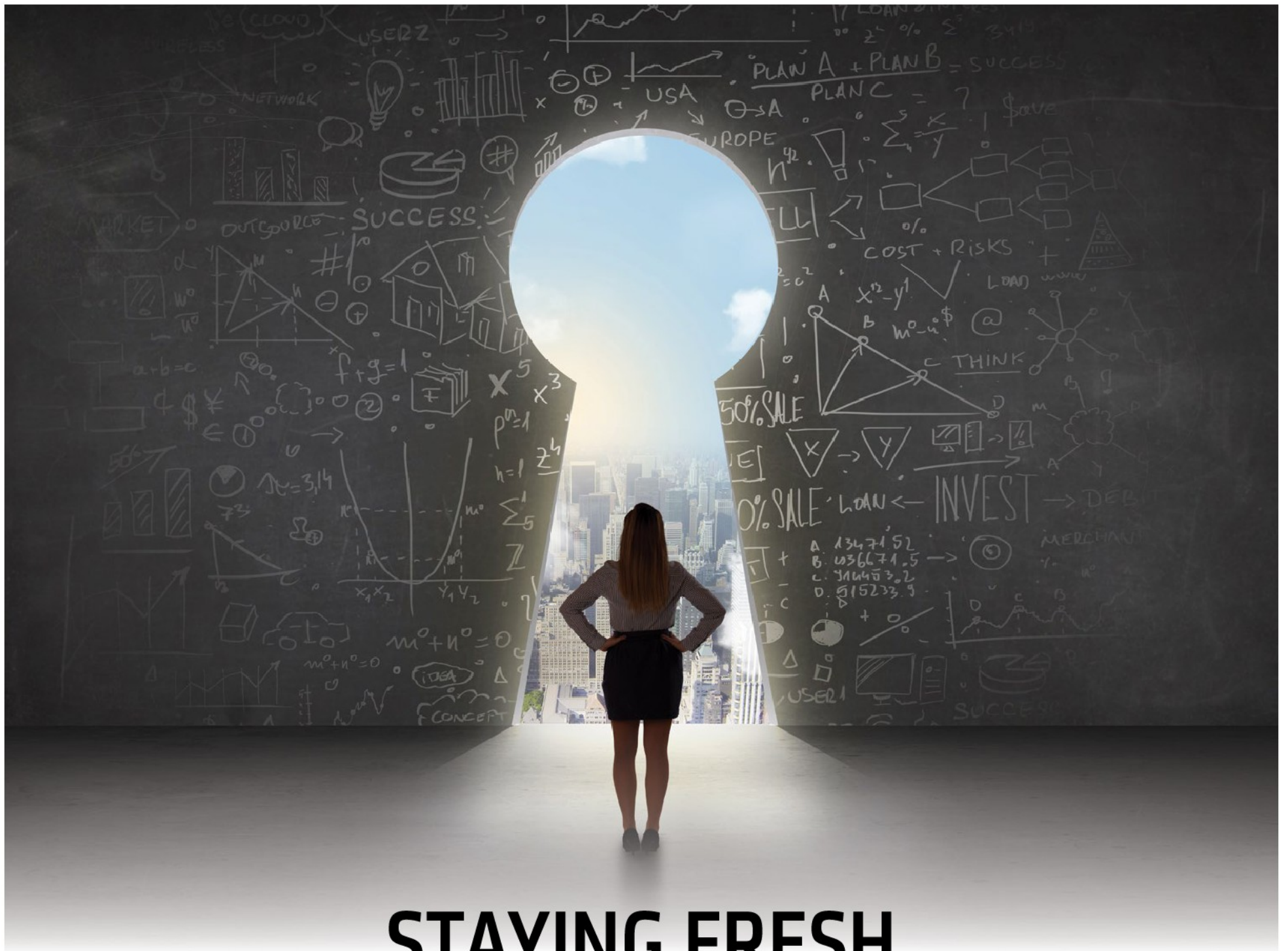




STAYING FRESH

How T&M Associates finds and develops effective leaders

BY LYNN SPENCE

T&M Associates, a national engineering and technical services consulting company, is constantly in search of individuals who can contribute to moving the firm forward. We are always developing and recruiting leaders.

Leaders are more than people who supervise other people or projects. They are experts in their fields who can collaborate and integrate their work with others. They bring together teams and motivate individuals, both from within and outside organizations. Leaders grow your business while inspiring others to find the unique value and qualities within themselves.

