

Keeping Green Building Simple, Efficient, and Ready for What's Next With Dale Garfield | Transcript

00:02

Speaker 1

Welcome to Green Building Matters, the original and most popular podcast focused on the green building movement. Your host is Charlie Cicchetti, one of the most credentialed experts in the green building industry and one of the few to be honored as a lead fellow. Each week, Charlie welcomes a green building professional from around the globe to share their war stories, career advice, and unique insight into how sustainability is shaping the built environment. So settle in, grab a fresh cup of coffee, and get ready to find out why. Green building. Green Building Matters.

00:33

Speaker 2

Hey, everybody. Welcome to the next episode of the Green Building Matters podcast. I've got a specialist with us today. He's coming to us from Green Bay. He was recommended from a friend of mine, Teresa, who's been on the podcast a couple times and she's a lead fellow. So Dale is going to be awesome on the interview today. Dale, how you doing, man?

00:52

Speaker 1

Very good, Charlie. Very, very good. Well, I'm glad to be here and thanks for the invite and thanks for talking to me.

00:59

Speaker 2

Well, I can't wait to talk about some projects I know that you've got going, some of your favorite projects in the past, some you've worked on with Teresa and the construction team there. But for our listeners, let's kind of get an origin story. So where did you grow up and go to school?

01:13

Speaker 1

So I grew up in a town called Marchfield, Wisconsin, pretty much towards the middle of the state. About 20,000 people live there and I think their population is probably still about the same. So they, pretty small town. Grew up just kind of on the south side of town, right outside and kind of living out in the country. So really cool. Yeah, cool upbringing, cool place to live. Had a lot of, did a lot of stuff outdoors, that sort of thing. So went to private school for a few years

during my early education, went into public school starting in junior high school. I thought, I, I, first of all, I, I didn't do very good in school. I had pretty bad grades. I think I've always been the type of person that got bored easily.

02:02

Speaker 1

So it was really hard for me to study and kind of focus on school and education and, you know, and all that kind of stuff. And, but at the same time, I don't know why. I've always been interested in architecture and building design specifically. But yeah, just getting into high school knowing weren't that great. I did talk to some people. My guidance columns were, they're like, yeah, you're, you know, your grades aren't good enough to go into a four Year, college program and stuff like that. And at the same time, I was like, I. I realized I wasn't. I didn't have that creative mindset that an architect needed, that sort of thing. So I kind of took a very different approach. I knew I didn't want to stay in Marshfield, so I ended up joining the Marine Corps out of high school.

02:54

Speaker 1

I graduated from Marshfield Senior High in 2001, and I enlisted into the delayed entry program in the Marine Corps in my junior in high school. So my whole senior year in high school, I knew I was going into the Marine Corps. I did take the ASFAB test. I decided to become a combat engineer. Just reading through all the job descriptions in the military, I was like, you know, common engineer. They get to build stuff. They get to blow stuff up, too. Nice rockets, you know, learn about landmines, all that. I was like, that job sounds cool, right? Like, who wouldn't want to do that? That was 2001 and crazy to say that. I graduated boot camp September 14, 2001.

03:44

Speaker 2

Holy wow.

03:46

Speaker 1

Real. Yep. So I know exactly where I was. It was a Tuesday when that happened. Three days before graduation. Nine, 11. And standing in the barbershop at the recruit depot getting our last haircuts for graduation was when we saw it all happen. So, yeah, just insane, crazy time. Nobody knew it was happening. Nobody knew what was going to happen to us.

04:10

Speaker 2

Did you get deployed or what's the rest of.

04:12

Speaker 1

Oh, yeah. Yep, yep. So, yep, I got back home, was able to catch a flight to Chicago, got back home, did all that stuff. You know, nothing really happened for a while. Still went to combat engineer school in Camp Lejeune, North Carolina. My first duty station was in Okinawa, Japan. So I was there for a year and a half. And that was around 2003, when the first invasion of Iraq happened. I got put on stop loss, spent a year and a half, but over in Okinawa. Came back to you to the US in 2004, and that's when OIF2 happened. So got deployed to Iraq with Charlie Company, 8th Engineer Support Battalion out of Camp Lejeune. Went over to Iraq for seven months with them, did some stuff over there, and then came back.

