



The shape of innovation

"New ideas start with a culture of inclusion along with fostering an environment that promotes thought leadership and collaboration."

ALLAN MONTPELLIER, CHIEF INNOVATION OFFICER

Revolutionary ideas push us beyond the usual.

Ideas have the capacity to be a catalyst to disrupt the routine and create new paths.

Imagining solutions takes time, incubation, and dedication within a culture of support.

Our newly formed Innovation Group seeks to create that framework. Lead by Chief Innovation Officer Allan Montpellier, the group supports the firm's mission to help solve the planet's energy and water challenges.



culture of intentional innovation. The Innovation Group is the framework for ideas to grow. The ideas

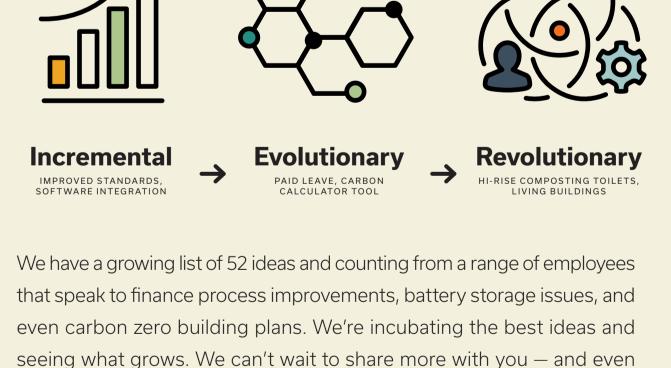
We are thoughtfully growing our

themselves come from everyone from finance to human resources to engineers. Through this framework, we are connecting more ideas to more people and learning to better care for and germinate ideas.

We have thoughtfully created a flexible system that eliminates barriers to good ideas. It nurtures ideas with current potential and saves others in a

What do we mean by all this?

"seed bank" for the future.



What ideas are

inspiring you?

collaborate!

The Ten Faces of Innovation



TOM KELLEY