

Application Form

Profile

John _____ Horky _____
 First Name Middle Initial Last Name

 Email Address

 Home Address Suite or Apt

 City State Postal Code

What district do you live in? *

District 6

 Primary Phone Alternate Phone

Self-Employed, "Ripples, by design"
 Employer Owner / Consultant
 Job Title

Please look at the vacancy page before applying. Some Boards, Committees and Commissions have requirements that they are looking for in an applicant, such as specific skills or member types such as Adult or Student.

The Vacancy page can be found here:

[VACANCIES](#)

Which Boards would you like to apply for?

Sustainability Committee: Submitted

Interests & Experiences

Please tell us about yourself and why you want to serve.

[John G Horky - CV 2024.pdf](#)

Upload a Resume

Why are you interested in joining this Board or Commission?

I sat in on a recent Committee meeting and found the topics to be of substance, and the Committee members to be engaging. Further, I'd like to champion through the Committee an exploration of the idea of a Shared Geothermal Energy System (a.k.a., "Community Geothermal" or "Networked Geothermal" or "Shared Ground Loop Array") among contiguous residential properties.

John Horky

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity *

Caucasian/Non-Hispanic

Gender *

Male

Sexual Orientation *

Straight/Heterosexual

07/28/1961

Date of Birth

Home Base

[REDACTED]

Contact

[REDACTED]

[REDACTED]

Websites

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

EDUCATION | CREDENTIALS

Licensed Architect | State of Wisconsin

Credential: No. 5929-5

1986 — present

University of Wisconsin-Milwaukee | Milwaukee, WI

Degree Granted: Master of Business Administration

1991

University of Notre Dame | South Bend, IN

Degree Granted: Bachelor of Architecture

1984

PROFESSIONAL EXPERIENCE

Ripples, *by design* | Wauwatosa, WI

2022 — present

2022 -- Owner / Consultant

- Supporting design professionals to advance in their careers
- Supporting design firms to develop their people

Kahler Slater | Milwaukee, WI

1991 — 2021

2002 - 2021 Principal

- Shareholder and collaborative firm leader

1998 - 2021 HR Director

- Responsible to oversee / lead all responsibilities of the Human Resources function of a multi-office, 120+/- person firm
- A primary steward of the firm's culture
- Led the firm's efforts to be recognized by the Great Place to Work® Institute as one of the best small firms to work for in the country, every year, from 2004 through 2019

1996 - 1998 Team Leader

- Co-founded the Higher Education team [The team grew to become a national leader in the design of dental, nursing, medical and allied health science buildings.]

1991 - 1996 Project Manager

- Responsible to oversee teams and directly serve clients on large interior remodeling projects in the corporate, higher education and municipal sectors

the Zimmerman Design Group | Wauwatosa, WI

1984 — 1991

1986 - 1991 Project Architect

- Supported and led on multiple projects types / clients

1984 - 1986 Architectural Intern

- Supported multiple projects types / clients

National Institute | Washington, DC

2020 - 2022 Strategic Council

- 2022
 - Representing AIA Wisconsin
 - Best Practices Committee - member
 - Liaison to the AIA Small Firm Exchange (SFx)
- 2021
 - Represented the North Central States Region (MN, ND, SD, WI)
 - Communications Committee - member
 - Rural & Suburban work group - member
- 2020
 - Represented the North Central States Region (MN, ND, SD, WI)
 - Mental Health & Architecture Incubator - member

2004 Credentials Committee - member. AIA National Convention

AIA Wisconsin | Madison, WI

2015 -- Fellowship Committee

- **Chair**, 2015-19. Created and instituted the "Fellowship Forum." The purpose of the Committee and the Forum are to encourage AIA Wisconsin (**AIAW**) members to consider elevation to the AIA College of Fellows; and counsel those members pursuing elevation. From 2017 through 2022, AIAW had increased by 160% its overall number of practicing Fellows and by 200% its practicing female Fellows.

2024 Associate Award Review

- Member of a 3-person team charged with the review of a new award program, the "AIAW Associate Award," developed by the AIA WI Emerging Professionals Committee.

