

Summary Q&A Chat from 1/12/21 NOAA Environmental Leaderships Seminar Series by Nicole LeBoeuf, "Shifting Sands: Leadership in a Time of Change"

Note: Replies to most of the questions and comments below were verbal, and can be heard on the recording, linked on this webpage: <https://libguides.library.noaa.gov/noaaenvironmentalleadershipseries> under Past Presentations. Also, most logistical webinar issues were removed from this document.

Answered/Addressed Questions and Comments.

Also see questions and comments that we did not have time to address, below – under Open Questions & Comments

Tracy Gill: Welcome! The NOAA Environmental Leadership Seminar starts at 2pm EST. A copy of the recording is available here: <https://libguides.library.noaa.gov/noaaenvironmentalleadershipseries>, under the Past Presentations Tab. Note: As the recording and chat notes will be available online, if you submit a question in the chat box, your name, representing your likeness, will be recorded and shared. To join the weekly NOAA science seminar email list, send an email at Tracy.Gill@noaa.gov and I will add you to the list. For questions about the NOAA Environmental Leadership Seminar Series? Contact Hernan.Garcia@noaa.gov, Tracy.Gill@noaa.gov, Sandra.Claar@noaa.gov or Katie.Rowley@noaa.gov

Stephen Hepler: And we thank you all for your dedication and valuable service!

Chris Fanning: Octopus!

Monique Baskin: What is one book that you recommend that helps develop leadership skills?

Robyn Walters: Thank you for recognizing differences in gender identity. Men, women and everyone in between ...

Gina Mason: What advice do you have for those of us who are mid-career and feeling like they've reached their potential in their current position? Details are great opportunities, but given it is so difficult to get into a supervisor role, what other advice do you have?

Alicia Miller: You talked about the importance of being present in the moment. What techniques or activities keep you grounded to remain present under such challenging and stressful circumstances?

Lisa Gethard: Agreed. Work-Life Balance is important. We are more productive when well-rested and hold an enjoyable family space even if we have "fur babies" at home.

Diane Daly: a piece of advice: leadership in teaching is an excellent source of leadership skill building that doesn't involve military, sports or crisis leadership

Ganga Balakrishnan and Kate Swails: Could you please share the HBR article name again?

Robin Czerwinski: Harvard Business Review: Women are better leaders during a crisis
<https://hbr.org/2020/12/research-women-are-better-leaders-during-a-crisis>

Walid Bannoura: Thank you Nicole. We appreciate you taking the time to talk to us.

John Crockett: Still near the beginning of my supervisory life, I was a bit surprised to find how much the book "Self-Compassion: The Proven Power of Being Kind to Yourself," by Kristin Neff, has helped me relax in the role and relate to my direct reports with greater empathy and real interest. I recommend it.

April Walker: Thank you for making mention of the difficulty experienced in your role at the hands of your colleagues

and those that should not only be in your corner but assistive in your journey to meeting the mission.

Monica Youngman: What recommendations would you have for leaders to improve the connections and relationships across NOAA Line Offices?

Lisa Gethard: I am leading efforts in my community for addressing Climate Change Plan with Education and Community Engagement for Resilience, Renewable and Sustainable measures. Do you have any "Silver Linings" to share from your findings of 2020?

John Tarpley: When you have so many worthy, urgent and diverse issues to tackle from a broad organization like NOS; what factors do you consider when prioritizing the work and not getting too "diluted" in effort?

Jacquelyn Overbeck: Do you have any tools for self-assessment? Or do you track successes and failures in some way to contribute to reflection and growth?

David Die: It is refreshing to hear an honest and personal take on leadership. What gives you the confidence to speak from the heart when you are in positions of leadership?

Paula Jones-Yates: Are you able to elaborate more on applying for the DAA position with NOS? To be more specific, applying for the position as a dare?

Kaitlyn O'Brien: Thanks so much Nicole for being so transparent and sharing your experiences! You mentioned flexing your leadership styles - what are some specific ways that you work to empower your team? Have you had tough moments where it was hard to have the courage to "go against the grain" in difficult situations?

ED Levine: Can you identify some leadership opportunities available within and external to NOAA - ie. LCDP, etc.?

62. Diane Daly: Apart from NOAA leadership opportunities, what other leadership, fellowship opportunities from outside the agency can you recommend, and does NOAA accept these in their choices for leaders?

Tina Lee: Thank you for outlining the traits of inclusive leadership. How do you respond when you counter leadership styles that aren't in line or compatible with your own?

Peyton Robertson: Excellent lessons learned and application of leadership to your experience Nicole! Can you give us a recent (challenging!) example of where you've applied style flexing to achieve a successful result?

Cara Rodgveller: In a workplace where empathy and collaboration is thought of as weak, how do you move up or change the culture?

Nicole Kinsman: What are your thoughts on the possibilities of NOAA leadership models that are more geographically distributed - both informed by our collective COVID experience and also because of the opportunity to reduce our carbon footprint and connect in different ways with the public?

