

Interview - Chief Talent Officer

What is your job/role/title?

- Chief Talent Officer

How or why did you enter your industry?

- I fortunately fell into the corporate learning and development space by accident and realized early on that working with people to help them become more effective is a passion of mine. I've had the opportunity to work with many different industries and most recently the AEC industry solely. It's amazing that across all different types of industries, there are consistent challenges when dealing with people.

What are the barriers/obstacles of being a woman in this industry?

- I see women in our industry at a pivotal point in that we are consistently getting more of a say in our work. If there is one thing that I believe still challenges us is the struggle to maintain a work/family balance in such a fast-paced industry.

Why do you think there are so few females in the industry and what would you do to change that?

- There is a talent shortage overall and part of that stems from lack of awareness. No matter the gender, I don't think the emerging workforce understands the opportunity that going into skilled trades or a support role in AEC offers.

What would you title your autobiography?

- "That Didn't Go According to Plan"

What is your favorite hobby?

- Playing outside with my 8-yr. old daughter and our 2 rescue dogs.

What is your go-to song at karaoke?

- Pass...I can count on 1 hand the number of times I've done karaoke and it's not pretty.

What advice you would give your younger self?

- Don't sweat the small stuff.

What do you like most about your work?

- CLAYCO has an amazingly passionate group of people dedicated to our industry. Every single day I get to interact with them.

What is the best career advice you have ever been given?

- A few years out of college and into the professional world, I had the opportunity to work for an amazing boss who mentored me. She was very transparent and helped me to understand a few important things. One of her major teachings was that in order to be successful, you have to have the ability to relate to people. Sounds simple, but this is not always easy! I've focused my career on building relationships and connecting with people. Realizing that everyone has so much more going on than what you see at work is critical for the success of a team and an organization. The stronger relationships are, the greater the impact.

What was your first job?

- Hostess at a restaurant.