

Building Energy Efficiency into the Organization's Culture

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ABSTRACT

Many industrial companies and schools invest in large and expensive capital improvements to meet their energy efficiency goals, and then call it a day. Entergy Arkansas, LLC identified a significant amount of overlooked energy savings potential in the form of energy education for organizations, focusing on low and no-cost opportunities. Since energy usage often starts with the people, the savings should as well.

Introduced in 2019, Continuous Energy Improvement (CEI) assists customers with implementing simple energy saving opportunities that go beyond equipment upgrades, instead focusing on the people who interact with the equipment. Participants learn to see with “energy eyes” to identify waste with their equipment, systems, and processes, as well as integrate energy saving behaviors into the organization and workforce.

The CEI team provides one-on-one coaching meetings and roundtable workshops, along with engineering expertise and technical support for compressed air, building automation systems, etc. Participants receive monthly updates with feedback on energy project impacts. A significant breakthrough occurs when CEI participants begin to see and understand their energy model, allowing the effects of small energy projects to be seen on a facility-wide basis.

Four years after introducing CEI, a total of 35 organizations are participating and saving nearly 50 million kWh total to date. In 2023, the CEI team began offering the same great benefits of CEI to smaller facilities like private schools, churches and single shift manufacturing, with less time and resources, but still need to save energy through low and no cost behavioral and operational measures.

Introduction

Energy efficiency success has been achieved historically through capital projects and investments for a company, school, or church, to name a few. However, sustainable energy efficiency can only be achieved through the training, “buy-in,” and dedication of a healthy and long-lasting company culture. The Entergy Solutions by Entergy Arkansas, LLC CEI team has witnessed many participants succeed over the years due to many factors, but the most common denominator is that they all developed and still currently maintain a healthy company culture based around energy efficiency.

This is not easy for participants, large or small, and often takes months, if not years to develop; through dedication energy efficiency can be achieved. Before we get started let us introduce Entergy Solutions by Entergy Arkansas, LLC, explain exactly what CEI is and how it works with Entergy Solutions by Entergy Arkansas, LLC' customers around the state of Arkansas.

Entergy Solutions by Entergy Arkansas, LLC, the largest electric utility in the state, serves 300,000 non-residential customers with seven fuel generation sources. Meanwhile, CEI assists customers with implementing simple energy saving opportunities that go beyond equipment upgrades; instead focusing on the people that are interacting with the equipment, daily. The CEI team provides one-on-one coaching and roundtable workshops, along with engineering expertise and technical support for topics such as compressed air, building automation systems, lighting, refrigeration, and chilled water systems. Along the participant's "CEI Journey," the CEI team shares and updates their energy model, which displays the participant's energy savings as they continue to participate in CEI. This energy model calculates the energy savings for the participant by considering their local weather station data, their utility monthly billing data, and their monthly production data (if they are a manufacturer). This article will provide examples of successes and challenges that our CEI participants achieved and endured to accomplish the difficult task of becoming sustainable, while also looking at some of the successful tools that the CEI team utilized to support the participants along the way.

Before examining the accomplishments, tools, and challenges, let us first discuss a component essential to building and maintaining a healthy energy efficiency workplace culture for years to come: Leadership Support.

Leadership Support

A major steppingstone in building an energy efficient culture throughout an organization is to gain and maintain strong support from the leadership team within that organization. The CEI team's foundation is built with a strong Energy Champion, who is the energy efficiency leader at a company or school participant site. The Energy Champion oversees projects and delegates tasks to their co-workers and employees while also keeping their finger on the pulse on how their site is performing on their energy savings mission. Besides the Energy Champion, the Executive Sponsor is the most important person to recruit for the CEI team.

An Executive Sponsor is someone within the leadership team who will not only help the Energy Champion with approving projects that include a price tag but also with encouraging other employees to join the Energy Champion in saving energy and help to build a strong Energy Team around them. While working with so many different participants across the state of Arkansas, we can attest that our most successful participants are those who maintain supportive, encouraging, dedicated, and reassuring Executive Sponsors.

Struggling to locate your Executive Sponsor? Ask yourself, who among your leadership team is the most enthusiastic about achieving your energy efficiency goals? Who among your leadership team is committed to improving your company's productive output, while also looking for low and no-cost ways to save energy?

