



# EXCHANGE

NEWSLETTER OF THE INTERNATIONAL FACILITY MANAGEMENT ASSOCIATION - MINNEAPOLIS / SAINT PAUL CHAPTER



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## MARCH CHAPTER MEETING

### Current Examples of Achieving Sustainability Initiatives

#### About the Program:

Join us on March 6th for a panel discussion about the practical implementation of sustainability initiatives. Our panel will include experts with experience in sustainability as it relates to facility managers. Our moderator will be IFMA-MSP past president, Greg Wood, CFM, SFP.

More on page 3

## UPCOMING EVENTS:



**March Chapter Meeting**  
March 6, 2019



**April Chapter Meeting**  
April 9, 2019



**May Chapter Meeting**  
May 1, 2019



**June Chapter Meeting**  
June 5, 2019

# PRESIDENT'S LETTER



**Author: Laura Magnuson, CFM, Cushman & Wakfield**

35 Years. 35 Years of Minneapolis/St. Paul Chapter of IFMA connecting facility management professionals to one another and to business partners. I am honored to be leading an organization with such strong roots and talented members, passionate volunteers, and generous sponsors.

Where did it all begin? Herman Miller Research Corporation hosted a conference in 1978 titled "Facility Influence on Productivity" in Michigan which launched conversation on forming an organization to support the profession of facility management. By 1980, the National Facility Management Association was established and later renamed the International Facility Management Association in 1982. There are 91 Chapters in the US today and over 24,000 members globally.

Minneapolis/St. Paul Chapter of IFMA was established in 1984, the 15th chapter. Within 5 years of creation, we had over 250 members. Membership peaked in 2007 with 440 members and we remain one of the largest 10 chapters in the US today!

With education and recognition of professional achievements being a core value of IFMA, the Certified Facility Manager (CFM) credential was established in 1992, with the Facility Management Professional (FMP) following in 2002 and Sustainability Facility Professional (SFP) in 2011. Our current membership includes 35 CFM's, 39 FMP's, and 5 SFP's. If you are interested in learning more about CFM, FMP, and/or SFP, [check out our website and feel free to contact the Education Committee with any specific questions.](#)

MSP IFMA is fortunate to have been part of the formation of two Facility Management degree programs right here in the Twin Cities! The University of Minnesota and Dunwoody FM programs are instrumental in our area maintaining a prepared workforce. Did you know FM courses are offered through UMN's College of Continuing Education and available on a course by course basis for anyone interested, not just those pursuing a degree? (Facility Quality Assessment and Commissioning runs Wednesday evenings March 13 – May 1. [Click here](#) to learn more.)

Our chapter has had a lot to celebrate over the past 35 years – and what a blast we had celebrating at the casino night on 1/31! Thank you to the Special Events Committee and IntrinXec for orchestrating such a fun event and to our sponsors for making it all possible. I enjoyed seeing so many of you there!



**Laura Magnuson, CFM,  
Cushman & Wakefield**



## Board Members

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Laura Magnuson, CFM

**VICE PRESIDENT**  
Jon Heaton

**IMMEDIATE PAST PRESIDENT**  
Greg Wood, SFP, CFM

# MARCH CHAPTER MEETING



## CURRENT EXAMPLES OF ACHIEVING SUSTAINABILITY INITIATIVES

Author: Jon Heaton, Bartlett Tree Experts

### Date:

Wednesday, March 6, 2019

### Time:

11:30 am – 1:00 pm

### Cost:

- Members: \$40
- Non-Members: \$65
- Students: \$10

### Location:

McNamara Alumni Center  
200 Oak St SE  
Minneapolis, MN 55455

## MEET OUR PANELISTS:

### Matt Stringfellow, LEED Green Associate

*Mechanical & Electrical Systems Manager  
Kraus-Anderson Construction Company*

Matt Stringfellow received a Bachelor of Architectural Engineering degree from the Pennsylvania State University, State College, PA. He spent the first 22 years of his career working as a design mechanical engineer in the consulting engineering profession first for Ellerbe Becket Architects & Engineers and then for Michaud Cooley Erickson Consulting Engineers. Mid-career, Matt changed his professional direction and spent 10 years working as a Senior Project Manager/ Owner's Representative managing design and construction projects for the University of Minnesota.

Five years ago, he changed direction again to go to work for Kraus-Anderson Construction Company providing internal support to project management teams focusing on mechanical and electrical systems design and construction issues.

