



## **Kristin Dupre**

**Vice President of Strategy and Development, Abode Energy Management**

*What does your company do?*

[Abode Energy Management](#) is a lead vendor in the Mass Save program, overseeing heat pump contractors for National Grid. We are also focused on decarbonization of residential buildings, so a year and a half ago we started working with municipal light plants in Massachusetts, developing heat pump adoption programs. We currently work with those municipalities plus some communities. We provide heat pump consulting, Quality Assurance programs, and manage a network of heat pump contractors. Also, we take on projects like decarbonization pathways for MassCEC.

We are focused on where we can provide impact for homeowners in Massachusetts.

*What does your typical workday look like?*

My work is a nice mix of different efforts. Part of my time is working on product development and projects like decarbonization pathways, business development, thought leadership, building partnerships, and networking.

I work from my home looking out at Woods Hole [on the Atlantic Ocean]. I appreciate living in Falmouth and appreciate Abode's flexibility. My day is a combination of working on projects and internal and external meetings, and I have a great work/life balance so I put in a hard day's work and focus, but also I can take time to walk the dog.

*What led you to work in energy efficiency, and please describe your career path:*

Out of college I worked in the finance industry. After having my second child I stayed at home for a few years, then went back to work part time and then full time as a financial manager and accountant for eight years. But I found it completely unfulfilling. I needed to work in an industry I cared about! I made a short list. It just happened a Finance Manager job at Conservation Services Group (CSG) was posted, a mile from my house. I felt like it was destiny getting that job. As I worked there, I remember asking about energy efficiency and the industry, and decided it was something I wanted to pursue. So I got my MBA with a concentration in sustainability at Clark University at night, which took me five years.

That really helped me develop my career path at CSG, then at CLEAResult. From there I moved into product development and demand response. I changed jobs and worked more in energy efficiency with municipal light plants before moving into this position, VP of Strategy and Development at Abode.



**I develop and improve program design for efficiency programs.**

Kristin Dupre, Abode Energy Management, Falmouth, MA

Energy efficiency:  
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*What are your goals for your company and your work in energy efficiency?*

I have been thinking a lot about this lately! Abode's goals are really focused on where we can add value to the industry especially around developing residential decarbonization solutions.

For myself, I've been at Abode for a year, and I really feel like I've found a home here. I'm aligned with the culture of the company and the values of their leadership team. I want to help them continue to be successful and to also let people in the industry know what an awesome company we have.

*What is the most rewarding aspect of your job and/or what is your favorite part of your job?*

I really like to accomplish things, and create things and complete things. So working on developing new products and new ideas, making a program design and then implementing it or creating a product and bringing it to market is the most rewarding aspect for me.

My favorite part of working at Abode is probably having a really collaborative relationship with people and a team-based working atmosphere. It's a really fun place to work!

*What is the most challenging aspect of your job?*

Public speaking. I don't have to do a lot of it, but has always been a challenge for me.

*What challenges have you faced as a woman in energy efficiency and/or how have you overcome challenges you have faced as a woman in the industry?*

In the energy efficiency industry, there are a lot more men than women, especially at higher levels. I have found that in certain parts of the industry where it's more patriarchal, it is often challenging be the only woman at a meeting or to have what you say not be heard, but then have a man say the same thing and [elicit] a positive reaction. Sometimes I even have had a man present my ideas because I thought it might have more traction. Sometimes I felt intimidated to speak in meetings, to share my opinion or ideas because of the presence of strong vocal men. I got angry sometimes, but have grown more confident in my ideas and strengths, and feeling more comfortable voicing my opinion.

*What do you feel prevents more women from working in energy efficiency?*

Part of the problem is people don't even know about energy efficiency as an industry, right? I think getting into the industry, a lot of people get into it by working jobs that are male dominated. Like being an energy advisor or a lineman, something like that. Or an engineer. There's a need to bring more women into those lower-level jobs, early on. And then we can't lose them once we have them.

*How can we get more women to join the energy efficiency field?*

Education, promoting awareness of energy efficiency jobs, especially at lower levels. People have to also be made aware that these jobs are rewarding. These jobs are fun, there are growth opportunities. A combination of those four things will attract women. We also need flexibility,

because as we know women through their life carry more responsibilities of home life, so women need jobs that are flexible and that they can balance their home life and work life.

*Anything else you want to share about your work or your experiences?*

One thing is that I have met so many great women in this industry. Strong women, I've had women mentors and women who have gone out of their way to help me be successful. There's a strong network of women helping other women in this industry. That's pretty awesome.