

Thomas “T.C.” Redd

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Kansas City, MO

SUMMARY



I'm a highly organized hard-worker who's results oriented, detail oriented, & passionate about data driven sustainability programs. I'm also a resourceful life-long learner who takes pride in being flexible & adaptable. Every job I've taken has required me to do things that I've never done before & I've always been able to quickly learn it & excel at it. I've done everything from technical research to executive engagement to standing up a Help Desk for buyers & suppliers—and I always deliver results.

QUALIFICATIONS

- ✓ 9 years of experience being a change agent in Corporate Sustainability
- ✓ 7 years of experience leading teams and mentoring people
 - Ply Gem (20 dotted lines), Walmart (4 direct lines, 1 mentee), TSC (2-3 direct lines, 80 members)
- ✓ 5 years of experience leading complex programs that require cross functional support within a multi-national org.
- ✓ 5 years of experience with the end-to-end process of publishing formal corporate sustainability reports; including data collection, data analysis, claims auditing (assurance), copywriting, & creative content development
- ✓ 4 years of experience in sustainability procurement/supply chain mgmt. + 1.5 years in sustainability operations
- ✓ 4 years of experience designing & implementing IT solutions (e.g. \$7M to build SAP Product Stewardship Network)
- ✓ 2 years of experience developing marketing strategies based on the results of consumer insights research
- ✓ Subject matter expertise in philanthropy, energy/GHG/climate change, water, waste, & sustainable materials
- ✓ Subject matter expertise in ESG/sustainability reporting standards & ratings (e.g. DJSI, CDP, GRI, MSCI, CKG100)

SKILLS

- Strategy buff
 - Expert at conducting research (e.g. trends, benchmarks, gaps, case studies) & building business cases
 - Aptitude for creativity, design thinking, & systems thinking to identify & evaluate alternative options
- Project management rock star
 - Good at setting clear expectations & holding people accountable via timelines, SOPs, RACI charts, etc.
 - Early adopter of fixed bid/managed outcomes contracts that mitigate risks in time and material contracts
- Interpersonal aficionado
 - Long track record of gaining the trust and support of senior executives
 - Confident public speaker & meeting facilitator with robust written & verbal communication skills
 - Proven ability to inspire/motivate others and build a large network of strong relationships
 - Knack for translating complex technical information into business/lay person terms and vice versa
- Analytics enthusiast
 - Advanced Excel skills for data analysis and data visualization
 - Proficient in descriptive statistics to measure the spread and central tendencies in data
 - Competent in financial planning (forecasting cash flows) & project evaluation (NPV, ROI, Payback, etc.)
 - Skillful in social science research methods such as survey design, sampling, interviews, and focus groups

EDUCATION

Masters of Science in Sustainability, School of Sustainability, Arizona State University (ASU)

Thesis topic: Interpersonal determinants of green purchasing behavior

Graduation: December 2012

GPA: 3.7

Bachelor of Arts in Business & Sustainability, W.P. Carey School of Business, ASU

Graduation: December 2009

GPA: 3.5



EXPERIENCE

Ply Gem Holdings Inc. in Kansas City, MO



- *Director, Sustainability* (January 2017 – Present)
 - Responsible for starting a Sustainability program
 - Serving as the main point of contact for all internal & external stakeholders
 - Launched Energy Working Group that quickly identified \$240K in savings with 2-year payback across 6 plants
 - Conducted a materiality assessment & developed a 7-year strategic plan with steering committee of senior executives to prioritize issues, adopt KPIs, set goals, and establish a resource plan for the program
 - Developed capabilities to track 21 KPIs from ESG reporting standards to manage continuous improvement and support communication/storytelling efforts pertaining to energy, safety, philanthropy, training, etc.

Walmart Stores Inc. in Bentonville, AR



- *Sr. Manager, Sustainability Index Program* (July 2013 – January 2017)
 - Managed \$800K - \$1M annual budget
 - Responsible for all the people, IT solutions, processes, & external partnerships that worked together to quantify the sustainability performance of 3K+ suppliers & 700+ product categories annually
 - Integrated Sustainability Index results into merchant's routines & Walmart's procurement processes
 - Designed and executed strategies that almost tripled (2.75x) the number of suppliers in the program, improved the Help Desk's worst case response times by 80%, & improved the speed/cycle time by 33%
 - Supported the development of the Product Sustainability section of the annual Global Responsibility Report, especially the data collection/analysis for claims & collaborating with legal & finance teams on assurance
- *Manager, Strategic Sustainability Initiatives | General Merchandise* (Jan 2013 – June 2013)
 - Gained the trust & support of 10+ senior executives for 3 strategic sustainability initiatives
 - Developed supplier engagement plans & managed a coalition of buyers who successfully 1) phased out non-recyclable packaging 2) increased recycled content in products and 3) improved supplier's energy efficiency
 - Advised 300+ buyers & sourcing managers on their annual sustainability performance objectives
 - Supported the development of the General Merchandise section of the annual Global Responsibility Report

The Sustainability Consortium in Tempe, AZ



- *Manager, Consumer Science Working Group* (January 2011 – June 2012)
 - Managed \$250K annual budget
 - Supervised consumer insights research projects, managed internal research staff, spearheaded RFP development, evaluated proposals, lead SOW negotiations, & facilitated workshops with mktg. professionals
- *Sr. Research Analyst, Consumer Science Working Group* (January 2010 - January 2011)
 - Lead the development of surveys, interviews, & other research / data collection instruments

PROFESSIONAL REFERENCES

Contact Information Available Upon Request

1. **Sheila Bonini** | SVP, Private Sector Engagement | World Wildlife Fund
2. **John Buckley** | President, Siding | Ply Gem Holdings Inc.
3. **Kathleen McLaughlin** | Chief Sustainability Officer | Walmart Stores Inc.
4. **Euan Murray** | CEO | The Sustainability Consortium