an accelerated pace by identifying top five high performance attributes and top 5 high performance actions.

**“New Questions, Different Thinking, Positive Impact: Start at Zero?”** Patrick Thibaudeau, Design Intelligence, Issue 269, p. 32-35, Third Quarter 2017.

**“Embracing Green: Choosing Materials to Promote Healthy Indoor Environments,”** Patrick Thibaudeau and Peter Dahl, Medical Construction & Design, Vol. 13, Issue 2, p. 55-56. March/April 2017.

**“Designing Healthcare Spaces for the Human Experience,”** Patrick Thibaudeau and Kara Freihoefer, Healthcare Design, Designing healthcare facilities. February 2015.

**“Fresh Perspectives: The human scale in sustainable healthcare design,”** Patrick Thibaudeau and Stan Chiu, Medical Construction & Design, September/October 2014.

**“Transforming Building Performance Using ‘Zero-Plus’ Principles”** Patrick Thibaudeau and James Matson, American School & Hospital Facilities, March/April 2014. Cover Story. Online published on [facilitymanagement.com](http://facilitymanagement.com).

**“An Energy Approach: Zero-Plus energy strategies are part of an integrated plan that ties new technology with passive strategies,”** Patrick Thibaudeau and James Matson, American School & University, September 2013.

**“Higher Education Design: Implementing Zero-Plus Energy Strategies,”** Patrick Thibaudeau and James Matson, Environmental Design & Construction, Volume 16, Issue 8, p. 22-24. August 2013.

**“5 Metrics for Going Green in Healthcare,”** Patrick Thibaudeau and Michael Franklin Ross, Medical Construction and Design, Volume 9, Issue 4, p. 16-18. July/August 2013.

**“Perspectives in Sustainable Design 2012,”** Mara Baum, Dan Heinfeld, Daniel Overbey, Erik Ring, Derrick Teal, Patrick Thibaudeau, Environmental Design & Construction, December 3, 2012.

**“The Leadership Progression – Allowing Growth By Nurturing New Leaders Through Various Approaches,”** Patrick Thibaudeau, Design Intelligence, Volume 18, Issue 3, p. 53-59. May 2012.

**“Zero Plus,”** Patrick Thibaudeau, Environmental Design & Construction, Volume 15, Issue 3, p. 34-36, March 2012.

**“Integrated Design is Green,”** Patrick Thibaudeau, Journal of Green Building, Volume 3, Issue 4, p. 78-93. December 2008.

**“Continuing Education: Universities can use a variety of strategies, many of them low-cost, to ensure ongoing sustainable operations,”** Jim Goblirsch and Patrick Thibaudeau, Building Operating Management, Volume 53, Issue 9, p. 39-46. September 2007.

**“Guide on Waterproofing Coatings,”** Trainee Guide, National Center for Construction Education and Research. Co-author, 1997.

#### **Interviewed/Quoted:**

**“Integrative Process: Pathways to Performance and Regeneration”** by Paula Melton Building Green, January 18, 2023. Significant quotes included about integrative process.  
<https://www.buildinggreen.com/feature/integrative-process-pathways-performance-and-regeneration>

**“MSUM Carbon Neutral Plan” Moorhead area television, radio and print news interviews, 2022.**  
<https://www.valleynewslive.com/2022/11/01/msum-unveils-long-range-facility-plan/>

**“Sustainable Architecture”** Grand Forks Herald By Sam Easter, August 16, 2021  
<https://www.grandforksherald.com/news/local/sustainable-architecture>

**“Improving High Performance Facades Through Post-Occupancy Evaluation,”** Sponsored by Ornamental Metal Institute of New York, Architectural Record, p. 168-169. November 2018.

**“NZB: Daylighting,”** Net Zero Buildings, Vol 7, No 2, pg. 22, May 2018.

**“Lucky Number 7? California’s 7x7x7 program explores how its schools can be more sustainable,”** Michael Franklin Ross, The Architect’s Newspaper, Issue 3, p. 6. April 27, 2016.