2019 - 2020 Search & Transition Committee

- Member of a 3-person team charged with finding the replacement for AIAW's 30+ year incumbent Executive Director. Worked closely with our consultant, Helene Combs Dreiling, FAIA (2014 President of the AIA)

2000 - 2008 Firm Award Committee

- **Chair**. Recognizing and celebrating outstanding achievements by member firms. Led the review and decision to sunset this award program in 2008, based upon a lack of member interest and a review of component priorities.

1994 - 1999 Component Leadership

- 1999, Past President
- 1998, President
- 1997, Vice President
- 1996, Secretary / Treasurer
- 1994 - 1996, Board Member

1989 - 1992 Annual Conference

- 1991, Convention Chair; theme, "Dialogue"
- 1989 - 1992, Committee member

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Wisconsin Architects Foundation | Madison, WI

2022 -- Dream Spaces Committee

- **Chair**, Charged with leading the development, launch and implementation of a new initiative. The mission is to increase diversity within the profession and support those who are typically underrepresented in architecture. AIA Wisconsin, WiscoNOMA and the Wisconsin Architects Foundation are collaborating to increase the diversity of the student population in architecture schools, by offering an annual / renewable FULL TUITION scholarship for one underrepresented Wisconsin resident to the University of Wisconsin-Milwaukee School of Architecture and Urban Planning, beginning with the 2023-24 academic year. In addition to the monetary contribution, our supportive committee members provide additional guidance and mentoring through regular meetings with the scholar, to enhance the success of their academic pursuit. In turn, we will invite the scholar to join the committee to help support and mentor future scholarship recipients.

2009 - 2015 Foundation Leadership

- 2013 - 2015, President
- 2011 - 2013, Vice President
- 2010 - 2011, Secretary / Treasurer
- 2009 - 2010, Board Member

SUPPORTING DESIGN PROFESSIONALS

American Institute of Architecture Students (AIAS) | multiple campuses

2021 -- U of Wisconsin-Milwaukee School of Architecture & Urban Planning (SARUP)

- "MentArch," annual structured 1-on-1 mentorship program of current SARUP AIAS members

2023 SARUP

- AIAS QUAD Conference, Professional Partner level Sponsor. Milwaukee, WI, 3/9-11/2023.

2022 Bowling Green State University

- (Virtual) Portfolio & resume reviews during annual Career Day. Toledo, WI, 1/21/2022.

National Organization of Minority Architects | Washington, DC

2023 -- NOMA, HBCU Professional Development Program

- 2022 - 2023 Program Year, - **Mentor**
- 2023 - 2024 Program Year, - **Bronze level Sponsor / Mentor**

WiscoNOMA (Wisconsin NOMA Chapter) | Madison, WI

2023 -- Project Pipeline

- 2023 Milwaukee Summer Camp - **VIP Sponsor / Camp Mentor**
- 2024 Milwaukee Summer Camp - **Silver Sponsor / Camp Mentor**

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Women in Design | Milwaukee, WI

2024

- **Program Sponsor / Co-Creator**, *Agency through Mentorship*. Panel discussion. Milwaukee, WI, 2/20/2024.

Nominations of Individual Design Professionals

I have been honored to be asked to sponsor, or I have taken it upon myself to nominate, the following AIA members for significant career awards!

2023

- Marion Clendenen-Acosta, AIA (Milwaukee, WI), awarded the *AIA Wisconsin Golden Award*.
- Allison Dvorak, AIA (Sioux Falls, SD), awarded a national *AIA Young Architect Award*.

2020

- Christopher Ludwig, AIA (Milwaukee, WI), awarded a national *AIA Young Architect Award*, and an *AIA Wisconsin Young Architect Award*.

2018

- Allyson Nemecek, AIA (Milwaukee, WI), awarded the *AIA Wisconsin Golden Award*.

