
CAREER SUMMARY

VP, EHS & Sustainability • Global Director, EHS • Operations Leadership • Project Management

- **Influential, passionate, insightful global leader** with 20+ years of achieving record breaking results through purpose-driven leadership, clear vision, and innovative strategies.
- **Collaborative, culture-focused team builder and mentor.** Committed to providing respectful candor, empowering feedback, and consistent accountability to achieve unprecedented results. Have mentored diverse employees who are now senior managers and executive leaders.
- **Experienced advocate of corporate responsibility** with proven history of engaging varied perspectives into alignment with ESG frameworks, climate targets, and meaningful commitments.

AREAS OF EXPERTISE

- Env Management Systems (ProcessMAP, Intelex, etc.)
- Vendor Management
- Team Building
- Environmental Management, Auditing, Permitting (Air, Waste, Water),
- Certified Safety Professional (CSP) # 20376
- Communications
- EHS Program Management
- Teaching/Training/Mentoring
- ISO 45001, 14001
- Operations Leadership
- Budget Management

PROFESSIONAL EXPERIENCE

Winnebago Industries, Minneapolis, MN

2017 – 2023

\$5.5 billion Outdoor Lifestyle company with 7,000+ employees based in locations across the US

Vice President, Environment, Health, Safety, and Sustainability

Recruited to engage stakeholders in transforming the safety performance of both the company and industry, as well as to create processes and management systems. Broadened my span of responsibility to be the architect of complex projects to deploy supporting technologies and capabilities. Promoted to guide the company in developing sustainability strategy, buy-in, and alignment with ESG frameworks.

- Created corporate sustainability strategy, emissions baselines, corporate and business-specific 2030/2050 targets, and specific action plans to achieve goals. **Significant reductions in Scope 1 and Scope 2 (6% per year since 2020 baseline), Waste Diversion rate up to 63%**
- Built culture of engagement and data-driven actions across Business Units to **improve TRIR from 18.9 (2016) to 4.9 (2023)**
- **Selected as Chair** of RVIA Taskforce on Workplace Safety (Industry Trade Association)
- Established programs and processes that **lowered required WC reserves by more than \$1MM** and **lowered our experience modification rate (EMR) to .52**

Hearth & Home Technologies, Minneapolis, MN

2016 – 2017

Hearth & Home Technologies (HHT) is an operating division of HNI Corporation

Director, Environment, Health, and Safety

Hired to build EHS management systems and upskill EHS leaders across the company.

- Developed, deployed, and administered programs for Fall Protection, Confined Space Entry, Electrical Safety, Lockout, and Emergency Action Planning at all locations
- Created and conducted train-the-trainer sessions for all programs, as well as building internal audit and layered process audits to support ongoing program effectiveness

Ford Motor Company, Dearborn, MI

2013 – 2015

Fortune 5 Automotive OEM with >\$158 billion in sales and more than 200,000 employees globally

Global Director, Occupational Safety & Security

Heavily recruited to refresh Safety strategy, improve global compliance and conformity, and coach leaders of Ford Motor Company in cultural influence and risk management

- Growing and developing 20+ senior EHS professionals. Functionally responsible for growth and development of 150+ EHS professionals globally
- In partnership with global labor groups, drove safety culture, reduced injury rate by over 20%
- Managed the Ford Motor Company Ergonomics Group
- Extensive leadership coaching, training, and speaking events with leadership teams at all levels in Europe, Asia, North America, and broadcast events

Owens Corning, Toledo, OH

2006 – 2013

Fortune 100 company that develops, manufactures, and markets insulation, roofing, and fiberglass composites

Global Director, Environment, Health, & Safety – Building Materials Group

Recruited to develop and strengthen EHS systems, particularly Confined Space Entry, Crisis Management, OSHA Recordkeeping, Electrical Safety, Lockout, and Powered Industrial Vehicles.

- Provided vision, organizational focus, effective strategic plans, and engagement throughout and across the company to drive **Global recordable incidence rate from 2.5 (2007) to 0.47 (2012)**
- **Developed and delivered Leadership training** that became a requirement for all leaders globally
- Oversaw **OSHA VPP Programs** across US locations
- Directly responsible for growth and development of 14 senior EHS professionals. Functionally responsible for growth & development of 100+ EHS professionals across 12 Global Divisions

EDUCATION and CERTIFICATIONS

Master of Science, Environment, Health, & Safety Management

2010

Bachelor of Professional Studies, Organizational Leadership

2002

GRI Certified Sustainability Professional - Global Reporting Initiative

2023

Certified Safety Professional – Board of Safety Professionals, #20376

2008

Voluntary Protection Program (OSHA VPP) SGE & Mentor

1995 - 2010