**“Typology: Humans & Health,”** Green Building & Design, March/April 2016.

**“7x7x7 Design Energy Water”** Publication to show how to convert existing buildings in the California school system to net zero energy. Presented to school officials, professionals and the public culminating in the final presentation in Sacramento and the Greenbuild at the end of the year.  
[https://www.architectmagazine.com/practice/california-selects-seven-architects-for-its-7x7x7-initiative-to-green-existing-schools\\_o](https://www.architectmagazine.com/practice/california-selects-seven-architects-for-its-7x7x7-initiative-to-green-existing-schools_o)



<https://www.archpaper.com/2016/05/7x7x7-california-school-sustainable-design/>

**2014 LEED Fellow Announced,** Targeted News Service, October 2014. Thibaudeau named 2014 LEED fellow.

**"HGA Architects & Engineers Completes Phase One Design of New West Valley Campus at College of the Desert,"** California Builder & Engineer, July 2013.

**"Oasis of Green Education to Appear in the Desert,"** Randy Woods, Earth Techling, June 18, 2013.

**"Self Sustaining School in Palm Springs,"** World Architect News, May 2013.

**"HGA Completes Phase One Design for College of the Desert West Valley Campus,"** Deane Madsen, Architect, May 10, 2013.

**"HGA Architects and Engineers Completes Phase One Design of New West Valley Campus at College of the Desert,"** Real Estate Rama, May 8, 2013.

**"College of the Desert's Tabular Rasa: The New West Valley Campus,"** Kristen Dispensza, Buildipedia.com, September 2011.

**"Net-Zero Energy Campus Planned for California Community College,"** Contract, Online. July 29, 2011.

**"HGA to Design New West Valley Campus for College of the Desert,"** dBusiness News, July 2011.

**"Newsworthy: Mother Nature Knows Best,"** Kylie Wrablaski, Janelle Penny and Jennie Morton, Buildings, Volume 105, Issue 5, p. 8. May 2011. Thibaudeau is interviewed about biomimicry.

**"Construction Digital Investigates the Top Buildings Inspired by Nature in the April Issue,"** American Banking & Market News, April 2011.

**"Buildings Inspired by the Natural World,"** Laura Clapper, Construction Digital, April 2011.

**"Sustainable Roofing, A Whole-Building Approach,"** C.C. Sullivan and Barbara Horwitz-Bennett, Building Design & Construction, Volume 52, Issue 2, p. 38-46. February 2011.

**"HGA Creates Greener Outlook with Print Systems from Océ,"** Building Design & Construction, Volume online. September 2, 2009.

**"BIPV and Your Building,"** Leah B. Garriss, Buildings, Volume 103, Issue 8, p. 30. August 2009.

**"The Top 100 Green Design Firms: No Longer a Fad, Green Hits Mainstream,"** Gary Tulacz and Melissa Traynor, ENR Engineering News Record, Volume 260, Issue 21, p. 116-122. June 23, 2008.

**"Green Means Collaboration: Involving the Entire Project Team as Early as Possible Allows Expertise to be Shared. The Payoff: a Better Building at a Lower Cost,"** Building Operating Management, Volume 53, Issue 9, p. 23-26. September 2007.

**“LEED certification is here to stay,”** Sam Black, Minneapolis-St. Paul Business Journal, Volume 25, No. 9, p. 15. August 10, 2007. Real Estate and Construction Special Report - Cover story.

**“Minnesota is green, but not in the LEED,”** Liz Wolf, Finance and Commerce, p. S-1. September 28, 2006.

National Center for Construction Education and Research. Wrote draft of section for trainee guide on waterproofing coatings, 1997.

## **Professional Service and Leadership**

### **Large Firm Roundtable (LFRT) Sustainability Committee Chair 2022 to 2024**

National co-chair leading 60 to 80 of the largest architecture firms in the United States to make an accelerated carbon neutral commitment for the firms own operations adding on to the long-standing carbon neutral design commitment for the firms work for its clients. Recently convened annual summit with the focus of “Accelerating our Decarbonized Future”

**American Institute of Architects, Framework for Design Excellence**, National working group and principal of author of “Design for Equitable Communities” and co author with 9 others to write and publish the guide for the entire profession outlining design excellence. 2021.

<https://www.aia.org/resources/6077668-framework-for-design-excellence>

**Sustainability Playbook Leader**, Large Firm Roundtable Sustainability Committee, 2020. Led a working group and was principal author of a concise guide for CEO’s to operationalize sustainability at scale across the profession. This guide was unanimously adopted as the high performance guide for firm operations and integrating sustainability into each firms operations at an accelerated pace by identifying top five high performance attributes and top 5 high performance actions.