05:04

Speaker 1

And then the last seven months, I was in the Marine Corps. I was a range coach at. On the rifle and pistol range. I was a pretty good marksman. So, yeah, I got to spend some time teaching Marines how to shoot on the rifle and pistol range. But, you know, had enough after the first four years. Right. I was like, cool experience. I don't regret it at all. Met some really cool people, got to do some really cool things, but knew I didn't want to make a career out of the military. Came back to Marshfield and I enrolled in some classes at Mid State Technical College in their civil engineering program. And I did two years at a technical college in Wisconsin Rapids. I got my associate's degree in civil engineering Technology while I was there.

05:52

Speaker 1

It was actually one of their instructors, Mark P. Tech, that I'll always remember. He was the one that kind of. Because by then, you know, I learned the discipline, I learned study, I learned the work ethic. You know, I knew what I wanted to do. He. So Mark Petak, one of the instructors in the program, was talking to me about getting my professional engineering license, my PE stamp, and talking about the benefits. He's like, you know, you should really go on to get your bachelor's degree. And I was kind of talking to him back again about the architecture and stuff like that. And I was like, I have no idea where I would go to school for something like that. And he's the one that recommended the Milwaukee School of Engineering, the architectural engineering program for me.

06:33

Speaker 1

And once I, I looked a little bit into that and, you know, found out what architectural engineering meant. You know, it's doing the engineering on a building. So we learned structural systems, we learned building, mechanical, electrical, plumbing, fire protection. We got to do a little bit of architecture. We learned about codes and specifications and contracts, all that stuff that has to do exactly with building design. So I love that.

07:00

Speaker 2

I mean, some people I know that have done really well in the design side. Yes, but even construction got that architectural and engineering, that combo. And it sounds like you always wanted the architecture, but you learned, you know, through the Marines, like, hey, you also are engineering minded. So that must have been a really fun study for you there at University of Milwaukee.

07:20

Speaker 1

It was and that's exactly what it was. I just had that mindset, more of that analytical mind of, you know, I like the math, I like the science, I like all that stuff and being able to apply that and still get to work on really cool buildings and design and, you know, and just learning from our architects here has been really awesome.

07:38

Speaker 2

And that's awesome. Okay, so you go to. Let me correct myself, the Milwaukee School of Engineering. Later on will come back. You also got an executive MBA for the business side of this crazy design and construction world. So. So connect the dots. Well, first, thank you for your service and the Marines. My father in law was also at Camp Lejeune all right, so early H Vac design, you picked up your lead green associate. I see somewhere in the mix. So, yeah, connect the dots that it took you to get you where you are today at UA.

08:09

Speaker 1

So, yeah, you know, it's. So I graduated from MSOE Milwaukee School of Engineering, 2011. And that was also very hard because that was still three years after.

08:20

Speaker 2

Oh, another recession you had.

08:23

Speaker 1

Yep, exactly. So I was very fortunate. I still was able to find a job in Green Bay by. By then, when I was down at MSoE, I'd gotten married to a woman that we've been married 17 years now, but I've known her since kindergarten. So we grew up knowing each other. We went to high school together. We reconnected after I got out of the Marine Corps. So we had gotten married in 2009. Yeah, during all that craziness with the recession. But we. So we knew we didn't want to stay in Milwaukee. It was just we, you know, coming from a small town, a big city like that just wasn't for us, with the traffic, you know, all that kind of stuff. Housing was expensive, so we always wanted to live up in northeast Wisconsin, in Green Bay, Appleton area. We have some.