PUBLICATIONS

Authored by John Horky

- Horky, J. (2021). AIA Rural + Suburban Workshop, *Blueprint South Dakota*, blog post, 09/13/2021.
 - A summary of the ideas / experiences workshop the AIA Strategic Council hosted for members of AIA North Dakota and AIA South Dakota in August 2021
- Horky, J. (2001). Passionate about Success, *Wisconsin Architect*, magazine article, Vol. 72(2).
 - A perspective on the success of investing in the professional passions of staff

Interviews with / Contributions by John Horky

- Staff (2015). Nurture a Culture of Engagement. *BizTimes*, "Last Word" column, 05/04/2015. - **Featured Interview / Profile**
- Gravenkemper, S. (2014). *The Psychologically Healthy Workplace: Building a Win-Win Environment for Organizations and Employees*. (Grawitch, M. & Ballard, D., Editors), American Psychological Association. - **Contributor / Interviewee**
 - From Steve Gravenkemper's interview with Jill Morin and John Horky, FAIA, he reports, "... one of the consistently highest-rated categories for (Kahler Slater) on the Best Places to Work Survey is in providing staff members the autonomy and resources to achieve their objectives."
- Boniface, R. (2011). Best Places to Work. *American Society of Civil Engineers*, web article, 12/2011. - **Interviewee**
- Keegan, M. (2010). Welcome Back Rehires - The Sacred Boomerang Ceremony. *Fistful of Talent*, blog post, 08/05/2010. - **Primary profile / source** for Kahler Slater

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- Morin, J. (2010). Shared Vision of the '4 Ps' Helps Create Authentic Organization. *Best Practices in HR*, newsletter case study, 04/21/2010. - **Secondary source**
- Morin, J. (2010). *Better Make it Real*, Praeger. - **Contributor**, unattributed
- McMahon, J. (2009). Tips for Workplace Wellness, *Milwaukee BizTimes*, blog post, 12/28/2009. - **Quoted source**
- Doty, E. (2009). *The Compromise Trap: How to Thrive at Work Without Selling Your Soul*. Berrett-Koehler. - **Contributor / Interviewee**, unattributed
 - Elizabeth Doty, in a personal note of thanks, offered to John, "Thank you for sharing your story. I hope you recognize some of your ideas woven through (the book) - especially the need to **reflect every once in a while on a sense of personal mission.**"
- Galinsky, E., Peer, S. & Eby, S. (2009). *2009 Guide to Bold New Ideas for Making Work Work: New Ideas from the 2008 Winners of the Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility*. Families and Work Institute. - **Primary profile / source** for Kahler Slater
- Stephan, J. (2009). Insurance Becomes Balancing Act, *The Daily Reporter*, article, 02/05/2009. - **Quoted source**
- Finney, M. (2008). *Building High-Performance People and Organizations*, Praeger. - **Case study contributor / interviewee**
 - From Martha Finney's interview with Jim Rasche, AIA and John Horky, FAIA, she offers several admirable lessons / ideas at Kahler Slater, including, "Your employees' passion and personal drive can lift your business high above the general competitive playing field," and, "Look for ways to break the mold of business tradition to create compelling opportunities for your employees to perform as partners with your clients."
- Kott-Washburne, C. (2007). 'Tis the Season for Office Parties, *Executive Living*, article, 12/2007. - **interviewee**
- Tyler, K. (2007). Leveraging Long Tenure, *HR Magazine*, article, 05/2007. - **Featured interviewee**
- Covel, S. (2007). Picking the Perks That Employees Value, *The Wall Street Journal*, article, 04/09/2007. - **Featured interviewee**
- Dressing, J. (2006). Kahler Slater bucks tradition, *Milwaukee Journal Sentinel*, article, 10/17/2006. - **Quoted source**
- Bravo, E. (2006). *Quality Part-Time Options in Wisconsin*, *Special Report*, 9to5 - National Association of Working Women, report. - **Interviewee**
- AIA, (2005). People Like Working at Kahler Slater, and Clients Reap the Benefit, *AIArchitect*, article / company profile. - **Featured source**
- Mirza, P. (2004). A Passion for Transformation at Kahler Slater, *HR Magazine*, Best Small & Medium Places to Work issue, 07/2004. - **Primary profile source**
- Waite, R.D. (2001). It's not just the money... *AEC Workforce*, magazine article, 05/2001. - **Quoted source**
- Pelzer, M. (2000). At Kahler Slater, Employee Retention is a Passion, *The Business Journal*, article, 11/10/2000. - **Primary source**
- Giedrys, S. (2000). Firms focus on Human Resource issues, *The Zweig Letter*, newsletter article, Issue 361, 05/15/2000. - **Quoted source**
- Pelzer, M. (1999). 40 Under 40, Special Feature, *The Business Journal*, 11/1999. - **Featured professional profile**