### Leah Hiniker, Hennepin County

Leah Hiniker is the Energy Manager in Facility Services at Hennepin County. She is responsible for tracking and managing the energy use for 86 buildings comprising of over 6 million square feet and using \$10 million dollars in energy costs annually. Her day to day activities include recording and analyzing energy use, implementing energy conservation opportunities, reviewing plans and specifications for future projects, acting as an internal consultant for energy related issues and developing and implementing energy reduction strategies and initiatives.

### Jennifer Buck, AIA, LEED AP BD+C

*RSP Architects | Senior Associate | Project Manager*

Jennifer's belief is that architecture goes above and beyond the physical aspect of a building — it has the power to connect people and communicate a client's priorities and persona. She leads by listening and her ability to communicate effectively, efficiently and with ease is what clients appreciate most about her approach. She's persistent in determining the right mix of business values, budgets and timelines. From corporate offices and service centers to higher education, military and retail work, Jennifer's experience covers a variety of project types. Her favorite part is taking the time to understand the people and community she designs for while tying together the needs of the built environment.

Jennifer holds a Bachelor of Arts in Architecture from the University of Minnesota, and a Master of Architecture from Iowa State University. She thrives off learning more on every project she is on.

Most recently Jennifer has proudly finished the Junior Achievement project in St Paul MN, and is program manager for a newly refreshed retail program and prototype for Fleet Farm. Each project offers new ways to look at design, and opportunity for contributing positively to the environment and community.

[Click here to register](#)

# 35<sup>TH</sup> ANNIVERSARY RECAP



Author: Dan Perry, Prime General Contractors LLC and Noelle Hudak, Kimball



Despite the extremely Frigid weather over 90 people came out to celebrate our 35th IFMA anniversary! Everyone had a great time catching up with old friends and making new connections. Lisa Pool gave us all great insight to emerging trends in building design, specifically around the mix of so many generations in today's workplace and how facilities are evolving. Check out her presentation on our [website here](#).

Thank you Lisa!

A special thank you to all of our sponsors and donors who helped make our 35th celebration possible and a huge success!

Also, thank you to all the companies that donated prizes! There were some great items (Apple watch, desk lamp, carpet, gift cards, gift baskets and wine, just to name some of the prizes). It was fun to learn some new casino games and earn tickets for a chance to enter into the prize giveaway drawings!

Thanks to the Special Events Committee members for pulling this whole event together. There are a lot of little things that have to happen behind the scenes to make an event like this happen.

Last, but certainly not least, Thanks to each of you! After 35 years our FM Community is Stronger and more connected than ever. Leading the way to better facilities, better working environments and a brighter future!

[Click here](#) to see some fun photos of the night!

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# SPRING MEMBERSHIP RUSH



**Author: Karen Appelbaum, Northwest Area Foundation**

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The Membership Committee is launching a Membership Rush to grow and sustain the long-term success of our chapter. IFMA MSP members are called to help with this effort by:

1. Personally inviting FM-related colleagues and connections to attend one, FREE chapter meeting...receive a \$5 gift card for every guest you bring to a meeting.
2. Display Informational Flyers at your workplace and distribute Flyers to your networks.

Be on the lookout for more information in the coming months about helping to grow our local chapter and get more FM-minded people engaged!

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## APRIL CHAPTER MEETING



**MSP AIRPORT INTERCONTINENTAL HOTEL**

**Author: Rhonda Rezac, RSP i\_SPACE**

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Our next tour will be Tuesday April 9th at the new MSP Airport Intercontinental Hotel. We are working through all the details but expect to have a tour like no other. This tour and presentation will include happy hour drinks and appetizers before, during and after the presentation. Please come early, stay late and enjoy the views from the top level of the Intercontinental Hotel with your peers in the industry.

So, what goes into building and managing a hotel at the airport? Come find out with us!

Please look for more detail and how to [register on our website!](#)

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*Photo provided by RSP Architects*

## MSP WE HUB MEETING



**Author: Rhonda Rezac, RSP i\_SPACE**

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WE (Workplace Evolutionaries) is a community within IFMA International that crosses all industries. Workplace Evolutionaries are people who help make change happen in the workplace and there is a lot happening in the workplace these days.

We are lucky to have a local WE Hub here in Minneapolis/St. Paul that meets quarterly to talk about the changing workplace and how we can support this in our organizations. Contact Liz Zurek Beaudry [lbeaudry@thinkenvision.com](mailto:lbeaudry@thinkenvision.com) or AJ Pardon-Wildes [ParonWildesA@allsteeloffice.com](mailto:ParonWildesA@allsteeloffice.com) to get on the direct event email list or check out our IFMA MSP website and check our weekly email announcements to hear about upcoming free events.

