

# MARILYN SHEN DEPETRO

STRATEGIC THINKER & DESIGNER WITH A FOCUS ON PEOPLE, PLACE & PURPOSE



I consider myself a human-centered designer with 20 years of experience focusing on building a better workplace environment that cultivates the company culture and connecting people. With a specific focus on client services, I have partnered with leadership teams on leveraging change as catalysts for advancing organizational performance. My Interior Design & Change education and experience give me the skill set required to support business objectives and make workplaces and its people perform better.

I founded Kodo, Inc. to partner with like-minded companies to facilitate workplace transformations including organizational culture changes, workplace changes, and location-based changes. My work has supported thousands of employees' active contribution in initiating their own transitions to large-scale flexible work environments including activity-based, neighborhood choice and agile mobile work. Kodo provides consulting services including workplace strategy and planning, design management, pre- and post-design solutions, culture facilitation, communications, and change management services for organizations looking to transform, define/redefine, and/or align their space planning and design approach to culture, brand, diversity, sustainability and overall employee well being and experience.

## PROFESSIONAL EXPERIENCE

**TRIA Architects, Inc., Boston, MA | Architecture & Interior Design, Lab Consultant**  
**Managing Principal, September 2022- December 2023**

Provides oversight to all of the firm's organizational and operational activities. Works with the CEO to establish overall goals and objectives of the Firm and to spearhead implementation plans for the realization of these goals. Monitors revenue and sales growth, expenses, cost and margin control and reviews monthly, quarterly, and annual financial summaries.

Promotes the firm's vision, mission, core values, and long-range plans. Identifies gaps in the management of people and process and implements policies established by the board and the Firm Handbook. Participates in creating and positioning the firm to take advantage of opportunities for growth and expansion into adjacent industries. Works with and manages senior team members to establish profitability, quality, and professional development.

Continues to function as Principal in Charge on select projects to foster standing relationships and partnerships. Serves as the firm's Subject Matter Expert in workplace strategy and design. Collaborates with CEO and Business Development teams to create BD strategies that align with revenue and growth goals. Focuses on continued outreach of existing relationships as well as identifying new opportunities.

Leads the Principals and Associate Principals to build a close-knit and aligned leadership to successfully realize the missions of the firm. Manages firm's annual initiatives and strategies and works with Senior Leadership team to develop, engage, retain and attract employees.



## CONTACT

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- email: mshen@kodo.design
- linkedin: Marilyn Shen DePetro
- location: Brookline, MA

## CORE COMPETENCIES

- Workplace Experience & Culture Facilitation
- Space Planning and Design
- Project Management
- Change Management
- Alternative Workplace Solutions
- Stakeholder Management
- Process Improvement
- Financial Analysis and Review
- Training & Development
- Strategic Planning & Implementation
- Integration of R&D facilities and culture into the overall workplace
- Ethnographic Research Methodologies & Analysis

## CERTIFICATIONS

- Certified Professional Culture Facilitator
- National Council for Interior Design Qualifications (NCIDQ), certificate no. 02527
- LEED Green Associate, USGBC
- Fitwel Ambassador, Fitwel (in progress)

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## PROFESSIONAL EXPERIENCE (CONTINUED)

TRIA Architects, Inc., Boston, MA | Architecture & Interior Design, Lab Consultant

Principal, Director of Integrated Design - Workplace, March 2021-September 2022

Managed and led interiors team to promote a design focus on organizational culture, change management, workplace strategy, and diversity, equity & inclusion with a philosophy centered on people, place, & purpose. Developed content for weekly Knowledge Shares to engage staff and to improve overall firm quality and design excellence.

Partnered closely with client leadership teams and key stakeholders to understand goals and requirements and to develop solutions that advance workplace initiatives and drive positive culture change and outcomes. Served as Principal in Charge on projects to build new and existing client relationships and to coach project teams in both design and execution.

Improved existing and developed new tools and process to deliver holistically designed research-based workplaces to improve the experience for its users, closing the design gaps amongst R&D spaces, collaboration spaces and workspaces.

As a member of TRIA Leadership Group, developed strategies to support staff planning and development, project planning and management. Monitored and evaluated staff utilization and profitability. Worked in close collaboration with marketing and business development teams to identify opportunities and to establish new client relationships.

Visnick & Caulfield & Associates, Boston, MA | Architecture & Interior Design

Principal, Workplace Experience & Strategy Lead, January 2017-August 2020

Developed strategies that engage, educate, and empower organizations and employees to design compelling workplace environments. Led internal design teams to provide architectural and design solutions that align with business initiatives and culture and brand. Developed and led executive workshops, focus groups, and visioning session to better understand how the people of an organization behave, work, socialize and what drives their innovation and inspires them.

Led internal research team, overseeing general content development and strategic direction of publications. Developed direction and high level concepts for survey questions, tools and analysis. Research largely focused on workplace strategy, design, change tolerance, change communication, human connections, company culture and brand. Developed marketing collateral aligning internal culture and external brand. Led consulting team, focusing on workplace strategy, change communication and environmental graphics.

Senior Associate, January 2012– December 2016

Managed client relationships on all phases of design. Lead designer on projects ranging from 10,000 SF to over 250,000 SF build outs in various sectors including finance, legal, services, consumer products and technology. Projects varied in scale and budget. Directed and supervised junior staff. Developed marketing and sales material for company. Led design trends and research team, publishing monthly article for the website. Assumed a management role in developing and setting deadlines for design team overseeing a team of 3-5 people. Managed LEED certified projects.

