





Which leadership skills were the most difficult to develop?

For me it was giving feedback in a way that supports a person's growth rather than leaving them discouraged or disgruntled. Also, understanding how to lead a group of diverse personalities with different levels of managerial needs is challenging. I strive to figure out ways to help myself, as well as the managers on my team, to adapt our style of leadership to cater to each individual's varying needs for guidance and input.

How do you help others develop their leadership skills?

By being a sponsor to them: promoting individual growth, sharing knowledge, providing opportunities to lead projects, supporting professional development, encouraging a growth mindset, helping to achieve long- and short-term goals, introducing them to great leaders in your network, offering both positive and constructive feedback, giving credit where credit is due, allowing authority for decision-making, providing a safe place to take risks within their scope of work, empowering them to take chances and to challenge themselves, and guiding them toward promotional opportunities. Last, but not least—lead by example.

Do you know a great leader

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