PRESENTATIONS

Speeches

- 2021** *Making a Difference*. AIA Wisconsin (**AIAW**). Acceptance speech for the Golden Award, the highest award AIAW can bestow on one of its members. The Golden Award recognizes an individual Architect who has performed most distinguished leadership to AIAW over an extended period of time, such services exceeding those expected in any official capacity, and by their leadership has advanced the cause of the profession and provided an inspiration to their fellow practitioners. Milwaukee, WI, 09/17/2021
- 2008** *Getting Ready for Your Blind Date*. American Society of Interior Design (**ASID**) of Wisconsin & International Interior Design Association (**IIDA**) of Wisconsin. Keynote presentation at Interior Design Career Day. Given the success of a small group presentation in 2007, John was invited to share a strategic “mindset” to approach the preparation of one’s resume and preparing for interviews with the whole assembly of interior design students from across the state. Madison, WI
- 2000** *Excellence for Human Resources*. Human Resources Management Association (**HRMA**) of Southeastern Wisconsin. Acceptance speech on behalf of Kahler Slater after the firm received HRMA’s bi-annual Excellence Award for Human Resources. Milwaukee, WI

Seminars presented (w/others, as noted)

2022 --

- Annual guest lecturer, presenting concepts of business and strategic planning to upper class and graduate students in Allyson Nemec’s, AIA ARCH 581 class, “*The Architect in Practice*” at UW-M SARUP. Milwaukee, WI

2022

- *Organizational Leadership*. NEXUS (AIA Chicago mentoring program). Virtual, 11/18/2022

2021

- *A Discussion of Firm Culture*. SARUP. Guest lecture to the graduate-level professional practice class re professional firm organization and culture. Milwaukee, WI

2018

- *Careers in Architecture*. Wauwatosa West High School, multiple presentations. Wauwatosa, WI, 02/2018

2013

- *Collaboration with Allied Fields*. AIAS, Midwest Quad Conference, theme, “Collaborate.” Co-presentation of a workshop on collaborations between architects and graphic designers. Milwaukee, WI

2000 - 2010

- *Getting Ready for Your Blind Date*. SARUP. Annual presentation of a “mindset” to approach the preparation of one’s resume and preparing for interviews. Milwaukee, WI

2009

- *Culture Matters! Choosing the Expressions of Culture in Your Next Generation Manufacturing (NGM) Office Environment*. “Manufacturing Matters” annual conference, Wisconsin Manufacturing Extension Partnership. Co-presenter. Milwaukee, WI

2008

- *How Can Your Company Become a Best Place to Work?* Great Place to Work Institute. Webinar co-presentation by three Best Small & Medium-Sized Companies to Work For. Online

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2007

- *How to Become the Best A/E Firm to Work For.* Zweig White. Webinar co-presentation, paired with the HR leader of a large, multi-office civil engineering practice, both firms having been listed as a Best Company by Zweig White. Online
- *Getting Ready for Your Blind Date.* Interior Design Career Day, ASID & IIDA of Wisconsin. Break Out session. A “mindset” to approach the preparation of one’s resume and preparing for interviews; presented at this annual assembly of interior design students from across the state. Madison, WI

2006

- *Great Culture/Great Workplace=Great Retention.* MRA – The Management Association, annual HR Conference. Co-presented a breakout session. Milwaukee, WI
- *What to Expect in a Firm.* Milwaukee Institute of Art & Design. Guest lecture to the Interior Architecture professional practice class on the experiences of recent graduates in practice. Milwaukee, WI

2005

- *Turn Your Culture into a Competitive Advantage.* AIA National Convention. Co-presented an introduction to the process Kahler Slater used to create its Vision and its correlated GPTW results. Las Vegas, NV
- *Becoming a Best Place to Work: Soap Bubbles and Passion.* HRMA of Southeastern Wisconsin. Annual conference. Waukesha, WI

2002

- *Tools for the 21st Century HR Toolbox.* AIA National Convention. Co-presented in collaboration with a recruiter and a labor law attorney. Charlotte, NC

1998

- *If Two Heads are Better Than One, How About Five?* Society for College and University Planning. Annual conference. Co-presentation of lessons learned leading a project with five institutional client partners collaborating through a 501(c)(3) structure. Vancouver, BC, Canada Note: This same program was also presented at the concurrent AIA Conference, “Integrating Educational Facilities Across Borders.”