Challenges

In order to showcase how our participants achieved success in their energy efficiency endeavors, it's important to first understand the obstacles they faced while establishing a long-lasting culture of energy efficiency. Many who read these examples will instantly recognize them within their own respective organizations since they have become increasingly more common as the years go on. This section will detail those challenges and then tackle in the following section exactly how our CEI participants overcame those challenges to become successful in playing their part to save energy.

"That's the way it's always been done."

This phrase has been mentioned to the CEI team consistently over the years by many different organizations. When an employee has worked somewhere for a very long time, especially if they have worked there for 30, 40 or even 50 years, they have their scheduled process and very specific way of doing things. *How can we encourage them to improve and enhance "their way of doing things"? How can the CEI team provide them with the support they did not know they needed? How can their leadership team support them internally with the tools that they are missing from their arsenal?*

The CEI team looks to provide those answers by finding the missing pieces to those puzzles. CEI is not a sprint by any means; it is a marathon. CEI is a journey that looks to prove that, over time, change is possible and not out of reach. Engineering support is provided to take a deep dive into a manufacturing company's production process while offering guidance on how their way of doing things can be altered in an energy efficient manner to increase productivity and, in turn, making employees' jobs easier, while machines are not working harder than they need to be. The CEI team provides examples of different process improvements that have been successful at other organizations and how they can benefit the Energy Champion and the participant's organization.

"What's in it for me?"

A common challenge that the CEI team faces is when a potential Energy Team member might understandably wonder how they might benefit from joining a company's Energy Team. They will ask, what's in it for me (WIIFM) by joining the Energy Team? A potential CEI participant might wonder what's in it for our company or school to participate in an energy efficiency campaign: What are the benefits outside of saving energy that comes along with participating in CEI?

Over the past few years, Entergy Solutions by Entergy Arkansas, LLC has provided thousands of free energy efficient kits containing light bulbs and power strips to the employees of CEI participants throughout Arkansas. When supplying these kits, the Energy Champion of the participant site (along with their internal Energy Team) will create a CEI employee

engagement event to capture as much attention as possible around the organization's energy savings mission. A goal of these events as well is to capture energy savings ideas by all employees in the organization instead of just those within the current Energy Team. In turn, events like this have helped strengthen the energy savings culture throughout the site.

Also, the leadership team for a particular company or school participant might be looking for ways to spread the word across the state of Arkansas about how successful they have been in their CEI Journey. Again, they are asking themselves what is in it for our organization to participate in CEI? The way that Entergy Solutions by Entergy Arkansas, LLC has answered that question is by creating positive and broad-reaching public relations opportunities for those participants after they have achieved success in CEI. One specific opportunity that they have developed is the chance to have their Energy Team's photo taken with a giant "golf check" that displays their total incentive amount for their CEI savings achieved. The Entergy Solutions by Entergy Arkansas, LLC team will use this check photo on their website, and social media platforms to spread the positive word about the participant's CEI success.

Additionally, other bonuses that arise from continuing CEI success at a participant's site include job security for the Energy Champion and their team due to the amount of money that they are saving their company through their energy efficiency efforts. Along with additional money being saved, companies are then able to provide their employees with bonuses and employee appreciation programs which they could not afford to do before CEI.

Constant Turnover

Unfortunately, many of our CEI participants have had to endure constant turnover within their organization, which makes it challenging to keep current employees educated about the organization's energy efficient goals as well as the new employees who are coming on board to join your team. For an organization to become successful in saving energy, one of the key elements is maintaining a consistent and ever-growing team around their "Energy Champion." *How can we build an energy efficient and sustainable culture when our employees are leaving our organization shortly after being hired?*

In the sections to follow, we will look at some best practices that our CEI participants have used to counter this challenge and turn it into a positive opportunity for their company and their internal Energy Team.

Lack of Time

The CEI Energy Champions that we have the honor of working with on a consistent basis typically already have full-time jobs at their respective organizations. Their internal Energy Teams are usually already swamped with projects outside of energy efficiency, with many of those projects based around production output, for example. *How can the CEI team support them for an upcoming Energy Team meeting? How can we be as efficient as possible in not just energy efficiency, but efficient with our set amount of time during the work week?*

Building a sustainable energy conscious culture throughout the workplace contains many different steps and procedures. One of the biggest steps is making time for the projects that are

going to help us accomplish their annual goals. *Who are the employees and co-workers around me that we can recruit to support me in accomplishing that vision? How can I reward them for their time and efforts? What pieces are we missing that are keeping us from achieving those goals?* Another benefit of CEI is to help our Energy Champions find those answers and implement those solutions.