09:11

Speaker 1

Some friends and family in this area. So, yeah, was fortunate enough to find a job at a place I was still hiring. It was an. A firm that called Roche Associates. They're no longer around, but, you know, they, you know, I think the recession, you hit them pretty hard. Like a lot of companies that happened to. So from there I went to contractor for a couple years to a mechanical contractor, did some design, build work, and then went to a company called Performa that was a fully integrated AE firm, pretty much, you know, specializing in exactly what we learned in. In school and everything like that.

09:56

Speaker 1

So it was a really good fit when I was there for four years, and then went back to another mechanical contractor for a couple years and then just realized that I, you know, I missed the fully integrated side to design. I missed working with architects. I missed working with all the other, you know, engineering disciplines, being able to bounce those ideas and questions off of structural or electrical and that sort of thing. So I went back to eua, which Epstein Architects, which actually hits in that time that I'd left, it actually merged with Performa. So I'm still working with all the same people that I was working with. Yeah, Just. It's a different name now.

10:38

Speaker 2

Sure. Okay. And yeah, you've been there for about four years. And on the mechanical team lead side. Okay. So we connected the dots on Career. There's

still a couple things I like to ask, though, Dale, as we look back. So have you had any mentors along the way? For some, a mentor is someone you read their material, you see them on stage, they influence you. For others, some of the challenges you. Opens doors. Have you any mentors along the way?

11:02

Speaker 1

Yeah, you know, it's maybe that in a. Maybe to answer that a little bit differently, I've. I've always looked to learn something from everybody I've always worked with. Right. Or just, you know, trying to pick up on some of those habits or maybe some characteristics that you see of people. You know, I can think back to definitely a lot of my time right in the. In the military, in the Marine Corps. You know, one. One person that has always stuck out to me, he was a very young lance corporal when I first got to Okinawa.

11:35

Speaker 1

And I just remember him having so much courage and having so much bearing for somebody so young, and he was not afraid to just speak up and challenge leadership, not in a bad way, but just, you know, just having that courage to, you know, to do what's right. You know, I think back to somebody like that, and I always try to, you know, pick up on that kind of habit. Another, you know, you know, things I picked up on in the, in, you know, in boot camp is, you know, one of our drill instructors in particular was, I would say, exceptionally hard on a lot of us. And, you know, I remember a couple of times where he was very hard on me and just, you know, holding us to such a high standard.

12:21

Speaker 1

And it just, you know, looking back, you know, at the time, you might not see it and you might not understand it, but I think the older you get, the more you see of people and you learn to work with people. It's people like that, you know, they're doing it because they care about you and just being able to, you know, I think that's. That gets lost a lot of times, you know, when you know, you start, you know, professionally and then that sort of thing where, you know, it's okay to, you know, really challenge people and be hard on them, but, you know, doing it in a way where you can build trust with them and just know that they know that you're doing it because you really care about them. You know, I think back to some of those things.

13:04

Speaker 1

The other person, yeah, you know, I mentioned Mark P. Tack at Mid State

Technical College. You know, somebody like that just, you know, kind of saw that side of me of wanting to do more beyond just, you know, two years at a technical college, you know, and really, you know, helping me out and decide and just all, you know, all he did was point me in the right direction to msoe. And I look back at that, you know, some of those short conversations that we had and just how it got me to where I am right now. And even, you know, when I, like I said, you know, I look at some of those characteristics of people I've, you know, trying to learn from everybody I've worked with. I've worked with some not so great people before in the past.

13:47

Speaker 1

But there are, you know, still those qualities you can find about them. You know, there is a one engineer in particular that was, you know, at one of my previous companies where he was just an old, grumpy, you know, engineer. So guy, you know, grumpy a little, you know, would come into the office, you know, didn't really want to be there. That sort of thing, you know, made it really hard to work with him. But what I admire about him, again looking back, was how he stuck to a lot of the fundamentals of mechanical design and he just really understood systems. And so, you know, when I'm looking at a problem or I'm looking at a system or I'm looking at a design, just remember the fundamentals and just stick to that.

14:36

Speaker 1

It's so easy to get into the rabbit holes and, you know, just spin off and really overcomplicate some of this sometimes. So keep it simple. Remember the fundamentals that you've learned.