Gib Hartley: What are some questions or techniques you've used to invite others into decision-making who have historically been excluded? This includes women, indigenous peoples and people of color, people who identify as LGBTQ+, people with disabilities, and many others.

Kyia Clardy: Did you have an executive coach or mentor? If so, what qualities did you look for in a coach or mentor?

Linda Taylor: Hi Nicole...My question is would you take the same career path again or change directions in any way?

Kris Holderied: Thank you Nicole and to all for the great questions!

Open Questions & Comments

Julia Royster: How do you manage to stay on top of and follow all of the topics NOS manages?

Jennifer Vogt: I keep hearing that NWS HQ wants experience from the field but there are limited opportunities to get into those roles. I have done two NRAPS but am unable to do any off-site details to gain leadership experience. Any advice on how to get a position at HQ?

Chris Fanning: love it

Monique Baskin: Thank you

Lisa Gethard: Humanities is very important. Agreed.

Ganga Balakrishnan: Thanks!

Lisa Gethard: Agreed. Now is the time to collaborate on Climate Change, Sea Level Rise and Risk Mitigation for Health and Human Services.

Lisa Gethard: Thank you for sharing your optimism in Leadership. I believe in "Overcoming Adversity with Innovation."

Antonella Preti: Thank you so much I loved this talk!

Tanya Peevey: A book that I'm reading now in a work Book Club is 'How to Win Friends & Influence People', by Dale Carnegie. A classic.

ARTHUR REISS: Nicole, I've been reading Team of Rivals for about 5 years now! I let you know when I finish!

Lisa Gethard: A good reading I have held for years is "Tension: The Energy of Innovation: How Harnessing Tension Accelerates Innovation and Fuels Your Creative Genius", by Chris Wasden. Mitch Wasden"

Maria Gonzalez: Ms. LeBoeuf, I wish to applaud you for being so very Candid and truthful in facing the challenges that you have had and will have in the past, present and Future.

Tiffany Vance: What kind of "handsome hound" do you take for restorative walks?

Lisa Gethard: Thank you so much for answering! Total Awesomeness!

Sara Azat: Thank you for such a thoughtful and inspiring presentation.

Lisa Gethard: I grew up in the Gulf Coast Region of Corpus Christi and Houston, Texas and have seen the significant issues with flooding due to mass construction including impeding of watersheds and migration patterns of wildlife. I am currently located in Charleston, SC, USA and have seen the same processes of construction overtaking the coastal regions of Southeastern compromising the Deep Ocean Coral Reef off the coast of Charleston, SC. Are there any programs in the future to support the Gulf Coast and Southeastern Region in the foreseeable future?

Vicki Childers: Thank you Nicole!!

Andrew Gomes: Passion plays a big role for choosing one's career path. Can a person be adventurous by choosing different path? What are the pitfalls at this direction?

Lisa Gethard: Agreed. We have been able to work remotely since the 90s with "dial-in" methods to the Servers working from home.

Amber Butler: Do you think 100% telework could be possible for those who can successfully work from their computer at home?

Daniel Melendez-Alvira: What do you suggest in order to strengthen the relationship with a supervisor? (Particularly in an office setting with a history of supervisor-employee conflict)

Christina Crowe: Just a comment: NRAP (now called LANTERN) is another rotational assignment program worth checking out.

Jessica Cherry: Can you post the resources that have been mentioned (blog post and others) for those of us who can't stay on this call any longer? Thanks.

Tamara Battle: There's a large part of the NOAA workforce that are contractors, who are interested in moving their careers forward in much of the same way. I know that your perspective is predominantly from the federal side, but is there any advice you could offer to those on the contracting side?

Vernetta Fields: Do you have experience that you would define as "Good Trouble" As the late U.S. Congress John Lewis talked about?

Lisa Gethard: Are there any programs in the future to support the Gulf Coast and Southeastern Region in the foreseeable future?

Kathy Moore: Thanks, Nicole!

Diana Olinger: Thank you Nicole and Robin!

Monique Baskin: Thank you so much!! Great session!

Linda Taylor: More like are there other things you'd like to do. Still wanting to do?

Kimberly Dawson: Thanks! Great job Nicole.. Good to see you :)

Kris Holderied: And thanks to Robin and Tracy for moderating!

Lisa Gethard: Thank you so much for such a wonderful presentation!

Vernetta Fields: Thank you so much Nicole for the leadership briefing!

Kyia Clardy: Thank you!! I Great speaker! And thank you to NOAA's Environmental Leadership Seminar Series!

Marnie Brown: Thanks Nicole! You rock!

Audrey Rubel: Thank you for the excellent webinar. What a pleasant lady!

David Bieger: Thank you all for taking your time to do this today. Absolutely invaluable to us all!

Dara McClary: Thank you both!

Tom Evans: Thank you.

Audrey Rubel: Love the octopus!