Success Stories

Change often begins with one person. Over time, that one person will find themselves among many who share similar beliefs and goals. Our CEI participants are no different and our Energy Champions have led the way for their companies to thrive and achieve their energy efficiency, GHG (Greenhouse Gas), and financial goals.

This section will detail some “success stories” from a few of our participants who were looking for new and creative ways to engage with their employees and coworkers. They understood that the primary way to accomplish their goals was to gather consistent input and knowledge from their peers who had been a part of their respective organizations for many years.

Hopefully, these examples will inspire others around the country to implement them into their respective companies, schools, etc.

Lunch & Learn

Some of our CEI participants experienced major struggles initially when attempting to build their Energy Team. There are many reasons why these struggles exist, but there are ways to overcome them. *How can we bring employees together without having everyone join the Energy Team meetings? How can we gather their ideas without them being a part of the internal Energy Team?* Some of these employees have been with these organizations for decades and the CEI team needed to help the Energy Champion to pull ideas from those individuals and secure their support.

One of our CEI participants found a very successful way to draw these employees together to build a game plan on how to save energy for the organization’s future. They developed and scheduled a companywide Lunch & Learn for all of those who would like to attend. A Lunch & Learn is a session where a company’s team members come together to eat lunch and brainstorm ideas on how to be more productive and efficient. This specific Lunch & Learn was not mandatory, but those who attended were rewarded with a free lunch coordinated by our Energy Champion.

During these ongoing Lunch & Learn sessions, our Energy Champion shared the company’s goals, projects, ambitions, and how everyone can help the company to accomplish those benchmarks. However, the most beneficial part of the session, according to our Energy Champion, was that they can gather ideas and suggestions from those not currently participating in the Energy Team meetings. Those ideas and suggestions have been vital to this organization’s energy efficiency success. In the following section, we’ll highlight one idea that allowed for

continuous suggestions to be supplied to our Energy Champion without the team having to wait until Lunch & Learn sessions were held.

Stoplight Suggestions

One idea that was born from the organization of a Lunch & Learn session, was the idea to develop a suggestion box that contains process and energy efficiency ideas around a traditional traffic stoplight. The idea being that these suggestions would be based around not just energy efficiency ideas, but ways to improve the company's overall production process. Pictured in Figure 1 below is the current "Stoplight Suggestion Box" and the following is a breakdown of three different suggestion options for this box:

- **Green Light:** When an employee submits a "Green Light" idea, they are highlighting a specific part of the process as being beneficial and that the company should maintain that direction.
- **Yellow Light:** When an employee submits a "Yellow Light" idea, they are suggesting that another part of the process is not by any means an issue, but that there may be an alternative route that the company could take to improve the overall production output.
- **Red Light:** When an employee submits a "Red Light" idea, they suggest that a part of the process is not working and needs to be corrected immediately. These are absolute top priorities for the internal Energy Team and executive leadership team as well.



Figure 1. Stoplight Suggestion Box

Since the implementation of this suggestion box, the participant's internal Energy Team has been able to constantly keep a finger on the pulse on their current and upcoming energy savings opportunities, while also collecting ideas around how to improve their production process. As mentioned earlier, employee turnover is a constant challenge for many companies and this company is no different. The suggestion box allows the Energy Team to gather those new and fresh ideas from the new employees immediately, instead of having to wait for the next Lunch & Learn or the next Energy Team meeting. Our Energy Champion at the site told us, "anyone who has an idea, regardless of the type of work that they do, can now feel free to submit their new ideas when they choose at any time." Once per quarter, the Energy Team awards a prize to the employee for the best idea from that box. As you can imagine, an incentive reward is a very successful way to catch every employee's attention and to keep them engaged in the site's energy efficiency mission.

Employee Orientation

Many CEI participants spend countless hours, over many months, educating employees on different ways that they can assist the organization in saving energy, but the high turnover rate sometimes forces the Energy Champion and their internal Energy Team to begin that process over again from scratch with the new batch of employees who are being onboarded. This continuous turnover process leads to miscommunication, uninformed employees, and an inconsistent process for being energy efficient in each employee's respective roles.

A successful way that a CEI participant combated the constant employee turnover issue was to create an energy efficiency session within their current new employee orientation process. With every new employee joining the organization, this participant spends time during the orientation process to explain the company's goals, their energy efficiency mission and how this new employee can assist the company in achieving their goals by performing their work tasks in a particular energy efficiency manner. This course of action strengthens the workplace's energy efficient culture, while recruiting another employee into the internal Energy Team.

