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## **New leadership installed at Sanborn Head**

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Over the past 22 years, Sanborn Head & Associates has grown their consulting engineering firm to over 115 employees with their largest presence in N.H. and Mass., and with offices as far west as Ohio. Founded by four gentlemen that were once at a now competitor, they started the firm with a goal of making Sanborn Head a generational company that they are now putting into play. It's not often that you see almost an entire leadership team change, but at Sanborn Head, they have been grooming the 'next generation' for years and they are ready. With two out of the four founders being officially retired by June of 2015, they have followed through on their long-time plan of 'turning the company leadership over to the next generation'.

"I guess it's quite a story", said Charles Head, a remaining founder who is turning over his responsibilities as president and continuing in his role as CEO with a much more outward-looking focus as of January 1.

"Although it doesn't really seem so to us since it has always been part of our plan. We have seen too many companies in our industry struggle with ownership transition and leadership challenges, so we knew it was the right thing for us and the future of Sanborn Head. There's nothing more gratifying than seeing the young professionals you once hired 20 or so years ago become true leaders."

Barret Cole, P.G., L.E.P., is assuming the role of president and chief operating officer responsible for the day-to-day management of the firm. Barret has run the firm's Industrial Practice, the largest client service area for Sanborn Head for the past four years. "I feel like I was on the front lines working so much with Charlie that I was lucky to see him in action all these years and he, among others, really taught me how to run a firm", said Cole. Of course he admits that there are challenges ahead. The firm has grown over the years by cultivating an increasing number of loyal clients, but the marketplace is evolving and they recognize that the industry is much more competitive these days. "We can't only rely on our current clients to get to where Sanborn Head wants to be." Cole seems ready for the challenge when he said "It's time to think a bit differently and bring on some new team members that can help us in ways that will challenge us. We have brought on some of these new faces already and the new energy is contagious. We may have grown to 115 a little under the radar, but I don't think the next 20 years will be so quiet!"

Others taking on new leadership roles are just as prepared and excited:

Matthew Poirier, P.E., who historically has been a leader in the firm's Solid Waste practice working with one of their largest clients, is taking on the role of executive vice president, in which he will oversee the firm's corporate operations.

Patricia Pinto, P.E., L.S.P., L.E.P., is assuming leadership of Sanborn Head's development market sector, in which she takes over from recently retired leader, Mat DiPilato. Pinto has worked beside DiPilato for the past many years and she is more than ready to manage Sanborn Head's developer

client service area.

Donna Clarico, CPA, is now the vice president of finance, having an expanded role in the financial management of the firm.

These leadership changes represent tremendous opportunity for these individuals and for Sanborn Head. And while guiding Sanborn Head forward, this team remains committed to providing great opportunities for our staff and great service to our clients. Cole, DiPilato, and Pinto will all keep their key client relationships and will remain involved in ongoing projects. In their new roles, Cole, Poirier, Pinto and Clarico will work closely with other members of Sanborn Head's senior management team in the leadership of the firm:

Charles Head, P.E., P.G., remains Sanborn Head's CEO and will direct his efforts externally on visibility and growth initiatives for the firm.

David Adams, P.E. will continue to lead Sanborn Head's growing solid waste practice.

Mike Nicoloro, P.E. will continue to lead Sanborn Head's energy services group, providing services to clients in all of our market sectors.

Kim Sousa, who joined the firm last fall, will continue to build a solid marketing infrastructure and integrate business development activities as vice president of business development and marketing.

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