



**FROM THE BOTTOM, UP:
PEOPLE ARE THE KEY TO
PERSISTENT ENERGY SAVINGS**

ERIC O'NEILL, P.E.



MichaelsEnergy



LEED

LEADERSHIP IN ENERGY & ENVIRONMENTAL DESIGN



What is the best way to engage staff positively in energy efficiency?

Agenda

1 Individuals

2 Training

3 Teams

4 Buy-In

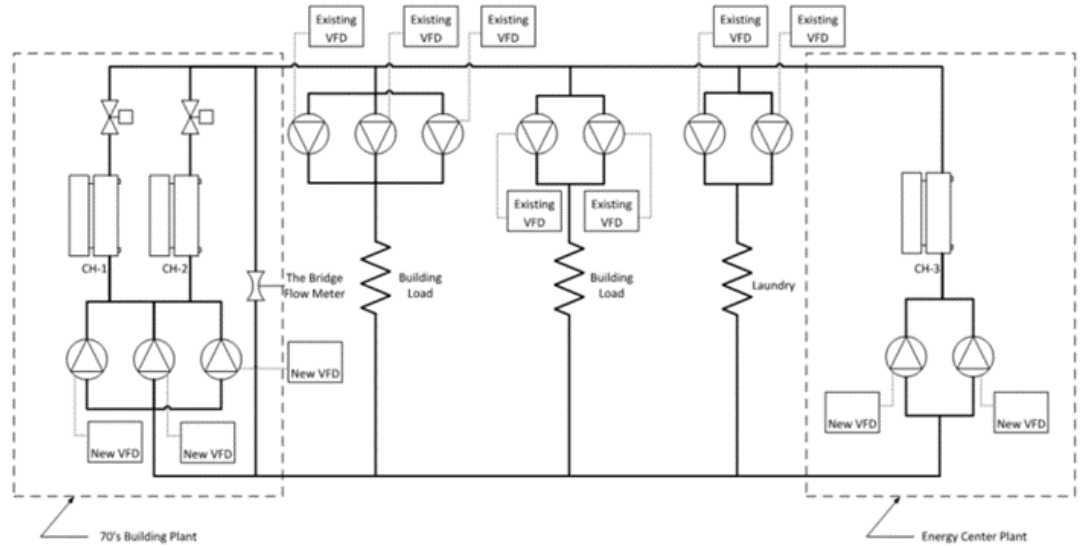
5 Engage

6 Opportunities

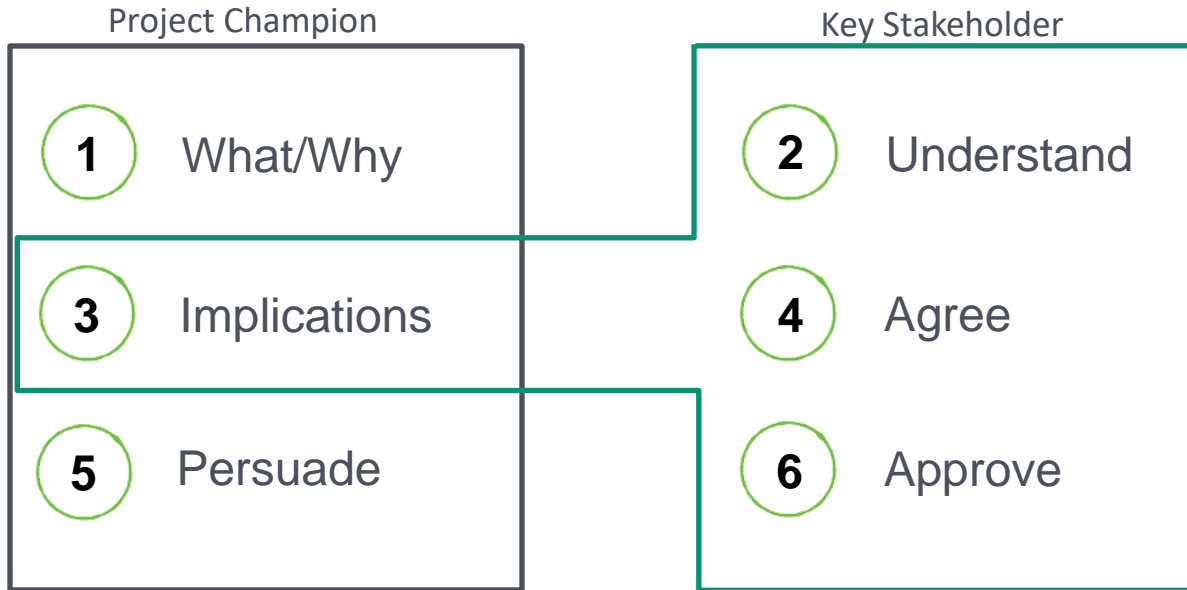
Staff
Operators

**Who drives
most
efficiency?**

Key: Individual Attention




Process: Individual Attention



Personalized Training

- ✓ High level vs low level
- ✓ More tailored approaches
- ✓ Systems vs components
- ✓ Building Operator Certification



The background is a dark blue digital dashboard filled with various data visualizations. It includes a world map with city labels like 'NEW YORK', 'LONDON', 'PARIS', 'MOSCOW', and 'HONG KONG'. There are several bar and line charts, some with percentages like '4%' and '54.4%'. Text elements like 'STARTING', 'FINANCIAL REPORT', and 'namespace views' are scattered throughout. The overall aesthetic is high-tech and data-driven.