Treasure Hunt

Once a CEI participant has recruited an internal Energy Team, now is the perfect time to locate and register some new energy efficiency opportunities that can save the organization money, while also building towards their annual energy savings goal. A specific activity that many of our CEI participants have utilized and implemented in their search for new opportunities is called a Treasure Hunt. During a Treasure Hunt, a company's internal Energy Team will conduct a walk through their site and identify new ways that the company can save energy. One section of the Energy Team will consist of "Group A" during one walkthrough, and they will compile their list during the search. Then, the second group of Energy Team members, "Group B," will conduct their search of the exact same area.

Afterwards, both groups will build out their list of opportunities, separately. The idea is not only to develop a list of opportunities, but also to see how differently the lists will look when compared side-by-side. Often, the final lists from both groups will differ in some capacity because very often employees from the same company can walk into the exact same area and notice completely different opportunities, especially when conducting the walkthrough at a different time or day. Over the next few months, the two groups of the internal Energy Team will work together to complete the new list of energy savings opportunities discovered. Obviously, Treasure Hunts are another essential tool to build and sustain a healthy energy efficiency culture throughout the workplace.

However, exactly how Treasure Hunts are implemented can vary from participant to participant. For example, a school district would not perform their Treasure Hunt the exact same way as an industrial company. Our CEI school district participants have found the Treasure Hunts to be successful by recruiting students and teachers to walk through their libraries, cafeterias, classrooms, etc. to find new energy savings opportunities. Some of these opportunities include finding occupancy sensors that are not working, thermostats not programmed correctly, lights left on in unoccupied areas, computers left running in unoccupied areas, etc. By recruiting students and teachers, the school districts have also strengthened their energy efficiency workplace culture and grown their internal Energy Team, at the same time. This is also a great way to get people energy conscience from an early age while in school! On the other hand, our CEI industrial participants, will conduct their treasure hunts during a lunch break or shutdown period. During their treasure hunts, they are looking for process equipment left running, lights left on, compressed air leaks that are present, to name a few examples.

Delegating Responsibilities

We mentioned earlier there were other reasons why an Energy Champion would want to recruit an Energy Team. One specific reason would be to gather insight and ideas from different areas of their organization. For example, let's look at one of our CEI participants where the CEI team works primarily with the school district's Deputy Superintendent, the district's Energy Champion. As you can imagine, it is extremely difficult for this Energy Champion to maintain a consistent understanding of how each elementary school, middle school, high school, miscellaneous building, etc. is performing from an energy efficiency standpoint. A priority of the CEI team is to ask: *What low and no-cost projects have been completed at School X? What issues are you and your staff experiencing with School Y?*

Our Energy Champion at this school district decided to handle this predicament by recruiting all the principals and maintenance staff to his Energy Team. They conduct weekly meetings to catch up on the projects, successes, and struggles at their school or building. Our Energy Champion knows that one person cannot have a strong handle over so many schools every day of the week. He must delegate those responsibilities to his team while also entrusting them with helping to accomplish the district's energy efficiency goals. This delegation of responsibilities also holds the faculty and staff accountable for their specific areas of the campus,

which drives healthy competition between the schools to see how successful each school performs in saving energy. We will talk about this in more detail in the following section.

Tools

When the Entergy Solutions by Entergy Arkansas, LLC CEI initiative first began in 2019, the team immediately began looking for different ways that they could support all CEI participants across the board. Specifically, we were looking for ways to help our Energy Champions communicate their energy saving successes to the participant’s leadership team, internal Energy Team and to their coworkers across their site who may not be up to speed on their latest CEI updates.

After many different iterations and receiving valuable feedback from our participants, the CEI team has developed and shared the following tools below to help our participants in their employee engagement mission to build and sustain a healthy energy efficiency workplace culture.

Opportunity Register

The first step when the CEI journey begins is for the CEI team to conduct an “energy scan” or walkthrough of the site to gather energy savings opportunities for the participant to complete over a length of time. During this energy scan, the CEI team is joined by a CEI engineer who looks for various opportunities, while simultaneously asking questions to paint a broader picture about how the site uses energy, where they might be wasting energy, which specific areas of the site need improvement, etc.