Developing leadership opportunities requires a work environment that is inclusive and embraces diverse ideas and perspectives. For this reason it's vital we continue to promote accomplished, capable, experienced women who bring their own unique set of perspectives, abilities, problem-solving skills and leadership qualities to an organization. This year we're excited to announce the hiring of Kendra Lelie as regional planning practice leader and the promotion of M. Elaine Dasti to mechanical, electrical, and plumbing practice leader.

Kendra has established herself as an expert on plan-



Lelie

ning and zoning boards, with 28 years of experience directing planning, and designing projects from concept to completion. Her successful track record includes the preparation of master plans, zoning ordinances and redevelopment plans, with specific expertise in livable places, smart growth, affordable housing, recreational planning, and urban design.

Kendra has served as the consulting planner for planning boards and zoning boards for a wide range of New Jersey municipalities and cities, where she has provided advice and testimony in consideration of development applications. Her most recent municipal board appointments have included Wall and Union Township and the Boroughs of Oceanport, Branchburg, West Wildwood, Chatham, Flemington, and Point Pleasant Beach.

Kendra's broad experience includes mediation efforts involving municipalities and outside entities on complex and sensitive issues such as affordable housing. She has provided such guidance and expertise to municipal officials, administrators, developers, and nonprofits

One example of Kendra's planning expertise is her role as primary designer for the planning and design process that created a renewed vision for Union Township's large park system. Based on a comprehensive community engagement process, the plan makes recommendations for physical improvements to some of the more frequently used parks, ways to improve operations and maintenance, and the identification of funding priorities.

Kendra also served as the landscape architect providing the overall layout of the rooftop garden space and the planting plan for Thomas Edison State University's new George A. Pruitt Hall, a gateway site to Downtown Trenton and a critical component of the University's recently completed Master Plan. The building maintains the common set-back lines of other adjacent mansions along State Street and is designed to frame views to the adjacent Delaware River. The roof of the parking deck was designed as a garden roof to minimize the flow of rainwater while providing a public outdoor space for students, faculty, and guests.

We anticipate that Kendra's extensive background and varied experiences will lead to many growth opportunities in the planning sector, both in her native New Jersey and in new markets outside the state. Additionally, Kendra's desire to mentor and grow the next generation of Planners and Landscape Architects will prove invaluable to the continued progression of talent at T&M.



Dasti

T&M brought on Elaine five years ago to establish the firm's Building Services Group, expanding the technical offerings already provided by the company. Her 13 years of experience encompass hundreds of projects spanning public and private clients. In 2018, Elaine made NJBIZ's 20 Under 40 roster, and South Jersey Biz's 20 Under 40 list, both of which honor remarkable professionals under the age of 40 on their rise in the business community.

Elaine's experience includes extensive municipal work. She oversaw the mechanical systems design for the construction of a new 30,000 square-foot building for the Borough of Bergenfield to accommodate the town's municipal offices, police operations, and municipal court. She also led the mechanical, electrical, plumbing, fire protection, security, and IT systems design for a new 30,000 square-foot building for the Borough of Rutherford to house police operations.

Elaine also serves as project manager for major HVAC projects. She provided mechanical and plumbing systems design for the replacement and relocation of the existing air handling units at Woodbridge Township's Main Library. At the Ocean County

Animal Shelter her team provided mechanical and plumbing systems design for the replacement and relocation of the existing air handling units. These units were concealed in the attic space and inaccessible for maintenance. The systems were replaced with ground-mounted packaged air handling units with gas-fired heating and DX cooling.

As an effective Business Services Group leader, Elaine quickly drove the practice forward and expanded her core team through the delivery of more than \$2

million in new business. Elaine enhanced company performance by cross-selling other services, obtaining new clients, and improving quality control practices through her self-started initiative. Her leadership, achievements and collaboration with others enabled T&M to create an emerging practice, MEP (mechanical, electrical, and plumbing), which resulted in this well-earned promotion to Practice Leader to lead the new group.

Leaders like Kendra and Elaine will en-

sure T&M Associates will continue to grow and carry out our commitment to improving the quality of life for employees, clients, and communities into the future. We are really looking forward to the evolution of both practices and partnerships with Kendra and Elaine.

Lynn Spence is senior vice president and chief people officer for T&M Associates, a national consulting, engineering, environmental, technical services, and construction management company.

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