14:47

Speaker 2

So I picked up on some courage and the fact that you can learn from everybody, even those that might have been a little tough to work with, you can learn from everybody. So I love how you answered that, Dale, about just mentors and people that have influenced you in different ways. So one more look back and then we talk present day and we'll learn more about your projects. But hey, what are some of your proudest accomplishments? What's on the highlight reel so far?

15:10

Speaker 1

So far, I'd say I kind of talked about it, I touched it briefly. Going to school, graduating from MSU at a time where I was a non traditional student and, you

know, I just talked to a couple friends of ours. Me and my wife were talking to some friends of ours and I was, I was bringing this up to my wife, Jill. Hopefully that was a really hard time in our lives. We were both young. Well, we got married in 2009. I still had two more years of school left. She was working full time. We had an 8 year old son at the time, he's 23 now. But at that time, you know, going.

15:47

Speaker 2

To school, 8 year old too, man.

15:49

Speaker 1

Yeah, going to school full time. My wife Jill's was working full time. I was working part time on top of that, having an 8 year old. And then you know, even at the my senior year at MSOE studying for the fundamentals of Engineering exam, passing that, passing all my classes last. I don't know how he did it. Like that was, you know.

16:14

Speaker 2

Well, you were a team, you were a dedicated team. But yeah, you're right, it's all a blur when you look back on it, man. You know, you got your lead credential early on. When did sustainability really start showing up for you?

16:29

Speaker 1

When I started really learning about it was actually at Mid State Technical College. I took an elective. It was a like one of the first like times I took a virtual class because I remember it being all online. I don't remember the name of it. It was a class on sustainability and I had to. So I got this, I don't know kind of. It was a pretty basic book about sustainability that we read a bunch of the chapters, like had some test quizzes, all that kind of stuff, you know, talked about geothermal, it talked about, you know, hydropower, all that kind of stuff. But then during that class we also had to do like a short presentation and write a report about, from what I remember about a building. Right. Or like some sustainability feature or something like that.

17:21

Speaker 1

And that same instructor, Mark Ptac was the one that told me about a building in Milador, Wisconsin. It's called the Mead Wildlife Education Center. And so he was telling me about this building, you know, that's this really sustainable. I.

It's a LEED platinum, I believe. I can't remember exactly. It's a LEED platinum building, I want to say.

17:44

Speaker 2

Nice.

17:46

Speaker 1

And he actually introduced me to the architect that designed it. And so I actually, I went there, got the tour of the building, saw like their safe, sustainable sustainability features. They had micro wind turbines, they had geothermal heat pumps, they had solar domestic hot water system. They had a, a really big. Actually it was pretty cool as a radiant stone fireplace in the middle of this building that they would, you know, stoke with a fire in the middle of winter. It was based on like some European fireplace design that would heat up all this stone and everything, this huge mass around it and then just release heat throughout the day in the middle of winter. So did a report on that.

18:32

Speaker 1

I remember their desktops and all their countertops inside this building were all made from old discarded like sunflower hulls and seeds like that. So that was kind of the first time where I really saw like, and learned about the building design of sustainability and got to talk to the architect and you know, how he designed it and all that kind of stuff. So it's really cool. Really cool. Elective class. And then from there, yeah, you know, just did more of the studying and learning about sustainability, about design, all that kind of stuff.

19:08

Speaker 2

Okay. That's when sustainability started showing up. And yeah, LEED Platinum buildings will definitely inspire you and all those unique materials and systems. Okay, so let's talk present day because you know, you're a design expert, especially on the mechanical side. So tell us a little more about your company and what kind of projects do you work on.

19:26

Speaker 1

So yeah, I work for Epstein UN Architects. We've got five offices across the country. I'm in our Green Bay office. We have Milwaukee, Madison, Denver, Colorado and then Atlanta, Georgia as well. As far as market types, project types, we're everywhere, pretty much doing everything right now, I'd say a lot

of the engineering focus is on the K through 12 market in Wisconsin. So we do a lot of K through 12 schools, which are really cool, really rewarding types of projects. You get to see a lot of the outcomes from our work on those kinds of projects. Of course, being in northeast Wisconsin, Green Bay particularly, we do a lot of manufacturing type spaces. Some of the cool projects I've got to work on in the past have been a lot with Oshkosh Corporation.