When the energy scan is being conducted at the site, the CEI team and engineering staff are both bringing along a brand-new set of “Energy Eyes” along with them. Energy Eyes are a hidden benefit to working with the CEI team, as they refer to someone who walks into a classroom, warehouse, breakroom, etc. and surveys the entire area, specifically for energy efficiency opportunities that are present. However, the CEI team wants to pass along the Energy Eyes tool to our participants, so they may conduct their own Energy Scans throughout the year. *What will they find when they start to look at their work areas from a different perspective?*

After the energy scan is completed, the engineering staff compiles their list of findings into one complete spreadsheet called the Opportunity Register. Pictured in Figure 2 below is an example of a CEI Opportunity Register; it not only contains a list of opportunities and where they are located at the site, it also provides the participant with our engineer’s calculated savings potential per opportunity along with a specified priority for each opportunity within the register. *In other terms, which opportunities are going to give us the biggest bang for our buck? Which opportunities should we tackle first?*

The CEI team will be responsible for keeping this register up to date over the duration of the site’s participation in CEI. *What is the status of Project A? What are the action items to get*

that project off the ground? Is this project a 2024 project or 2025? What assistance does the participant need from the CEI team to complete Project A?

Opportunity Area	Recommended Project	Existing Condition/Location	Project Details and Next Steps
HVAC	Reduce infiltration by sealing unnecessary openings in the building envelope.	Shipping/Receiving Dock seals allowing infiltration. (maintenance shop)	Install automated dampers on the elevator shaft vents (tied to and controlled by the Fire Life Safety System per local code regulations). Repair or adjust door seals to minimize the size of the gaps.

Figure 2. Example of CEI Opportunity Register. Source: Entergy Solutions by Entergy Arkansas, LLC CEI Team

Incentives

As the CEI journey progresses throughout the year, participants who are achieving energy savings will experience lower electricity bills. However, Entergy Solutions by Entergy Arkansas, LLC also wants to reward those sites with additional incentives. Twice per year, the participant will receive \$0.02 for every kWh saved and there is no cap on how much incentives a site can earn. As we always tell our participants, “The more you save, the more incentives you get.” With these additional incentives, our participants are highly encouraged to continue to find new energy savings projects to complete, year after year. Also, the incentives are a great tool to use internally when recruiting new energy team members and engaging with the CEI Executive Sponsor to gain their support for future projects. *What other energy efficiency projects can we invest in so that we can continue to receive CEI incentives from Entergy Solutions by Entergy Arkansas, LLC?*

The incentives have also led to continuous participant motivation to save more than they did the prior year, which has resulted in the Entergy Solutions by Entergy Arkansas, LLC annual average participant percentage kWh savings rising over the first three years of CEI:

- First year– 5.41%
- Second year – 8.00%
- Third year - 9.19%

To put those percentages into perspective, by the end of 2023, Entergy Solutions by Entergy Arkansas, LLC has awarded \$3,208,274.35 to date in CEI incentives to over 30 participants and that number will continue to grow with additional participants and savings. To put that incentive figure into perspective, according to the Environmental Protection Agency (EPA) that equates to:

- 160,413,700 kWh saved
- 24,938 gasoline-powered passenger vehicles driven for one year
- 13,631,692,546 number of smartphones charged
- 14,124 homes' energy use for one year

CEI Energy Model

To calculate the month-to-month energy savings achieved by our CEI participants, the CEI team utilizes an “energy model.” This model is updated constantly with new billing data, new weather station data, (and participant production data for industrial participants). Using these three components (for industrial participants), the model can determine how successful our participants are at saving energy over the course of a CEI measurement period and receive monthly feedback for the projects they have implemented. Once a model is updated through an entire month, a new report card can be processed and then provided to the CEI participant for them to inform their team on the latest savings update.

Figure 3 below represents an example of the Cumulative Sum of the Residuals (CUSUM) or cumulative sum of CEI residual energy savings over the many years that this participant has been working with the CEI team. With this graph, the CEI team can pinpoint the exact ebbs and flows of energy efficiency at a participant’s site. By doing so, we work with the Energy Champion to determine any production improvements or unexpected issues that might have arisen during a specific month. For the report card mentioned earlier, the energy model’s CUSUM graph has been flipped to represent an easier understanding of the energy savings at a participant’s site as many employees might associate a rising line graph as a success, similar to the stock market. However, the actual energy model’s line graph represents negative energy usage, or, in other words, less energy being used over a long period of time.