Panel Discussions

2023 --

- *Decoding Fellowship.* Annual presentation at the AIA Wisconsin annual conference, introducing members to the mission of AIA’s Fellowship program, plus time-proven strategies and tactics to pursue Fellowship. Every Spring, various sites/various dates.

2021 --

- *Path to Fellowship.* Annual presentation to the AIA Wisconsin Architecture Mentorship Program (**AMP**) class. Presentation of personal leadership experiences which led to Fellowship, and offering advice to emerging leaders. Every September, various sites/various dates.

2024

- *Fellows Forum: Does Artificial Intelligence Represent a Faustian Bargain for Architects?* Co-Facilitated an exploration of AI in architecture @ the AIA Wisconsin Annual Conference. Milwaukee, WI, 5/15/2024.

2023

- *Fellow’s Forum: Regenerative Design.* Co-Moderated a generative discussion of sustainably responsive and holistic design approaches, considering policy making, architectural practice, and research / education. @ the AIA Wisconsin Annual Conference. Green Bay, WI, 4/27/2023.

2022

- *The Value of Architecture.* Construction Owners Association of America (**COAA**). Exploration / Focus Group program @ the COAA-WI Fall Workshop. Madison, WI, 9/21/2022.

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2017

- *Experience Architecture*. UW-Milwaukee School of Architecture and Urban Planning (**SARUP**). Introducing the profession of architecture to prospective students and their parents. Milwaukee, WI, 10/13/2017.
- *Developing the Next Generation of Leaders*. AIA Wisconsin (**AIAW**) Fall Workshop, "What's Next?" Greenbush, WI, 10/16/2017.

2016

- *Good Firm Culture = More Prosperous Firm*. AIAW Annual Conference. Madison, WI, 4/27-28/2016.
- *Recognizing the Leader in You*. AIAW Annual Conference. Booth presentations, promoting and demystifying Fellowship. Madison, WI, 4/27-28/2016.

2014

- *How to Get Hired*. American Institute of Architecture Students (**AIAS**) General Body Meeting, SARUP. Milwaukee, WI, 11/03/2014
- *The BIG Decision Makers Panel*. Interior Design Career Day, ASID & IIDA of Wisconsin. (Two sessions). A discussion of job search and career strategies for new design professionals; presented at this annual assembly of interior design students from across the state. Madison, WI, 02/28/2014

2011

- *Employee Engagement*. Keynote presentation, Annual bswift Summit. bswift is an HR software and benefits thought leadership consultancy. The panel was moderated by the Great Place to Work Institute, with other panelists from Rackspace and IDEO. Chicago, Illinois, 05/11/2011
- *The Thaw of Salary Freezes*. Metro Milwaukee Society of Human Resources Management (**SHRM**). Sponsored by the "Total Rewards" Special Interest Group, which requested a perspective on how a Best Company stays on the GPTW list while implementing salary freezes. Milwaukee, WI

2010

- *Job Search Secrets*. University of Wisconsin - Milwaukee Alumni Association. One of several recruiters discussing where they recruit, what they look for in candidates, and mistakes candidates can avoid. The Alumni Association offered this program because of the distress among many of its members who were impacted by the Great Recession. Milwaukee, WI
- *An Employer's Guide to Surviving the Economic Recovery: How to Hang onto People When Business Picks Up*. Metro Milwaukee SHRM. Addressed what the "Best Companies" are doing to (re)engage employees during difficult economic times. Milwaukee, WI

2007

- *Creating Engaged Employees: How "Employers of Choice" Do It*. HRMA of Southeastern Wisconsin, Annual Conference. Waukesha, WI

2005

- *Insights into Current and Future HR Trends*. HRMA of Southeastern Wisconsin, Senior HR Leader Panel. Milwaukee, WI
- *People-Centered Leadership*. Wisconsin Leadership Challenge, Conference keynote panel presentation. Waukesha, WI

1996

- *Success Building or Building Success? Collaborations that Built the University of Wisconsin - Milwaukee's University Center for Continuing Education*. University Continuing Education Association, Region IV Conference. Lessons learned in the development of this project, as a condominium owned by the State, located within a developer-owned, mixed-use building. Milwaukee, WI

AWARDS / FELLOWSHIPS

Personal Awards

2021 AIA Wisconsin (AIAW) Golden Award

The Golden Award is the highest award AIAW can bestow on one of its members. It recognizes an individual Architect who has performed most distinguished leadership to AIAW over an extended period of time, such services exceeding those expected in any official capacity, and by their leadership has advanced the cause of the profession and provided an inspiration to their fellow practitioners.