20:19

Speaker 1

We designed their corporate headquarters, which was very cool and rewarding for me in particular, again, like coming out of the military and seeing like the trucks they build for the military and life safety and all that kind of stuff. We've recently, this might sound a little crazy, but in maybe a little niche, but we're working on a lot of sheep yards across the country and even into like some outside of the US as well with shipping, ship manufacturing and shipbuilding buildings and stuff like that. So yeah, we're pretty much do everything and anything comes to building design and all right.

21:02

Speaker 2

So that's a wide variety and not to growing firm five offices. So when it comes to like energy efficiency, let's say it's not a lead project, right. Like do you just have certain standards you and your team bake in or like what's your approach to like energy efficiency decarbonization?

21:20

Speaker 1

I'd say our approach, you know, I've always had the approach that I always wanted the client, the owner to lead, that if it was really important to them and just understanding how, you know, is that a priority, is that important on this project and just being able to follow the client's expectations for that. I've, to be honest, I've never been the one to push it so much. I'd say maybe because you know, ultimately at the end of the day it's the client's money, right? It's, you know, they're the ones paying for it. So sometimes, you know, the answer is, you know, we just want something that we can work and we can function in and it doesn't have to be anything, you know, anything major when it comes to sustainability.

22:08

Speaker 1

That being said, you know, I think a lot of our designs are inherently very efficient. You know, we do a lot with, there's so much you can do nowadays with, on the mechanical side with VFDs, condensing boilers, you know, high

efficiency chillers, that sort of thing. We do try to learn from a lot of our projects wherever we can. When it comes to if, you know, if there is a project that's using heat pumps and stuff like that and looking at their energy use and you know, trying to compare that to like, like an energy star type of building or benchmark. But yeah, you know, in my thought has always been, you know, if it's important to the owner, it's important to me.

22:53

Speaker 1

So if they start, you know, start down that road of, you know, wanting to do more, it's like, you know, it's my job then to give them what they want. So. But I also, I don't want to, you know, I probably don't want to do more than, than what their expectation is. Maybe that's a bad way of saying it, but I mean, you know.

23:14

Speaker 2

Yeah, I think there's, what I'm hearing is look, you got different kinds of projects, right? But at the end of the day you have to meet local energy code. But your long enough, you probably have a few ways to kind of get some efficiency that won't cost more, you know. Sure, if it's a lead project, lead platinum, hey, that's a whole different story. We've got to hit this level of efficiency. But what I'm hearing is you're not going to over engineer, but you're going to throw some best practices at it. You know, let's do some VFDs, let's do some things on, you know, some fans and Some pumps that we just know maybe we don't have to do, but it's the right thing to do. So would that sum it up?

23:49

Speaker 1

Yeah, yeah, I'd say that about sums it up.

23:52

Speaker 2

Cool. Well, let's talk about some of these systems and technology. So, you know, I like to ask my podcast guests, hey, what are you reading up on what's next? Or you know, is it all about heat pumps or where are we going with things?

24:05

Speaker 1

Yeah, no, that's a good point. That's a good question and I do think it is. Heat pumps is where this whole thing is going. I think somebody in our office was

just talking. I think ASHRAE is starting to create more standards. You know, ASHRAE creates the standards. A lot of times the codes will follow and adopt those standards. So it's, until it's, you know, in the code, right. We can still, you know, have that flexibility. But I know I can't remember what it was maybe by then like IEC 2030 that it was going to be, you know, basically pushing building design to net zero.

