

WOMEN IN PROJECT CONTROLS



SPOTLIGHT ON LUCIA VERNON



Julie K. Owen, CCP PSP

Lucia Vernon was recently promoted to associate director after having worked as a senior forensic planning consultant for Quantum Global Solutions in Doha, Qatar. She was born in a small village in Slovakia to parents whose dream it was to build a big house for their family. Her favorite daily game during her childhood was building sand castles. As a result, her dream was to work in construction when she grew up and wear a helmet and big boots.

Following her dream, she studied civil engineering at the Slovak University of Technology and afterwards she finished a master's of science degree (MSc) in management and economics in the building industry. Showing her commitment to her dream, she achieved the academic honor of best student of the year. During her studies she sat in class and watched the building of Burj Al Arab in Dubai and dreamt about being a part of the Middle East construction boom.

Lucia spent her summer holidays on a students' work program and travelled in foreign countries. She still remembers her best summer holiday working as an architect's assistant in AX Holding Company in Malta.

After her university studies, she got a job offer from a well-known engineering company in Slovakia, IDO Hutny Project, where she started as assistant to the project manager preparing the tender for a desalination plant in Malta. She spent four years working for this company in different job roles which led to the position of project control manager. It was at this time that her dream to work abroad was re-awakened.

Her first international role arrived across LinkedIn and brought her to work on the biggest dry cooled power station in the world being built at the time in South Africa. She started work there as a junior planner working for the delay expert preparing delay analyses and supporting the claim preparation team. That was the first time she used AACE International Recom-

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and they will come true.

mended Practices at work and she started to believe that this could be the direction she should follow in the future.

After completing her job assignments in South Africa, she moved to Paris to support a renowned delay expert in preparing the delay analysis for a nuclear power station in Finland. During her time in Paris she found herself becoming more and more passionate about delay analysis and forensic planning and wanted to develop in this area.

Approximately three years ago she received an offer to work as a forensic planner for Quantum Global Solutions in Doha and moved to Qatar. Lucia adapted well to the new and challenging environment and went on to work on numerous complex projects. She has found that her proactive approach and good inter-personal skills are essential elements to enable her to produce the required analyses for claims and produce high quality and consistent results. Lucia was also able to take formal expert witness training and undertake the role of party appointed expert and provide strategic advice on matters of delay.

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Lucia's motto is: "Work hard, follow your dreams, and they will come true." ♦

21st Century Leadership Intelligence

Magi Graziano

Being an effective leader in today's world seems to be much more complicated than in years past. Global workforce surveys report that highly qualified, motivated people chose to work for companies that build a strong, inspiring culture and that monitor and address both workplace culture and climate issues as they arise. If recruitment and retention of highly qualified, motivated people is one of your organization's initiatives, leadership intelligence ought to be another. They go hand in hand.

Leadership Intelligence relies on your ability to grow, learn and master new ways to lead people, and there are three tenets to consider when boosting it:

1. Self-awareness - Self-awareness begins with the curiosity and courage to hear what works and does not work about your leadership and the culture that exists in the organization. Once you become aware of your competitive talent advantages and your talent barriers from the eyes of your people, you are equipped to take powerful action. Self-awareness allows you to leverage your talent and intervene when and where necessary to remove those personality ticks that are in the way of your true leadership potential.

2. Executive Brain Function

Optimizing your Executive Brain function is a secret weapon of Leadership Intelligence. The PFC, prefrontal cortex, is the part of our brain where strategic thinking, collaboration, reasoning and creativity come from. When a leader is aware of their goals and visions as well as in control (conscious) of their thoughts, responses, and well-being—and the leader leverages both hemispheres of their executive brain through right/left hemisphere integration—their leadership intelligence and effectiveness skyrocket.

3. Response Agility

Response Agility is the ability to respond in an appropriate, controlled manner—regardless of the current stress or breakdown the leader is facing. Being agile with response and reaction is key to effective leadership. Flat line reaction is not appropriate for all situations. Screaming and yelling is not appropriate for any situation. Anger and frustration might be needed at times, and curiosity and collaboration may be needed at other times.

Magi Graziano, as seen on NBC, is the CEO of Conscious Hiring® and Development, a speaker, employee recruitment and engagement expert and author of *The Wealth of Talent*. Through her expansive knowledge and captivating presentations, Magi provides her customers with actionable, practical ideas to maximize their effectiveness and ability to create high-performing teams. For more information on Magi please visit www.KeenAlignment.com. ♦