2015 AIA College of Fellows (COF)

AIA Fellows are recognized with the American Institute of Architect's highest membership honor for their exceptional work and contributions to architecture and society. John's summary statement supporting his elevation to the COF was, "Creating and nurturing cultures of engagement in the practice of architecture, John catalyzes connectivity: students to the profession; staff to the firm's vision; peers to the best HR principles and volunteer leaders to their missions."

1999 40 Under 40

One of forty leaders, under 40 years old, in the Milwaukee community profiled in an annual feature sponsored by The Business Journal.

Awarded to Kahler Slater / HR Initiatives

Great Place to Work Institute

Starting in 2004, and lasting through 2019, Kahler Slater was recognized **every year** by the Great Place to Work (GPTW) Institute in their *Best Small Company to Work for in America* program. Initially, 25 small companies nationally were ranked annually in HR Magazine. Currently, the same program ranks 100 small and medium-sized companies annually in Fortune magazine.

- **2016 - 2019:** Although unranked, Kahler Slater was designated a "Certified" company.
- **2004 - 2015:** Kahler Slater ranked, variously, between 7th and 22nd place, in the country.

In addition to the GPTW program, other awards and recognition of Kahler Slater's culture, HR practices and employee engagement included:

2012

- An invited firm / stop on *Subaru's 'Work Play Love' tour*. Subaru visited fifty companies across the country that had been acknowledged as having a positive work-life balance. In "recognition of those efforts" Subaru invited them "to come out and play." Unsolicited.

John G. Horky, FAIA

2008

- *Alfred P. Sloan Award for Business Excellence in Workplace Flexibility*. Families and Work Institute. One of fifty organizations (size, 50 – 99 employees) selected nationally as “leading lights in creating workplaces that fit the needs of the 21st century workforce and the challenges of a changing economy...changing the norms of the workplace by thinking anew about how, when and where work gets done and about how to structure work to better meet the needs of employees, and of their families and communities, while also achieving organizational success.”
- *Best Place (Medium-Size) to Work in Southeast Wisconsin* (6th Place overall); and the *Special Award for Engaged Employees*. Milwaukee Magazine and MRA – The Management Association; the fifth edition of this recognition program.

2006

- *10th Best Architecture Firm* (to work for in the country). Zweig White; the first edition of this recognition program.

2003

- *Best Place (Medium-Size) to Work in Southeast Wisconsin* (5th Place overall). Milwaukee Magazine and MRA; the fourth edition of this recognition program.

2003

- *Best Place (Medium-Size) to Work in Southeast Wisconsin* (8th Place overall); and *Best Place (Medium-Size) for Women to Work in Southeast Wisconsin* (3rd Place). Milwaukee Magazine and MRA – The Management Association; the third edition of this recognition program.

2002

- “*Best Employer Workplace*” Award. Milwaukee Business Journal

2001

- “*In Good Company*” Award. Milwaukee Business Journal

2000

- *Excellence for Human Resources*. HRMA of Southeastern Wisconsin. Bi-annual award program.

Awarded to Kahler Slater / La Crosse Health Science Center

At the time of taking on the full-time role of HR Director in 1998, John’s (then current) architectural project he was managing, the La Crosse Health Science Center, was recognized for design excellence in multiple awards programs:

2001

- *First Place Award for Excellence in Design, Educational / Institutional category*. International Interior Design Association - Wisconsin Chapter
- *Excellence in Architectural Design – New Construction*. State of Wisconsin Annual Design and Construction Awards
- *Outstanding Post-Secondary Building*. American School & University magazine, Architectural Portfolio

1998

- *Selected for display*. American Society for Healthcare Engineering, Exhibition of Architecture in Health