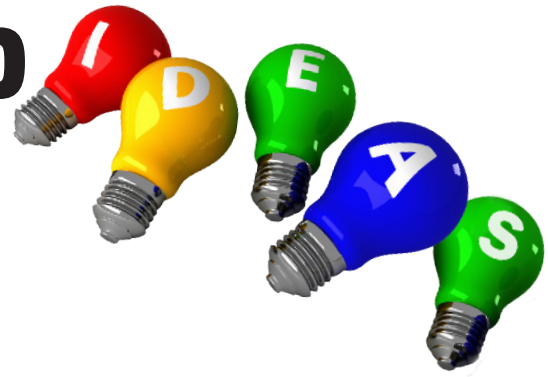


10 LESSONS LEARNED FROM STU CONGER



- 1. See the big picture.** Know what you and/or your organization are trying to achieve and understand how your role and activities can help to get you there. Don't get bogged down in irrelevant details.
- 2. Ask good questions.** Don't assume shared understanding. Questions can challenge, clarify, or confirm.
- 3. Make strategic connections.** Effective networking entails far more than being seen and distributing business cards. Introduce colleagues to people who can help them move projects forward; actively seek out new contacts who can introduce you to new ideas and perspectives.
- 4. Surround yourself with great people.** Never be afraid to hire someone who may aspire to your position. Instead, equip him or her to step in when you're ready to move on to a new challenge. Seek out top talent for your teams and find creative ways to recognize and reward excellence.
- 5. Engage in mentorship.** Be a mentor and seek out mentors. Mentoring relationships don't have to be formalized. Constantly look for opportunities to learn from those around you – and be aware, others may be doing the same with you!
- 6. Say what needs to be said.** Avoiding conflict or striving for perpetual harmony tends not to resolve problems. Instead of ignoring “the elephant in the room,” openly talk about issues, different perspectives, and/or ground rules for working together.
- 7. Be an advocate.** Use your position of influence to make the world a better place. Speak up for the underdog; facilitate programs and services that will have the biggest impact.
- 8. Make things happen.** As Joel Barker said, “Vision without action is only a dream.” Great ideas are not enough . . . it's important to do what it takes to bring them to fruition.
- 9. Never stop learning.** Read widely, beyond your professional silos. Remain open to diverse perspectives, testing them through critical analysis and thoughtful reflection.
- 10. Leave a legacy.** Contribute to something that will continue without your ongoing input or supervision. Support others to take up the torch to make the world a better place.



Although the news of Stu Conger's passing was sad, we know that his legacy will live on. [Click here](#) to read the full obituary. Contributions to the Stu Conger Memorial Fund c/o the Canadian Career Development Foundation can be made [online](#).

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