Mark your calendar for the next scheduled meeting: Tuesday, May 21st from 5:30-7:30pm. More details coming soon.

# ANNUAL GOLF TOURNAMENT



*Author: Noelle Hudak, Kimball*

## SAVE THE DATE: July 16, 2019

Mark your calendars for our annual golf event this summer on July 16, 2019 at Legends in Prior Lake. Consider a sponsorship and/or putting together a foursome. Official announcements will be released in the upcoming months so watch your inbox. Summer will be here before you know it!



## NEW INTERNSHIP JOB BOARD



*Author: Laura Magnuson, CFM, Cushman & Wakfield*

Looking for internship opportunities? Need student interns?

The IFMA Foundation in cooperation with IFMA is proud to present a new Internship Board. Connecting students and industry via internships is a key component of the Foundation's Global Workforce Initiative encouraging FM as a Career of Choice. [Click here](#) to visit the Internship Board.

A collage of four images showcasing modern office interiors: a long wooden reception desk, a staircase with a glass railing, a lounge area with blue chairs, and a large open-plan office space. The text 'BUILDING ENDURING', 'RELATIONSHIPS', and 'STRONG COMMUNITIES' is overlaid on the images. At the bottom is the Kraus-Anderson logo and website URL.

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An advertisement for Horizon Roofing featuring a silhouette of a worker on a roof against a dark background. The text includes the company name, a testimonial quote, and key statistics.

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# ATTENTION UNIVERSITY OF MINNESOTA STUDENTS!



*Author: Laura Magnuson, CFM, Cushman & Wakfield*

Did you know MSP IFMA provides a scholarship at the UMN to support students studying Facilities Management and related fields? All you need to do is apply via [CCAPS Collegiate scholarships](https://www.caps.umn.edu/collegiate-scholarships). Summer term 2019 is open March 4 – April 1 and Fall term 2019 is April 15 – May 13.

Last year, we were unable to award the scholarship due lack of participation. Apply!

## IFMA FOUNDATION SCHOLARSHIP APPLICATION – NOW AVAILABLE!



*Author: Laura Magnuson, CFM, Cushman & Wakfield*

The IFMA Foundation scholarship offers aspiring and practicing facility managers assistance in achieving higher education. In 2018, the program awarded 21 scholarships investing more than \$112,000.

Along with the scholarship, students receive fully paid travel and participation in IFMA's World Workplace Conference in Phoenix, AZ; offering them the opportunity to network and build relationships with leading FM professionals.

**New in 2019** – MSP IFMA is sponsoring a scholarship to be awarded to a student from our region. If you know a FM student, or someone studying in a related field, encourage them to apply!

The guidelines and application can be found at: [www.foundation.ifma.org/students](http://www.foundation.ifma.org/students). Applications are due by April 30, 2019.



**SARAH GEROMINI**  
Arborist and  
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# DEC. CHAPTER MEETING RECAP



## DEVELOPING YOUR NEXT WAVE OF LEADERS: DON'T LET THE SILVER TSUNAMI WIPE YOU OUT *Author: Dianne Pikula, Gillette Childrens*

Chrissy Scivicque, a PCM & ATD Certified Trainer out of Denver, CO, was the guest speaker for the Twin Cities Chapter December 2018 monthly meeting. Her high-energy presentation was titled: “Developing Your Next Wave of Leaders: Don’t Let the Silver Tsunami Wipe You Out”. The following is a shortened version of her presentation, primarily verbatim from her written material of the same title.

According to government statistics, millions of baby boomers are going to exit the workforce over the next decade, leaving a potentially disastrous leadership void in the workforce. And the higher up on the org chart, and the longer they’ve been there, the bigger the disruption stands to be. This mass exodus is sometimes called “The Silver Tsunami.”

When leaders at any level leave, an organization stands to lose:

- Critically important relationships, both internal and external.
- Vast amounts of institutional knowledge—the kind that is generally passed down through word-of-mouth rather than through formal training or documentation.
- A wealth of hard-earned wisdom gained through experience.

At the same time, the loss of leadership also presents a great opportunity both for the organization and the emerging leaders within it. As power transitions from one generation to the next, a fresh perspective and renewed enthusiasm can take over. Powerful culture shifts can take place, helping the organization to organically evolve and remain attractive to the modern-day workforce.