**Chairman of Council Coordinating Committee, 2004 to 2016** – HGA, responsible for all disciplines and practice initiatives with emphasis including sustainable design.

**Chair of HGA Sustainability Council** – first chair of newly formed council, HGA.

**Design Futures Council Sustainable Leadership Summit, 2012 to present** – delegate to the annual invitation-only meeting. 2012 produced a document called the “Portland Promise.”

**Visioning the Future of University of Minnesota Center for Sustainable Building Research, December 2012.** Meeting with Dean of College of Architecture to develop a plan for the future of this center.

**Firm-Wide Sustainable Design Summit, 2011 & 2012** - hosted 26 delegates gathered for a two day summit to plan for the future of sustainable design and how to impact communities for good, HGA.

**Center for the Built Environment, UC Berkley, 2020 to present and 2011, 2012** – Executive council of industry partners.

**AIA Large Firm Roundtable Sustainable Design Leaders, 2009 to present** - national working group of large architecture firms working toward a carbon neutral future. Water working group and carbon working group.

**Strategic Planning** – JLG strategic planning core team 2020 to 2021. HGA: strategic plan for 2011-2013 and for 2007-2010. Wrote the sustainable design strategic plan for the firm.

**Eco-Structure Board 2010 to present**

**Evergreen Awards Jury 2010**

**Minnesota Contractors Association Sustainable Design Awards Jury 2010**

**USGBC Mississippi Headwaters Chapter (HGA), 2004 to present** - Sponsor of chapter.

**CSI-IFMA Product Showcase Organizing Committee, 2004 and 2005** - Leader of conference planning. Keynote panel.

**AIA Continuing Education Course Provider, Ongoing**

**American Institute of Architects (AIA) Committee on the Environment, Environmental Resource Guide, 1990 to 1993:** task group member for ERG, energy group and materials group. Contributions included research on the regulatory background of paints, input for ERG format and contact with other associations to secure involvement. Coordinated ERG meetings at 3M, a construction products supplier, and generated support for ERG project.

**Construction Specifications Institute (CSI), 3 years**

Professional Member Construction Specifications Institute  
Technical Committee Chairman, 2 years.

**American Society for Testing and Materials (ASTM), Sub-Committee Chair, 2 years**

D-1 Committee on Paints and Related Coatings – concrete sealer standards subcommittee developing standards for penetrating sealers, task group leader developing standard for testing chemical resistance of concrete and masonry sealers. C-24 Committee Building Seals and Sealants member. Task group for C 957-87 Standard Spec for coatings. Pursuing development of new standards.

**Sealant Waterproofing and Restoration Institute (SWRI), 2 years**

Traffic Bearing Waterproofing Committee member.

**Joint Working Group on Housing, 2 years**

A group cooperating with the Soviet Union on developing the market for general construction, renovation and western style housing. This group was coordinated by J.A. Jones Construction Company.

**American Institute of Architects (AIA), 2 years**

- Working group leading to Committee on the Environment (COTE)
- AIA Committee on the Environment
- Past Member, AIA Environmental Resource Guide

Task group for ERG, energy group and materials group. Contributions include research on the regulatory background of paints, input for ERG format and contact with other associations to secure involvement. Coordinated ERG meetings at 3M, a construction products supplier, and generated support for ERG project.

**MasterSpec Architectural Review Committee, 1 year**

**AIA Housing Committee, 1 year**

## Research Experience

**University of California Berkely, Center for the Built Environment** Research Partner, 2011 to Current, two firms. Strategic planning for research topics and twice a year reviews of progress. Currently leading a collaborative research effort to develop a process for quantifying soil organic carbon and establish protocols for documenting total carbon positive design performance. Supporting a research grant proposal to improve Environmental Product Declarations and Global Warming Potential reporting.

**University of Minnesota Center for Sustainable Building Research**, ongoing collaboration 2013 to present.

### **JLG Research Initiative**

Exploring the frontier of practice and inventing new processes and developing impactful new ideas. Inventor of Gateway Platform a virtual world for display of data and scenario planning, JLG 20 Biophilic Guide and Resilience Evaluation Tool, 2020 to 2023.

### **HGA Research Initiative**

Leader contributing to developing a research council and a research driven practice. 2004 to 2013.

### **Marketing for industry corporations, 2 years 3M**

Responsible for technical and market research on building systems and products. Utilized interview techniques as well as literature and publication research.