24:49

Speaker 1

You know, we're still, we are seeing a lot more of the solar ready, you know, when it comes to infrastructure for building structure the, in, you know, the building real fast to be able to support, you know, photovoltaic arrays even if they don't get installed day one. Right. So we're starting to see that type of push and that type of verbiage in a lot of buildings that we do. But yeah, I do think, I think eventually, you know, maybe within The Latin next 10 years, a lot of buildings are going to be net zero or net zero capable. If you really want to go down the rabbit hole. I was reading not too long ago about like self healing buildings, that sort of thing.

25:36

Speaker 1

When you talk about sustainability and things like that, like you know, self healing concrete and things like, you know, whatever, you know, design engineers or material engineers can come up with, you know, if a building gets damaged, it's able to repair itself. You know, that sort of thing. I, you know, might sound crazy right now, but I, I wouldn't be shocked, you know, that they'll see that at some point of time of buildings being able to do that coming soon.

26:06

Speaker 2

Yeah, now you're right. I think, you know, we had a big push for standards like lead energy efficiency. Then the pandemic hit. We wanted to get back to healthy buildings, better air quality, better filtration. But now we're kind of like, oh, there's a bunch of Other things we should get back to like really good materials too. So. Okay.

26:24

Speaker 1

Yeah. And I, I'd say, you know, and I've talked to a couple other engineers and I've always said it too, that, you know, it comes to make, you know, building mechanical systems. When you talk heat pumps, when you talk chillers, you know, that's a, obviously the huge part of the energy use of a building. Right.

But we're still limited by the laws of thermodynamics. I don't know if we've hit that, you know, peak yet, but I think we're pretty close where we've done as much as we can with heat recovery, with heat pumps, you know, coefficient of performance of heat pumps, all that kind of stuff. You can only get so much out of this equipment, you know, so what is next, you know?

27:06

Speaker 1

You know, you know, kind of looking at it that way, you know, and it does become like, now we need to have some type of on site renewable system to make up for that energy that the building does use.

27:21

Speaker 2

Yeah, I mean, it's. Decarbonization is interesting. There's some cities with big laws. I did a lot of work in New York City. My former companies, we did a lot of lead for existing buildings and retrofits, but ton of new construction. You know, it's just, it seems like Construction is a 13 trillion dollar global industry in the US 1.3 trillion. It's growing. So a lot more buildings to renovate or build. And you know, there's definitely some green best practices that we need to be implementing along the way. All right, real talk, you just delivered a LEED certified building saved energy, reduced carbon, optimized daylighting, and then you slap a tiny generic plaque on the wall like it's a participation trophy. Come on. With buildingplaques.com you can actually show off the brains behind the building.

28:10

Speaker 2

Your scorecard, your strategies, your team, the stuff that made the project great. Architects, engineers, contractors. This is your mic drop moment in plaque form. They're fully customizable. Look sharp enough for your lobby and take like a few minutes to design. If you did the hard work, don't hide it behind a boring plaque. Go to buildingplaques.com and build a plaque that actually earns lead and inspires twice. Okay, so let's keep moving. I love where we're going with the interview here, Dale. Thank you. Is, what would you say is your specialty or gift?

28:49

Speaker 1

That's a good question too. I'd say, you know, the people that know Me, maybe it doesn't always come across, but I am a super high optimist person. So I feel that, you know, when it comes to, you know, it is easy to get drug into like the negative of the day to day or like the problems. Right. On projects, you know,

we, there's always going to be problems. But just, yeah, I'd, you know, I, I think my wife would agree with me. Like super high optimistic person and just you knowing that people are capable of so much, you know, I just look back at my own journey and like all the challenges that I've been like that and it's like, dude, if I can, like I'm no smarter than anybody else.

29:39

Speaker 1

Like if I can figure this out, if I can do this, anybody can do this, you know, type of thing, you know. So I'd say super high optimistic. And also maybe going back to what I learned from working with some of my past peers, of just being able to keep things simple, don't over complicate it and just, you know, keeping sticking to the fundamentals, you know, makes a really good design. In the end, I think the clients are happy, the owners are happy when everything works, everything functions. They're able to maintain it the way they want to. So I think that's another one of my, my specialties and gifts. And I'd say the last one is I've always stuck to my problems and dealt with them.