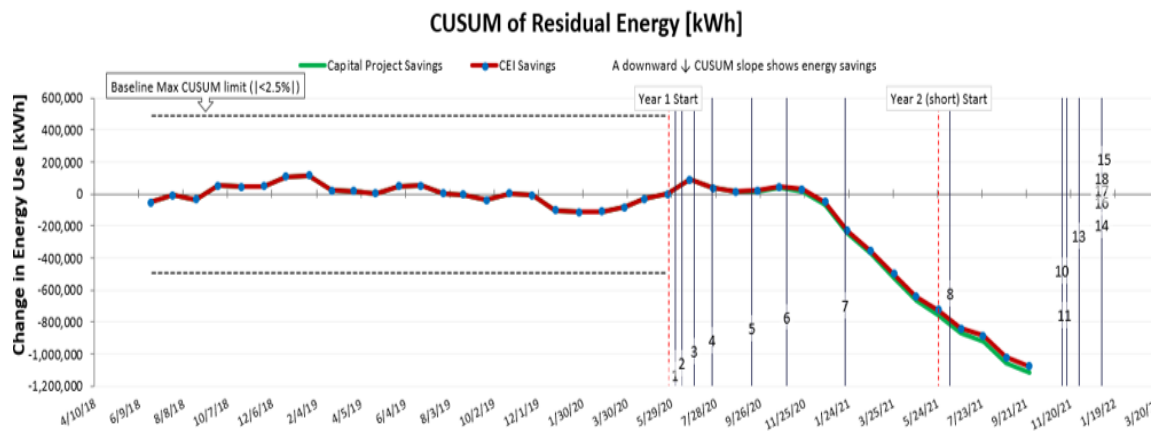


Figure 3. Example of CEI CUSUM Energy Model, Source: Entergy Solutions by Entergy Arkansas, LLC CEI Team

Report Card

Figure 4, which is pictured below, displays the CEI monthly report card, which is a one-page snapshot that captures the annual current energy savings accomplishments thus far for a specific participant. This report card tool was created to give our Energy Champions a simplified report that they could easily show to their leadership team and co-workers. We wanted to keep this tool as simple as possible so that someone could view it and know exactly the status of the

company's energy savings mission. As you can see, there are many different factors at play in this report card.

- ★ First, the CUSUM graph shows the cumulative energy savings throughout the year and the goal milestone for the participant.
 - *How are we performing month to month?*
- ★ Secondly, there is the current monthly savings trend and the percentage savings to their annual goal.
 - *How close are we to achieving our annual energy savings goal?*
- ★ Thirdly, are the CO2 emissions saved through the company's energy savings efforts by converting their kWh saved to the number of smartphones charged, gallons of gasoline consumed, and homes' electricity use for one year. We are able to precisely calculate those conversions using the standard EPA calculations on EPA.org.
 - *What exactly does 2,700,000 kWh saved look like in terms of materials that I use every day?*
- ★ Lastly, is the list of projects that pinpoints all the successes that this participant has accomplished throughout the year to achieve their annual energy savings goal.
 - *What did we do to accomplish our goals?*

For our school participants, these report cards have assisted in driving a competition between all schools (and buildings) and holds them accountable for completing energy efficiency projects at their facility. Obviously, an elementary school principal doesn't want the superintendent to see how far behind they are performing in saving energy, compared to all of the other elementary schools, so the report card has proven to be the motivating tool that they needed to save energy.

