

ANN ERHARDT, MM, ISSP-CSP

An organizational leader with high-level experience in leadership, broad strategic vision, business operations, financial management, sustainability, project management, stakeholder engagement and collaboration. Extraordinary acumen as a **connector, convener, and curator** of creative organizational initiatives and change.

SUMMARY OF QUALIFICATIONS

MANAGEMENT	LEADERSHIP	ENVIRONMENT	CHANGE LEADER
20+ Years' Experience	20+ Years' Experience	15+ Years' Experience	15+ Years' Experience
Team Leadership	Systems Thinking	Energy Systems	Planning & Implementation
Process Improvement	Strategic Planning	Regulation Compliance	Organizational Development
Facilities & Operations	Learning & Development	Climate Adaptation	Data Tracking & Reporting
Supply Chain Management	Diversity & Inclusion	Policy Change	Concept Development
Financial Planning	Communication	Environmental Science	Team Building & Culture
Budget Management	Collaboration	Sustainability	Change Management

CAREER

Chief Sustainability Officer – Infrastructure Planning and Facilities	2018 – Present
Director of Strategic Initiatives	2018 - 2019
Director of Campus Sustainability Michigan State University, <i>East Lansing, MI</i>	2012 - 2018
Adjunct Professor – Institute of Environmental Sustainability Loyola University, Chicago IL	2019 - Present
Senior Climate Change Advisor for Professional Development Programs Association for Climate Change Officers	2018 - Present
Founder & Principal Climate Change Advisor Commons Logic, LLC	2018 - Present
Director of Municipal & Community Energy Programs Community Engagement, Behavior Change and Market Development West Michigan Environmental Action Council, <i>Grand Rapids, MI</i>	2009-2012
Organizational & Environmental Performance Consulting Consultant: Steelcase, Interface, Eco-Metrics, Aquinas College	2007-2009
Director of Finance, Operations & Client Relationships MorningStar Health, Inc., <i>Grand Rapids, MI</i>	2006-2007
Director of Finance, Human Resources & Operations Aspen Surgical Products, Inc., <i>Caledonia, MI</i>	2000-2006

EDUCATION

Executive Education for Organizational Leadership	Harvard University
Master of Management (MM) – Organizational Development & Leadership	Aquinas College
Bachelor of Science - Sustainable Business & Environmental Science	Aquinas College
Advanced Study Certificate - Design Process & Innovation Management	Ferris State University
Bachelor of Science - Business Administration & Communications	Aquinas College

EXPERIENCE

- Leader of unit-wide strategic planning and implementation of high level plans for Diversity, Equity and Inclusion, Sustainability, Water Management, Energy Transition, and Employee Engagement.
- Developed and delivered online content for sustainability, LCA, and climate change training programs to executive, graduate and undergraduate level students.
- High level expertise in student engagement and knowledge programs specific to sustainability.
- Lead campus and unit-wide data collection and reporting processes including AASHE STARS, Sightlines ROPA/Sustainability, Better Building Challenge, DOE GPP, etc.
- Curated collaborative processes with institutions to undertake high priority initiatives, including research, technical projects, on campus events and other activities.
- Managed change for various size and diverse client/stakeholder/employee groups including both technical and human capital based projects.
- Practiced manager of accounting, budget, and financial systems.
- Leader of large change management projects.
- Skilled at designing communication strategies for organizational and individual change.
- Developed change systems focused on sustainability as employee engagement platform.
- Lead strategies for fundraising, client relationships, and direct marketing with businesses, research partners, and other constituencies for WMEAC, WMSBF, and MorningStar Health.
- Employed Six-Sigma principles to create production efficiency through process improvements resulting in \$200,000 annual savings (labor and materials).
- Secured grants and helped secure awards and projects from public agencies and private corporations.
- Implemented technology solutions, organized working groups, coordinated public relations, and represented the institution at conferences and events.
- Lead cross-functional teams to deliver sustainability-centered programs which served more than 200,000 students and 3,000 alumni worldwide.
- Secured revenues and in-kind services from individuals, corporations, universities, foundations, and government agencies, and helped launch several complex initiatives.
- Administered grant searches, grant program accounting and other development activities.
- Managed product development and volunteer-led affinity groups for alumni active in fields such as entrepreneurship, urban sustainability, energy markets, innovation, water conservation, and community education.
- Worked with Senior-level Executives across functions and channels to develop long-term roadmaps.
- Provided thought leadership on structuring complex, ambiguous business problems and bring fact-based, leading-edge thinking, frameworks and business tools to 1:1 and group forums.
- Lead projects with cross-functional stakeholders across levels without direct reporting line for successful design and implementation.
- Translated strategy into specific business initiatives and develop tools to measure and evaluate them.
- Convened analytic teams to design compelling analyses and build business cases to inform strategic tradeoffs and decisions.

