



STRATEGIC ADVISOR

Mark Nibaur

Executive Utility Leadership

Former Utility General Manager | Operations Leader

Practical, experience-based guidance for utility leaders navigating operations, governance, growth, and organizational change.

Leadership Profile

Mark Nibaur is a utility leader with nearly 40 years of experience spanning line work, operations management, and executive leadership. His industry knowledge includes electric, natural gas, and water operations, with management experience at Austin Utilities, a public utility, and MidAmerican Energy, an investor-owned utility.

Throughout his career, Mark has built efficient, collaborative teams and trusted board relationships while advancing technology, overseeing financial and budget responsibilities, supporting governance and regulatory oversight, responding to emergencies, guiding strategic planning and growth, facilitating major capital projects, and maintaining positive union relations.

His servant leadership style emphasizes common sense, practical thinking, collaborative decision-making, strong relationships, and community engagement. Mark's industry leadership includes committee membership and conference speaking with APPA, board and committee leadership with American Public Gas Association (APGA), board leadership with the Minnesota Municipal Utilities Association (MMUA), and board leadership with Southern Minnesota Municipal Power Agency (SMMPA).

ADVISORY APPROACH

- Apply common sense and practical thinking
- Build collaborative teams and trusted relationships
- Gather input and support for sound decisions
- Connect operational priorities with community needs
- Lead with a servant leadership mindset

AREAS OF FOCUS

- Utility operations and executive leadership
- Governance and board relationships
- Strategic planning, growth, and capital projects
- Financial and budget responsibilities
- Emergency response and regulatory oversight
- Labor relations and community engagement

Practical leadership grounded in utility experience

Who Mark Works With

- Utility general managers, executives, and senior leaders
- Leaders navigating operational or organizational challenges
- Utilities strengthening governance, board, or community relationships
- Teams planning for growth, major projects, or change

SIGNATURE VALUE

Mark brings nearly four decades of hands-on utility experience, from line work to executive leadership. His practical, collaborative approach helps utility leaders strengthen teams, build trusted relationships, and make sound decisions grounded in operational realities.

Experience & Perspective

Austin Utilities (MN)	General Manager, 2010-2025
MidAmerican Energy	District Operation Manager, 1987-2010
Grundy Center Utilities	Lineman, 1980-1983
Education	MBA, University of South Dakota; bachelor's in management administration, University of Northern Iowa; powerline installer training, Northwest Iowa Community College

A Good Fit When You Need To...

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| ✓ Navigate operational, governance, or executive leadership challenges | ✓ Strengthen board, employee, union, or community relationships |
| ✓ Plan for growth, technology, major projects, or emergency response | ✓ Build collaborative teams and practical decision-making processes |

Questions? Contact Academy@PublicPower.org.