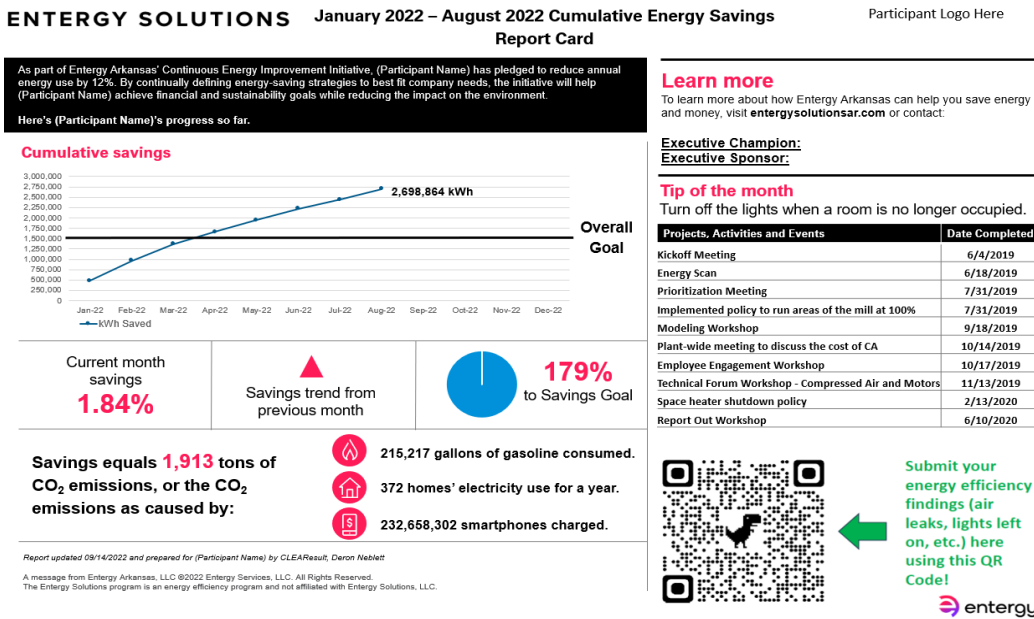


Figure 4. CEI Report Card, Source: Entergy Solutions by Entergy Arkansas, LLC CEI Team

QR Code

The CEI team is continuously improving ourselves and after using the standard report card for nearly four years, we began to wonder:

- *How could we make it better?*
- *How could we make it a stronger tool for our Energy Champions and their internal energy team?*
- *How can we help the Energy Champions to build the workplace culture without being on site?*

After asking ourselves those questions, the CEI team implemented a QR code (pictured below in Figure 5) in the bottom right-hand corner to encourage employee participation and help build a stronger energy workplace culture. As an alternative to the hand-written suggestion box, the QR code allows employees to submit their energy savings ideas by using their cellphones and accessing a short form (pictured below in Figure 6). This is a much smoother and more streamlined process for our participants and their employees because it encourages them to submit their ideas as often as possible. According to our participants, energy efficiency submissions increased at many CEI participant sites because many employees had their smartphone in their pocket and were ready to submit their idea. As with the Stoplight Suggestion box mentioned earlier, the participant organization will provide a monthly prize for the best idea or a raffle prize for all ideas submitted through the form.

However, the main difference with this tool is that the CEI team receives a list of all submissions using this QR code and then shares that list of ideas & suggestions with the Energy Champion on a weekly basis. This allows the CEI team to constantly stay informed on the latest

developments, regarding energy savings opportunities and discoveries at the participant without having the Energy Champion constantly having to provide updates for every submission that they receive from an employee. Submissions through this QR code have ranged widely across the board in terms of energy savings opportunities, a few examples being newly discovered air leaks, occupancy sensors not working correctly, conveyors belts left running during lunch breaks, space heaters left on when area was unoccupied, etc. A new participant who just joined the CEI cohort is looking forward to introducing the QR code to their employees, “This will definitely help with participation around the site, and we are excited about it.”

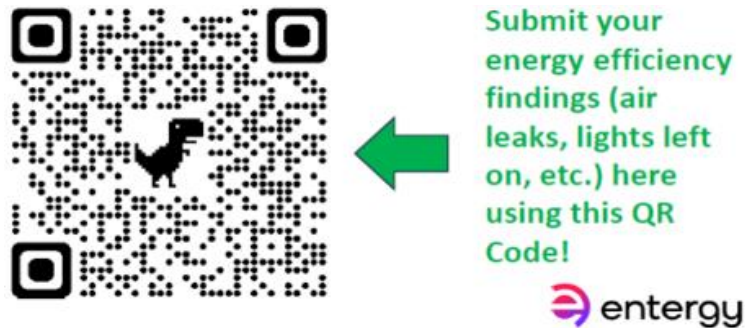


Figure 5. CEI QR Code on Report Card, Source: Entergy Solutions by Entergy Arkansas, LLC CEI Team

Energy Saving Opportunities

Entry Date *

Your Name/Phone/Email *

Department/Area of Opportunity *

Opportunity Explanation *

Select

If Other, please provide more details:

Additional Notes

File Upload

Drag and drop files here or [browse files](#)

Send me a copy of my responses

Figure 6. CEI QR Code Energy Savings Opportunities Form, Source: Entergy Solutions by Entergy Arkansas, LLC CEI Team

Non-Technical Workshops

Over a calendar year, the CEI team conducts five workshops comprising five different topics. The goal of these workshops is to bring all our participants together and to give the attendees (aka our CEI participants) an understanding of best practices, tools, tips and outside the box ideas to enhance their current energy efficiency strategy. For this article, we will focus on two of these workshops, mainly focused on building a healthy energy-conscious workplace culture and ways to engage with your employees to build that culture.

