

## LEADERSHIP GREATNESS & EXECUTIVE PERSPECTIVE

Question to John Carnuccio, VP of Manufacturing, International Environmental Corporation: Over the course of your career, you've had the opportunity to hold various leadership positions with different organizations. What have you learned that you deem sacred truths concerning great leadership?

Carnuccio: I would say that I've learned three basic truths about the art of leadership.

First of all, there is a difference between a manager and a leader. Management is about performance within certain boundaries, such as budgets, policies, rules and regulations. Leadership is about having a vision for the organization and communicating it effectively. This provides the organization with direction, focus, inspiration and motivation. Good managers are not necessarily great leaders, and vice versa.

Secondly, great leaders recognize that the most important aspect of their organizations is their people and that a major part of their time should be spent in finding and developing the right people. This requires a leader to be nurturing as well as demanding, compassionate and empathetic, as well as steadfast in purpose.

Finally, I've recognized that the best leaders understand their roles as servants of their organizations. Their primary purpose is to provide their people with the resources, opportunities and environment that will allow them to succeed. This means breaking down barriers, fostering teamwork and truly respecting every employee's contribution.

All of this is to say that I've found great leadership to be a journey that's an art just as much as it is a science.

*John Carnuccio is a Charter Member of the Francis Tuttle Executive Officer Network (EON), a group of business and industry leaders that work together as a leadership network to create solutions for their business issues and challenges, while also learning to maximize their own leadership potential. If you are interested in membership in this or other leadership networks at Francis Tuttle, feel free to contact Cathy McCullough, Executive Development Officer.*

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## THE BUSINESS & INDUSTRY SERVICE TEAM

### JUDY ROBBINS

Francis Tuttle Procurement Technical Assistance Coordinator Judy Robbins helps clients find potential government customers, register in government systems such as the Central Contractor Registration System, and market themselves to both government agencies and contractors. She works with companies on all phases of the contracting process, from identification of contracting opportunities through the receipt of final payment.

In addition to one-on-one consultations, she coordinates training seminars on topics of interest to government contractors and vendors. She also writes a newsletter with information related to government contracting.

Prior to joining Francis Tuttle, Judy served as the director of a small business development center, an adjunct instructor, a government buyer, a logistics manager and an inventory manager. Her professional affiliations include the National Contract Management Association, Association for Career and Technology Education, South Oklahoma City Chamber of Commerce, Oklahoma City Hispanic Chamber of Commerce and the Association of Procurement Technical Assistance Centers, serving as Co-Chair of the Education Committee.



Judy holds a B.B.A. in Business Management from The University of Central Oklahoma, and has completed post-graduate work in public administration at The University of Oklahoma. She has earned the designation of Certified Contracting Assistance Specialist through the Association of Procurement Technical Assistance Centers. **405.717.4741 / [jrobbins@francistuttle.com](mailto:jrobbins@francistuttle.com)**