30:28

Speaker 1

I don't know if I've seen it personally, but I've hear, I always hear stories from some of our other architects or working with other companies. You know, the people that will run away from projects, issues on a project and you'll never hear from them. And I feel like, you know, you'll get way more out of it if you just stick to it and be a part of coming up with the solution on a project. So even though it sucks, even though it's really hard, just stick with it and help get it resolved. And most of the time, you know, even if you do that and just show that effort, you know, clients will be happy and people will generally be okay at the end. Right?

31:10

Speaker 2

So that's right. Yeah. Those are some gifts you have there and you've seen a lot, man. All right, so let's keep moving here. I like to ask my podcast guests, Dale, do you have any good habits or routines or rituals? For some it's a day to day routine. For some it's man, here's how I really like to jot things down and do my to do list. They could vary. But what helps you read?

31:29

Speaker 1

I'd say read to read a lot, to read everything. There's so much knowledge out there. And this kind of goes back to, you know, my schooling, being in the military, why I went back for my MBA when I did. I just. I've always wanted to

learn. I've always wanted to know more. So whatever you can do to become an expert technically at what you do, which is what I did for the first, you know, 13, 14 years, I'd say, in my career. And then I got to that point where it's like, you know what? I want to kind of learn the business side to things too, and go back to learning a lot of that leadership that we. That, you know, that I learned early on.

32:10

Speaker 1

So that was a big reason for me going back to school to get my mba, because that was also a huge commitment as well. It was every Saturday, classes all day long for 16 months straight. So just, yeah, just study, learn, read whatever subject. There's so much out there, you know, whether it's the technical side of your job. You can read a lot on mechanical systems, you can read a lot on sustainability, you can read a lot on leadership, anything and just practice it. So same. That's what I read.

32:47

Speaker 2

Is there a certain place you like to read? And do you like a physical book? Do you do some audible too? Like what. What helps you?

32:54

Speaker 1

I've tried audiobooks. They don't work for me. I still have to have a physical copy. Usually where I like to read, it's either at the coffee shop or it's. We have on room up at the front of our office that's pretty quiet in the mornings and nobody even notices that I'm in there. So I'll stuck in there in the mornings, read for about an hour or so, and then. And then start my day at my desk. So. Yeah, but it's always, usually it's. It's always a physical book. Yeah.

33:23

Speaker 2

Got it. Okay, man. Thanks for sharing. Okay, so bucket list, Dale. I'm a fan of the bucket list. Not everybody has one, but for some it's travel or adventure or maybe write a book. I don't know what's on the bucket list?

33:37

Speaker 1

Definitely travel. One place that's been on my list for three years and we just have to do it is I want to go back to Okinawa. I want to take my wife there. And we're thinking we want to do it in like that January, February time frame to see the cherry blossoms, of course. My wife is a huge fan of flowers and stuff like

that, so seeing, you know, that beauty and the cherry blossoms, when they happen would be awesome. And just kind of going back and seeing, you know, what the island was like when I was there, you know, 21 years ago. 20, Actually 25 years ago. Wow. Oh, just about. And just, you know, I don't know, it would. It'd be really cool to see. That's what's on our bucket list right now. And it's cool being.

34:23

Speaker 1

Being able to do that with her.

34:25

Speaker 2

Yeah. Good man. Wow. Thanks for sharing. All right, just a few more things. So books. Hey, you're an avid reader. Do you have a book or two you'd recommend to our listeners? It doesn't have to be about buildings, but book or two you'd recommend?

34:38

Speaker 1

Yeah, probably about four years ago, I really got into the Ryan Holiday books. The, the virtues and stuff like that somebody recommended. I think the first one I read was *Obstacle is the Way*, and then I read that one and I blasted through all the. The rest of his. But the ones that really stuck out to me is stillness is the key and ego is down to me. So stillness, if you anybody wants to know exactly how my personality is reach, stillness is the key. Like that is me in a nutshell of just being really steady, not excitable, and just, you know, looking at problems and just solving them. So. Love the Ryan Holiday books. Another really good one that I've found a lot of value in the past is *Tribe on Homecoming and Belonging* by Sebastian Younger.