While any organization should have a robust talent acquisition function, it is much less expensive, less time consuming, and more effective to focus on cultivating your internal talent to take over leadership roles. So, the solution is to be proactive—to continuously cultivate internal talent:

- IDENTIFY your high potential employees
- TRAIN your high potential employees
- MENTOR your high potential employees

Chrissy also explored how to identify those high potential individuals by looking at three elements:

- AMBITION: People who demonstrate a desire to grow and have leadership aspirations. (She considers this as most important because it can’t be taught.)
- ATTITUDE: People who demonstrate a solution-focused outlook and personality that motivates and inspires others.
- ABILITY: People who demonstrate a natural ability to do the work and a deep capacity to learn (aptitude).

According to Chrissy, developing High Potentials will increase the availability of capable leaders who are prepared to lead when the time comes...and this is what every organization needs to make sure the “Silver Tsunami” doesn’t wipe them out.

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# IFMA CARES TOYS DISTRIBUTION



Author: Noelle Hudak, Kimball

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## NOV. CHAPTER MEETING RECAP



**CURRENT CONSTRUCTION TRENDS, CHANGES, CHALLENGES AND BUILDING COSTS** Author: Rhonda Rezac, RSP i\_SPACE

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Greiner Construction shared current construction trends, changes, challenges and building costs in our industry. Presenters Mitch Weaver and Spencer Finseth provided comprehensive data including per sq. ft. cost breakdown by project size and current raw material pricing on a variety of sectors and project types in the Twin Cities. They explained why clients and corporations in the Twin Cities are spending more per sq. ft. on their office space. They also helped us understand the rise in construction costs in the Twin Cities and nationally including the current labor shortage and how it will continue to plague the industry.

Some fun facts they provided (based on square foot averages on Greiner projects \$250k+ including refresh and full build-out) 2017-2018:

### Average costs:

- 0-20,000 sf – High cost was \$151, Average was \$78, Downtown was \$79 and Suburbs were \$76
- 50,000+ sf – High cost was \$221, Average was \$86, Downtown was \$126 and Suburbs were \$62

### Workspace Influences:

- Light build = 70% open office (-) \$9-\$14/SF
- Medium build = 45% open office average
- Heavy build = 20% open office (+) \$10-\$15/SF
- Heavy glass office fronts (+) \$10/SF
- Raw Industrial space build-out (+) \$9-\$14/SF

### Skilled Industry Workers:

- In 2008, 1.5 Million left the industry
- Today for everyone person entering the industry 5 are leaving

For more details, please check out a copy of their presentation found on our [website here](#).

# MEMBER PROFILE



SHAWN GAITHER, AIA, LEED AP



**Job Title:** Principal/ Senior Architect, DLR Group, Higher Education and Workplace Studios

**Path to Profession:** Architect by way of: The University of Tennessee, The NWT of Canada, Boulder, CO and for now... Minneapolis, MN. Architect by way of: The University of Tennessee,

The NWT of Canada, Boulder, CO and for now... Minneapolis, MN.

**IFMA Connections & Involvement:** My work has me connecting with IFMA members on almost a daily basis. It has been the best way for me to get educated by our clients on what works, and what doesn't- no matter the environment! I have been proud to serve on our Communications and Membership committees, as well as participate in some meaningful community service.

**How Long an IFMA Member:** 5+

**Recently Completed Project:** Verus Capital Mortgage, 50 South 6th Street Amenity Center, Saint Catherine University Admissions

**Challenging Aspects of Your Job:**

Moving on to another project!.- I cherish the relationships that I build with each project, and leaving friends behind is hard.

**Family:** Wife: Shelle, Daughters: Liz and Grace (Joe the dog and Gordon the cat too!)

**Hobbies & Interest:** I can lose myself in a good puzzle, relaxing at the family cabin, and travel of any kind.

**Little Known Personal Fact:** Twice to the semi- finals with my curling league

**Recent Good Read:** Just about any article in Fast Company; Theft By Finding: Diaries (1977-2002) by David Sedaris- b/c you have to find humor in just about anything.



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Walker Design

### 15 YEARS

**Larry Hartmann, FMP, CFM**  
Xcel Energy

**Jeff Drews**  
The Goodman Group

### 10 YEARS

**Jodene Woods**  
General Mills, Inc.

**Todd Huberty**  
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**Chad Wollak, FMP**  
Xcel Energy

**James Williams**  
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### 5 YEAR

**Joe Welter**  
Washington County

**Shawn Gaither**  
DLR Group, Inc.

**Doug Sandberg**  
MN Services, Inc

### 1 YEAR

**Paul Althaus**  
Humanscale

**Michele Peterson**  
Tierney Brothers, Inc.

**Paula Anderson**  
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