PROFESSIONAL DEVELOPMENT

Global Reporting Initiative – Certified Reporter Training	Arizona State University
Implicit Bias Training	Michigan State University
Certified Professional in Supply Management – Prep Courses	Institute for Supply Management
Certified Sustainability Professional (ISSP-CSP)	International Society of Sustainability Professionals
Sustaining High Performance	Michigan State University
Baldrige Examiner Training Experience	National Institute for Standards and Technology
MSU Leadership Development Program: Fellow	Center for Creative Leadership
Leadership Learning Community: Pathways & Problem Solving	Michigan State University
Professional MENTORS Program	Michigan State University

NETWORK & PROFESSIONAL ENGAGEMENT

Adjunct Faculty, Women in Skilled Trades (WIST) Program	2019 - Present
Special Projects, Advancing Women in Energy (AWE)	2018 - Present
Member, Network for Continuous Change and Innovation (NCCI)	2017 - Present
Professional Level Member, Institute for Supply Chain Management	2018 - Present
Founding Member, Sustainable Purchasing Leadership Network	2013 - Present
Climate Action Planning Committee Advisor, City of Lansing, Michigan	2018 - Present
Vice Chair of Board and Chair Governance Committee, AASHE	2016 - Present
Climate Change Communities of Practice Advisor, ACCO	2017 - Present
Network Chair, BIG10 & Friends Sustainability Network	2016 - 2018
UNESCO Regional Centers for Expertise, Leader for Global Sustainable Development	2011 - Present
Sustainability Planning Committee Advisor, City of Battle Creek, Michigan	2017 - 2018
Climate Change Committee Advisor, Anonymous Healthcare System	2018 - 2019
Professional Member, National Association of College & University Business Officers.	2013 - Present
Professional Member, Society for HR Management	2000-2007

PROFESSIONAL IMPACT

Thought Leadership and Strategic Orientation – Curates deep thematic knowledge with strong strategic understanding as well as analytical conceptual thinking abilities, which result in identifying and leveraging opportunities to pursue the aspired outcomes for organizations. Possesses sharp eye and judgement for opportunities and leverage points. Big ideas and discovery of unlikely concepts or partners.

Collaboration & Influencing – Convenes constructive relationships with all levels of the global sustainability and social justice community and engages others to develop and pursue a common goal. Fosters cross-cultural collaboration within the organization and passionately engages with governments, business and civil society, resulting in a network of enduring partnerships with external actors. Seen as highly credible both internally and externally to the organization.

Building Organizational Capability – Succeeds with a strong orchestrating ability as demonstrated by success in galvanising and bringing together, while supporting, and developing, a diverse and talented global community. Thereby developing long-term capabilities of others and the organization. Leads by inspiring, catalysing and bringing together the organization’s strengths.

Results Oriented – Achieves an action orientation and an entrepreneurial approach to identify challenges, establish priorities, and implement viable solutions, as well as fluidity to champion evolving priorities and directions for the organization. Has demonstrated ability to achieve through mobilizing resources and tapping on talent.