35:34

Speaker 1

If you don't know who that is. He wrote the book that the movie *The Perfect Storm* is based on. So very cool. He's did a lot of documentary about. About the. The military and the army in Afghanistan as well and just, you know, writing stories about, you know, people overcoming, like, really difficult situations and stuff like that.

35:56

Speaker 2

So, man, what great recommendations, Aaron. I'll put these books, I'll put links to them in the podcast. Show notes. Dale, thanks for giving some great

recommendations there. Two things as we start to wind down, is there anything you wish you'd have learned earlier in your career or just some career advice you wish someone would have told you earlier?

36:15

Speaker 1

Yeah, you know, when I, yeah, when I think of that question, that's a really good question. I would say advocate for yourself. I did a really bad job of doing that for myself early on in my career, you know, and maybe I didn't always have that guidance or like, thought of like somebody looking out for me. So always advocate for yourself. And because people won't know what year, what you're looking for, what you're looking to get out of, you know, work or project or whatever it is, whether it's feedback, whether it's flies, where it's a check, whether it's a challenge, whatever it is. So, yeah, just advocate for yourself and just make people aware.

36:56

Speaker 1

I would say another thing that I found very beneficial, and this was coming out of my MBA program, was if you have something coming up that you know is going to be incredibly difficult, make a list of people that you need support from and then ask them for it. So, you know, in the case of the MBA program, that was one of the first things we did when we met on campus was we made this list of, you know, everybody you needed support from, whether it was your children, whether it was your parents, whether it was your siblings or your spouse or your boss or your friends or your co workers, whoever it is, you know, just. Just let them know, like, hey, I'm going to be, you know, going through this. It's going to be really hard. It's going to be challenging.

37:45

Speaker 1

Just know that I need your support. I need you to understand why I'm doing this. Again, otherwise people don't know. You know, your friends might be wondering where you're at or what's happening, all that kind of stuff. So, you know, if you ever are, know, something challenging is coming up. You know, just being able to go back and reflect on that list of, you know, who you need support from.

38:09

Speaker 2

Great wisdom there actually hadn't really come up before. So advocate for yourself early. But you're right. Just be open, honest, and that way people don't assume things and be preemptive. I love that. That's. That's solid, man. All right,

last thing. Let's say someone deals. Listen to this podcast. They're getting fired up hearing your story, and they're just now jumping into the green building movement. Any words of encouragement for them as we come to a close?

38:36

Speaker 1

Yeah, you know, if it's. If it's something you're really passionate about, like I said, just read about it, study it, become the expert. You know, I remember somebody telling me that on early as early on as well. Become the expert at whatever topic you're passionate about, whatever you want to do, become the expert. There's so much information out there. And just understand you're never going to know everything, but there is a lot to learn. Thank you. If it's something you really want to do if it's something you really want to be a part of, even if it's just to prepare yourself for, you know, whenever you do get that chance, you're that opportunity, whatever might come about, you could be like, hey, I know what this is talking about. I've studied it, I've done this. You know it, you know it's.

39:23

Speaker 1

That would be my recommendation. Just.

39:26

Speaker 2

That's great.

39:27

Speaker 1

Study, read, learn.

39:29

Speaker 2

Amazing, man. Well, theme of our podcast I've done for over 10 years now is teach everything you know. So go learn it and then teach it to others, too. So, Dale, I'm so glad Teresa recommended we have you on the podcast. I really enjoyed it. And to all of our listeners, make sure you connect with Dale on LinkedIn. Check out the really cool projects they're doing at EUA. And gotta get these books. There's some great books. Dale, thanks for being on the podcast, man.

39:56

Speaker 1

Yeah, thank you, Charlie. I appreciate it.

40:00

Speaker 2

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