The first workshop is based around Employee Engagement, and it provides the Energy Solutions CEI team with an opportunity to speak directly with our cohort of participants about ways to build an Energy Team but also how to encourage, communicate and reward those Energy Team members with their hard work and dedication to that energy efficiency mission. Our participants have found this workshop to be extremely beneficial and helpful because it provides them with a specific game plan on how to improve their current energy culture and build a sustainable future.

The second workshop that we will reference is always scheduled for the end of year so that participants have a full year of stories and savings to share with the larger group. The reason for this is because this workshop allows our participants to have the floor and share with the entire participant cohort all their successes, challenges, and their upcoming plans on how to build upon their current accomplishments. The reason why this workshop is so beneficial for our participants is because they can learn directly from other Energy Champions how they went about accomplishing their energy goals, but also how they built and maintained their organization's energy culture. How did you specifically overcome your struggles? Did you experience any peer pushback when you attempted to alter your overall process?

These are the common inquiries that workshops help to provide answers and insight from both the CEI team, but also the Energy Champions who are accomplishing significant feats in energy efficiency. Over the years, the workshops have been and continue to be an invaluable tool for our participants as a current participant told us, “[The workshops] are a great way to learn about other's experiences and energy savings ideas. We are really enjoying (CEI) and learning how to improve our success rate.”

Technical Workshops

Outside of employee engagement, the CEI team also provides two annual specific technical workshop training sessions for our participants. Some of these topics include compressed air systems, motors & Variable Frequency Drives (VFDs), chilled water systems, building automation systems, etc. The aim here is to educate our participants in these areas and to appeal towards others within a participant's organization who primarily work with the company's compressed air system or chilled water system. Some members of a company's internal energy team may be more interested in learning more about VFDs than they are about employee engagement, so these workshops allow us to broaden the scope of employees and strengthen the participant's energy team in another fashion.

Many participant sites contain energy savings opportunities around these technical topics that are extremely specific and often very original. These workshops allow our participants to learn and ask questions of engineering specialists who have spent many years training in these areas. The knowledge that they can gain from attending is extremely valuable to their organization's energy efficiency success.

We are excited to continue conducting these workshops, due to the overwhelmingly positive feedback from our participants. Below are just a few of the feedback responses regarding workshops from our participants:

- “Easy to understand.”
- “Good high-level overview.”
- “This was great information for someone who has never heard about any of this before.”
- “I always like the comments of what others are doing (to save energy) and if those are ideas that I could implement at our site.”
- “The networking between organizations is what I found to be very useful. Also, the knowledge shared among the group overall is refreshing.”
- “The laid-back nature helped in keeping my team involved and focus on the material. Getting real time comments from similar institutions where we could dig in more was also a great experience.”
- “Thank you (CEI team) so much for the excellent workshop you put on for us. It was a pleasure meeting some of the other CEI participants and our team left with lots of new continuous energy improvement ideas.”

Conclusion

Past, present, and future CEI participants can succeed in being energy efficient at their site, no matter the size of their operating budget, because they have the following necessary tools at their disposal:

- Engineering Support
- CEI Energy Model
- CEI Report Card
- QR Code for CEI Suggestions
- Non-Technical and Technical Workshops
- Incentives from Entergy Solutions by Entergy Arkansas, LLC, LLC
- CEI Opportunity Register

With these tools, they can not only strengthen their energy efficiency knowledge but also find new and inventive ways to build their internal energy team. Once a sustainable energy team is built, they can delegate tasks, receive essential feedback from other employees throughout the site and organize employee events to promote energy awareness.

Since the CEI offering was established in 2019, our team has witnessed our participants overcome numerous challenges to achieve their organization's sustainability goals and we absolutely expect that continue for the foreseeable future. Like our participants, the CEI team is also always continuously improving and looking for new ways to help our participants to succeed and achieve their mission.

References

Entergy Solutions by Entergy Arkansas, LLC2023. *Large Commercial and Industrial and CitySmart Program Data*.

EPA (Environmental Protection Agency) January 24. *Greenhouse Gas Equivalences Calculator*
<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>

[Opportunity Register, Report Card, Energy Model and QR Code provided by Entergy Solutions by Entergy Arkansas, LLC CEI Team](#)