

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. Memorial donations to the Stu Conger Award for Leadership in Career Development, c/o The Canadian Career Development Foundation can be made [online](#).

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