Associate, January 2008 – December 2011

Designer, September 2005 – December 2007

## EDUCATION

- New England School of Art and Design (NESAD) at Suffolk University, FIDER accredited, M.A. in Interior Design, May 2005
- Wellesley College, B.A. in Economics & Organizational Psychology, minor in Art, June 1999

## TECHNICAL SKILLS

- Skilled in Microsoft Office Suite of products
- Proficient in AutoCad
- Working knowledge of Revit
- Fluent in Graphic Software: Adobe InDesign, Illustrator & Photoshop
- Working knowledge of Deltek/Vantagepoint

## LANGUAGES

- Fluent in Mandarin
- Knowledge of German & Japanese

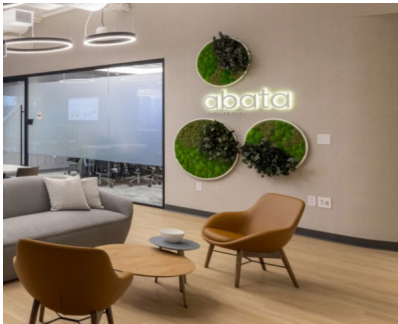
## ADDITIONAL EXPERIENCE

- Adjunct Professor teaching Interior Design Communications Studio (2006-2009)
- Strategy Consultant focused in branding and marketing strategies (1999-2003)
- Board member on the Emily Hall Tremain Foundation since 2013

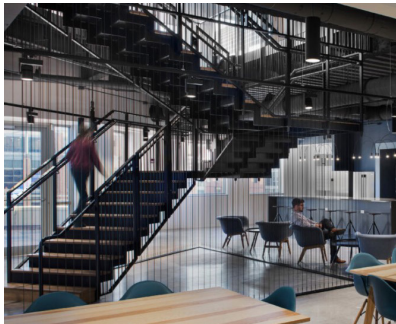
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PORTFOLIO OF SAMPLE WORK (COMPLETED AT TRIA, INC. AND VISNICK & CAULFIELD)



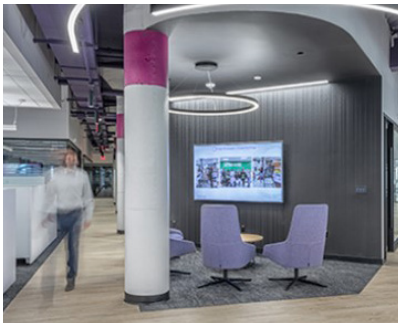
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WATERTOWN, MA



**BLUEPRINT MEDICINES**  
CAMBRIDGE, MA



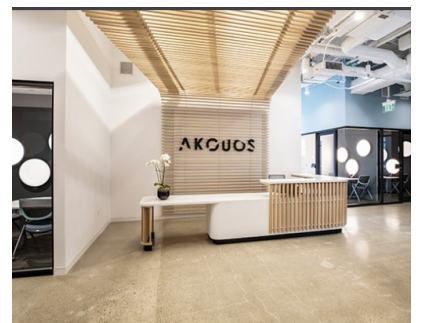
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WALTHAM, MA



**ORNA THERAPEUTICS**  
WATERTOWN, MA



**ELEVATEBIO**  
WALTHAM, MA



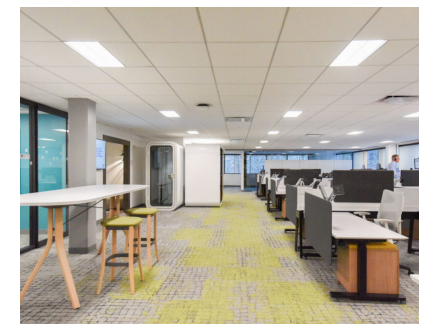
**AKUOUS**  
BOSTON, MA



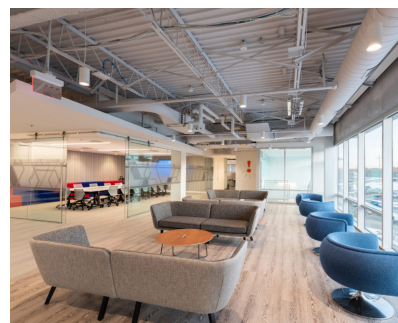
**PAREXEL**  
WALTHAM, MA



**128 TECHNOLOGY**  
BURLINGTON, MA



**PEGASYSTEMS**  
SALEM, NH



**ZOOMINFO**  
WALTHAM, MA



**HOUGHTON MIFFLIN HARCOURT**  
BOSTON, MA



**AGERO INC.**  
MEDFORD, MA



## ADDITIONAL CLIENT LIST

- Chroma Medicine (Boston, MA)
- Ascidian Therapeutics (Boston, MA)
- Werewolf Therapeutics (Watertown, MA)
- Ring Therapeutics (Cambridge, MA)
- Omega Therapeutics (Cambridge, MA)
- FHL Bank (Boston, MA)
- Matchpoint Therapeutics (Watertown, MA)W
- Alexandria Real Estate
- Oxford Properties
- Lincoln Properties
- Boston Properties
- Piedmont Office Realty Trust
- The Gutierrez Company
- Rockhill Management



*Confidential Client of recently completed project with TRIA*

*Images are for references only. No reproduction allowed. Images sourced from [www.vca-arch.com](http://www.vca-arch.com) and [www.tria.design](http://www.tria.design) and represent a selection of projects completed while employed at each of the company.*