Great things in business are never done by one person. They're done by a team of people.

- Steve Jobs

Energy Team



- ✓ More than just facilities staff
- ✓ Multiple perspectives add up
 - > Opportunity to influence
- ✓ Empower them
- ✓ Regular meetings and accountability are key

Key: Get Stakeholder Input

- ✓ Example: Surgical Ventilation Reduction
 - Different for everyone
 - Nuance is **important**
 - Balance standardization vs customization
 - Get input upfront from stakeholders



Priority Matrix



(Small Things First)

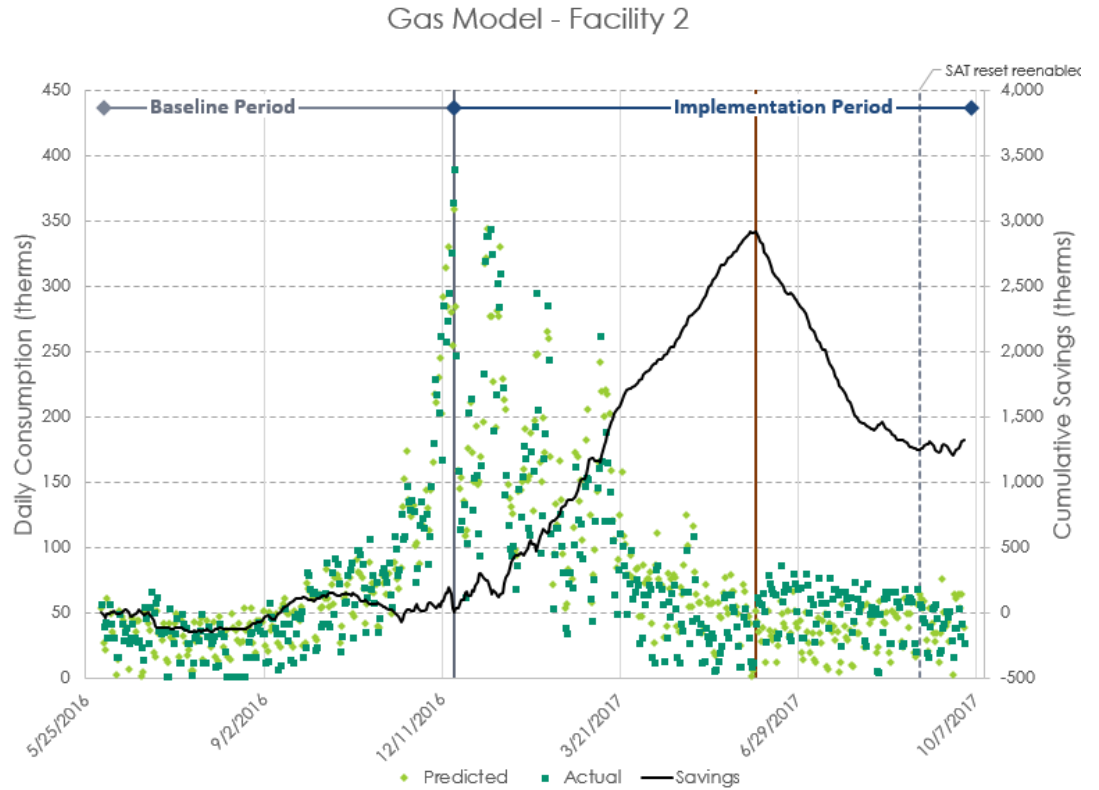
Getting Buy-In

➤ Small Wins

➤ Critical Mass

➤ Feedback for
Reinforcement

Monitor Savings with Dashboards



Staff Engagement



- ✓ Find the metrics that are right for your organization
- ✓ Bonus' for energy performance
- ✓ Continuing education
- ✓ Energy related preventative maintenance procedures as SOPs
- ✓ Challenge them to ID an energy problem every week
- ✓ This is a good feedback source

People-Centric Energy Opportunities

Top 10

For Staff

1. Lighting (task and space) control
2. Proper window shade usage
3. Temperature overrides
4. Surgical suite unoccupied operation
5. Shut off personal heaters/fans

For Operators

6. Energy Information Systems (i.e. real time feedback)
7. Override avoidance
8. Update scheduling (focus on unoccupied spaces)
9. Correct “rogue zones”
10. Report extraneous equipment operation

THANK YOU!



Eric O'Neill, P.E.
elo@MichaelsEnergy.com
608.792.7721