



## **2024 Ones to Watch Industry Leaders: Lea Cosenza, IMEG**

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“As an engineer and a leader, what’s important for her is the success of the project through team collaboration. She is a huge team player and there are no challenges that she will not accept, no challenges that she will not overcome. She has a tenacious ability to succeed.” - Jan Vacca, Project Executive at IMEG.

In the last 12 months what accomplishment are you most proud of? In the past year, I’m most proud of organically expanding the structural team in Manhattan from 1 to 11 members. Concurrently, we ranked number 2 out of 96 offices for engagement. This success goes beyond mere growth; it reflects our commitment to fostering a culture in which employees feel valued and connected. Through community outreach and activities like boxing, board game nights, and unique dinners, we’ve built a family-like bond, transcending the typical 9-5 dynamic.

Best books, podcasts, or apps for aspiring leaders: Jab, Jab, Jab, Right Hook by Gary V; The 7 Habits of Highly Effective People by Stephen R. Covey; Compound Effect; Off Balance.

In the last 12 months what was one of the biggest challenges you faced as a leader and how did you overcome it? In the last year, one of my major challenges as a leader was refining our hiring process to ensure we found the right fit for our team and culture despite short interviews. To overcome this, we implemented pre-interview assessments and structured interviews with targeted questions that reveal candidates’ values and behaviors. Additionally, we utilized reference checks and team-based interviews to gain deeper insights into candidates’ personalities and capabilities, resulting in more informed hiring decisions.

Best advice for new leaders: Connect authentically with your team; foster trust and collaboration.

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