**CONFERENCE SPEECH**

**FOR**

**GABRIELLA PUCCI**

Hello everyone. (**Is there anyone in particular you should acknowledge before you begin? If so, do that here**). I’d like to thank \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and the coordinators of this program for giving us the opportunity to examine and evaluate our purpose while we identify and address those parts within us that naturally lead. While honing the skills and ability to discover insights and best practices, we find our most authentic selves... as professionals and leaders. The French writer, Antoine de St-Exupery said, “If you want to build a ship, don’t drum up the men to gather the wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea.” We are in the business of supporting people in finding their space in life. It is our job to offer the dream and then provide the way to attain what they’re looking for. The goal, I have discovered, in my life, and in examining my own career objectives, that while I may “wish” for something and hopefully have the ability to attain it, the actual “doing....” the process by which we learn, grow, and achieve, can be a very different path. So many of us take for granted the necessary steps required to learn and develop the “toolbox” needed to encourage success. I know that while I am passionate about my real estate career, there are... let’s call them “growth opportunities” that need improvement. In the course, I realized the areas in which I needed to do more “heavy lifting.” I saw not only my weaknesses, but in being open to change and greater awareness, the picture of how I wanted to be distinguished as a “brand” became clearer. I realized the importance in proper development of talent, influencing from the inside, inspiring by example, and constantly working on developing the hopes and gaps in experience and knowledge that tend to keep us from attaining our full potential. I know someone who keeps the following as her mantra: “I don’t know what I don’t know.” Through the work done in this course... through the exercises and assignments, I began to see those gaps within my performance and realized what I don’t know and how much I want to learn. I also realized how thankful I am to have people like (**Do you want to name your boss?**) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ , someone who is known in the industry as a person who gets the job done, recognizes emerging talent, allows people to take responsibility for their slips and mistakes... and to make the necessary corrections, and on top of all **THAT**, leads with **INTEGRITY**. By having the gift of a role model to emulate, I discover what it is that I need to do to strengthen my impact and effectiveness with clients, the company, and those that work with me. The bottom line is this... the people I encounter and the quality of the work done is a **reflection** of who I am, what I bring to the table, and how effectively I can accomplish my goals. If I strive for an environment of excellence, my actions must be in line with that objective.

Since I entered this business, I have realized there are areas that need improvement. Throughout my ten year career, I have worked hard, paid attention, and my progress has reflected that. I am honored to be a Leasing Manager and I know the challenges inherent in finding the balance needed to succeed. I also see the urgency in blending a nurturing spirit with assertiveness.... understanding with confidence. Even while I may or may not have someone directly reporting to me, it is important to maintain a context of leadership, because ultimately, a good leader projects, forecasts, and finds the path, but must also understand the functions required within the team and within the company. Effective communication is an integral part of the equation... so is clarity, understanding, respect, and the commitment to envisioning the finish line... with everyone involved satisfied.

I have also realized that my own brand becomes more valuable as I expand my outreach and effectiveness by teaching and nurturing those coming up through the ranks. The “art” of teaching serves a multi faceted purpose... we develop junior talent... we connect to others, and of course, we learn. Life, whether professional or personal, consists of a series of lessons. We don’t stop learning. Each experience makes us stronger, more capable, and more secure in our abilities and effectiveness in what we do and intend to achieve. By working on “soft spots” and “blind spots,” we become more valuable to ourselves and our mission. Influencing from the inside strengthens the core as well as the overall image of the company.

Ultimately, my goal is to learn, to grow, and to contribute to the success of my colleagues, my company, and my self. We are all part of a team, and it is our responsibility to act effectively, accordingly, and with insight, strength, and intention. The measure of a person’s own success in subjective, however, by continually addressing the mandate... by looking and discovering what is needed and wanted... in every phase of the business... not just our own personal area, by having a true sense of **ownership**, we build a successful partnership. We all face challenges, but it is the degree to which we can handle and be senior to them while keeping an open mind and an active schedule, that we will make and measure our impact.

I am thankful for the opportunity to speak to all of you after having completed this course. I have learned that I don’t necessarily have to dwell on the areas that need improvement- I have instead chosen to **do** and not just talk. Some of you may have “**noticed**” that I have “**another project**” about to be realized... and I am not speaking just about that 300,000 SF acquisition we acquired recently!! (**Wait for the laugh**). Every event and challenge is an opportunity for us to learn and grow, to learn, lead and teach by example.

Thank you again for the opportunity to share my commitment with all of you!! (**HS... I don’t know if you should mention the comments you got in the review... SHOW them your progress and confidence when presenting this speech... be warm and NOT aggressive. Empathize and speak with the intention of being understood and appreciated. You’ll do great!! Good luck!**)