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2025 Ones To Watch - Rising Stars: Stephanie Crepeau, BOND Building Construction

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Stephanie Crepeau
Superintendent
BOND Building Construction

“Steph is constantly raising the bar for herself, refusing to be held to anything other than the highest standards. As such, her thirst for knowledge and drive to improve are incredible. She brings a fresh, open- minded energy to every interaction, making others around her instantly comfortable and

confident. It's a professional social demeanor that I seldom see in anyone of her tenure. This, combined with her ability to balance and execute upon what's best for both our clients and the teams working with her, has set Steph on a promising trajectory toward a future in construction leadership." - Frank Hayes, President, BOND Building Construction at BOND Brothers, Inc.

What's one challenge you've overcome in your career so far, and what did it teach you? I stepped into a role held by a long-tenured male Superintendent. At first, I felt intensely measured against his established presence. Every perceived misstep felt magnified by this comparison. Finally, I realized that trying to be like them was not going to work for me. By shifting my focus to my own systems, strengths, and approach, not only did my work become more engaging and fulfilling but I also successfully delivered a critical healthcare project. Being a leader in construction is not defined by gender or age; true success lies in being yourself and using your own strengths.

If you could give advice to someone just starting out in your field, what would it be? Channel your energy into mastering your knowledge of construction processes, planning, and execution. Focus on soaking up knowledge, getting hands-on experience, and consistently striving for excellence in every task, big or small. It's tempting to get caught up in external validation like with social media and being a TikTok star. However, true and lasting recognition in construction comes from your skills, your work ethic, and the quality of what you build. Let your skills and expertise speak louder than any fleeting online trend.

What recent professional milestone or project are you most proud of, and why? I recently completed my Harvard Extension School master's degree in Industrial-Organizational Psychology. Balancing a demanding career with rigorous academics and personal life over the last 2.5 years came with significant challenges and humbling learning experiences. I intentionally pursued this degree only when I was genuinely interested and financially ready so I could graduate debt-free. This journey has given me valuable knowledge and skills; and it has made me a better employee, manager, and human being.

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