

GIB HEDSTROM



Gilbert (Gib) Hedstrom is widely recognized as a trusted advisor to business leaders and boards on climate and sustainability. He has briefed Fortune 500 boards and board committees more than 75 times, frequently in executive sessions with outside directors. In late 2025, he presented “Climate and The Energy Transition” to the full board and leadership team of a S&P 200 company long regarded as a global sustainability leader.

Gib is the author of *Navigating Sustainable Growth: A Roadmap for Boards and Corporate Leaders* (De Gruyter Brill, 2025), an easy-to-read handbook for CEOs and senior executives. The book outlines how companies can capture growth opportunities linked to climate and sustainability, improve board-level fluency, and apply more than 300 leading global practices. It also

introduces *The Climate Story*, an 8-step framework to help executives make sound business decisions over the next five years.

Gib's writing has appeared in leading governance publications. *Directors & Boards* published his article, “Climate and Sustainability for Boards” in January 2025, prompting Gib and colleague Lucy Carmody make *The Climate Story* freely available. *The Corporate Board* published his article, “The Board Owns Sustainable Growth” in the November/December 2025 issue. Earlier, *Directorship* featured his work as the cover story of NACD’s Fall 2022 issue.

In 1997, at the request of Fortune 500 board members, Gib created the Sustainable Growth Navigator, now a leading global sustainability benchmarking and strategic planning platform endorsed by The Conference Board.

Gib spent 20 years at Arthur D. Little where he was Vice President and Managing Director, global sustainability, after beginning his career as a finance trainee at GE. He founded Hedstrom Associates in 2004 and has advised numerous Fortune 500 companies on sustainable growth and governance. companies. He has authored six books and dozens of articles.

Gib earned his MBA (corporate strategy) and MS (sustainability) from the University of Michigan and a BA in economics and geology from Hamilton College. He serves on the faculty of the National Association of Corporate Directors, advising independent board members on climate and sustainability governance.

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BOOKS AND OTHER PUBLICATIONS

BOOKS

- *Navigating Sustainable Growth: A Roadmap for Boards and Corporate Leaders*, De Gruyter Brill, July 2025.
- *Sustainability: What It Is and How to Measure It*, DeGruyter Publishing, October 2018.
- *Sustainability: A Guide for Boards and C-Suites*. Amazon Publishing 2017.
- *ICC Guide to Effective Environmental Auditing*. International Chamber of Commerce, 1991.
- *The Environmental, Health, and Safety Auditor's Handbook*, Arthur D. Little, Inc., 1988.
- *Environmental Auditing: Fundamentals and Techniques*. John Wiley & Sons, Inc., 1985.

OTHER PUBLICATIONS

- "The Board Owns Sustainable Growth," *The Corporate Board*, November/December 2025
- "Climate and Sustainability for Boards," *Directors & Boards*, January 2025
- *ESG Navigator Handbook*, Hedstrom Associates, August 2023
- "Transforming Board ESG Oversight," *Directorship*, National Association of Corporate Directors, December 2022
- "Beware the 80-20 Governance Trap: Focus on the "G" in ESG," *Sustainability Matters*, The Conference Board, May 2019
- "Why chief sustainability officers are in a pickle," *Greenbiz*, March 2016
- "GEMI's Quick Guide: Sustainability 101," October 2015
- "Navigating the Sustainability Transformation," *Director Notes*, The Conference Board, January 2015
- "Environment, Health, Safety, and Sustainability Governance," a major research study, published as a *Council Perspectives* from The Conference Board, September 2011
- "How Leading Companies are Using Sustainability-Driven Innovation to Win Tomorrow's Customers," *Arthur D. Little Innovation High Ground Report*, July 2005
- "Environment: The Next Boardroom Embarrassment?" *International Journal for Sustainable Business*, January 2004
- "Environmental Oversight: In the Eye of the Storm," *Directors Monthly*, National Association of Corporate Directors, September 2002
- "How Biotech Can Avoid Frankenfood Syndrome," *The Wall Street Journal Europe*, August 2002
- "Sustainable Growth: On the Brink of A Major Transformation," *Corporate Environmental Strategy*, January 2002
- CNN live interview about corporate environmental excellence (hosted by Lou Dobbs), *Business Unusual*, 2001
- "Realizing the Sustainable Development Premium," *Prism* (Arthur D. Little journal), March 2000
- "Sustainable Development: The Next Generation of Business Opportunity," *Prism* (Arthur D. Little quarterly management journal), December 1999
- "Making Business Sense of Sustainable Development," Arthur D. Little "Best of the Best" meeting summary, 1998
- "The Environmental Challenge of Going Global," *Prism* (Arthur D. Little management journal), April 1997
- "Environmental, Health and Safety Auditing," Arthur D. Little "Best of the Best" meeting summary, 1996
- "The Message from Rio," *Prism* (Arthur D. Little quarterly management journal), 1992
- *Principles for Conducting Environmental, Health and Safety Auditing*, Arthur D. Little, Inc., 1990