



2023 Ones to Watch Industry Leaders: Tom Tabone, Bohler

June 27, 2023 - Spotlights



Tom Tabone
Associate, Branch Manager

Bohler

Number of years in CURRENT position: 6

3 skills that you use every day in your position:

Listening: I regularly practice active listening to both clients and my team. This allows me to obtain a deeper understanding of what success looks like for them, and ultimately results in a better project outcome and relationship.

Prioritizing: In a fast-paced land development industry, the target is always moving, and the market is constantly evolving. I work with my team to prioritize daily and keep all projects on track.

Strategizing: Permitting in NYC is a complex process. We work with design and consultant teams to assess each unique project's parameters and goals, and develop an effective permitting strategy to navigate DOB NOW and other critical agencies swiftly.

Best book, podcast, or app for aspiring leaders: ADKAR, which stands for Awareness, Desire, Knowledge, Ability, Reinforcement. This is a successful model for managing change in business, government, and the community.

Best advice for new leaders in 10 words or less: Listen, strategize, and take action. Bring positive energy.

What was one of your biggest challenges as a leader and how did you overcome it?

One of my biggest challenges in becoming a leader was delegation. I had a fear of relinquishing tasks and relationships that I enjoyed and felt responsible for. However, I learned that with the right teammates, delegation becomes an opportunity to empower others and foster their own growth. By effectively delegating tasks and providing support, I allowed my team's ambitious individuals to take an active role in their development. This approach yielded positive results that benefited everyone involved.

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