### **Master of Architecture Thesis**

Developed housing interview and survey questions for people working at home, researched EDRA for methods, incorporated personality survey, identified sample, analysis, conclusions, translation to design, developed computer design methodology.

### **Project Leader YMCA Metro Executive Program**

Survey research of housing market and interest of corporate employees for company sponsored housing. Identified sample, developed survey questions, administered survey, analysis and conclusions.

## Teaching Experience

### **University of Minnesota – Biophilic Design Studio, 2021.**

Biophilic design process.

### **University of Minnesota - Environmental Class, December 5, 2016.**

Sustainable projects and process to performance.

### **AIA Continuing Education Provider Curriculum Development.**

Development of internal training programs for continuing education of architecture professionals for professional development and state registration continuing education requirements. Courses organized and/or taught include:

- LEED Accredited Professional Class – Varied format including: a 6 part series with exam.
- Overview of Sustainable Design: Multiple presentations over 8+ years.
- Introduction to Specifications
- Various design guide sessions
- 5-part series on construction administration

**University of Minnesota – College of Education and Human Development, 2 years**

FE/WCFE 5201 - Family and Work Relationships: Presentation to class as guest speaker on home offices. Invited to return to present again Feb 2001.

**Architecture Pro Practice**

**3M Training Seminar, 2 years**

Two-hour training seminar on contract documents and the role of the manufacturer's representative.

**Programming in Architecture, University of Minnesota, 1 year**

Guest lecturer for the Programming in Architecture course at the University of Minnesota, instructor Julia Robinson. Presented lecture slide presentation of research done during Internship on behavioral issues in architecture, the role of research in programming and design, and the design criteria of a corporate work at home development with solutions.

**University YMCA: Board of Management and Teaching Assistant, 1 year**

Student member of the board and liaison to internship program. Responsibilities included interviewing potential interns, selection of interns, general program administration, supervising and counseling interns. Teaching assistant for Ssci 3251 and 3252 internship seminar under the direction of business school and communications department professors. Prepared course outline, materials, taught class lectures, organized guest lectures, administration of assignments, graded papers.

## Awards and Recognitions

**Most Inspirational & Progressive Architecture Firm- USA**, BUILD Magazine Awards, March 2023.

**Gorecki Alumni Center Livable Building National Finalist**, UC Berkley Center for the Built Environment, 2021. Cited for its exceptional post occupancy evaluation results which I led.

**CSI National Environmental Stewardship Award** – 2021 and 2007. Two different firms, HGA and JLG for promoting environmental awareness in the industry, educating others on the benefits of sustainable design and practicing sustainable design.

**Environmental Leader 75** – Received May 17, 2018. The annual Environmental Leader 75 is a list of the top 75 executives in environmental and sustainability management who are “driving their companies, and the industry itself, forward and are making a difference,” as selected by the Editorial and Management team at Business Sector Media.

**Wolf Ridge Learning Center**, Living Building Challenge Full Certification. First in the world for a renovation project. Forest Stewardship Council (FSC) 2018 Leadership Award, Minnesota Clean Energy Community – Town of Crystal Bay, presented by Minnesota Dept of Commerce (Recognized for having the highest per capita renewable energy of any community in the United States. WRELC was a significant portion of that renewable energy) March 28, 2018, Finance and Commerce Top Projects 2017.

**East LA College, Language Arts and Humanities Building**, Two Sustainable Innovation Awards, by USGBC LA Chapter, Nov 2017.

**Los Angeles Harbor College** – Nov 2016

**SCUP National**

**CCCF**

**USGBC LA Chapter: Energy, Innovation, Outstanding Project of the Year**

**CSI (Minneapolis St. Paul) Environmental Stewardship Award** – 2006. Received on behalf of HGA for promoting environmental awareness in the industry, educating others on the benefits of sustainable design and practicing sustainable design.

**CSI President's Certificate** – 2008

Recognized for teaching the Introduction to Construction Documents seminar.

**Wisconsin Sustainability Award** – 2007. Pier Wisconsin Milwaukee, Wisconsin, specifications for sustainable products with special emphasis on waterproofing systems and garden roof design.

**Other Project Awards Recognizing Design and Sustainability Excellence**

**Walker Arts Center**

**CSI Principals Award** – 2004

**MDA-MDH Real Estate Association Award**

**Como ERC**

**Pantages Theater**

**Como Pedestrian Bridge**

