

# Michelle W. Malkin

## Leadership Philosophy\*

### Leading Self

*Values: Responsibility, Authenticity, Humility, and Growth.*

Acknowledging that as a leader I serve as a role model to others, I take my responsibility seriously in inspiring professionals and volunteers whom I lead, doing what is required in any given moment. With a growth mindset, I continue learning best practices for myself and my role in the organization. This level of authenticity and humility allow me to build deep relationships while encouraging others to focus on the work-life integration that I model.

### Leading People

*Values: Active Listening, Coaching, Autonomy, and Patience.*

By articulating clear boundaries for excellence, the internal culture within my organization encourages an environment of empowerment, where missing the mark is a growth opportunity and asking for support is normalized. My accessibility allows me to lift up other's strengths while providing scaffolding for areas of growth to guide success. Individual well-being is top of mind, stressing the importance of professional and personal growth.

### Leading Change

*Values: Risk-Taking, Transparency, Vision, and Trust.*

With a high tolerance for change that benefits the organization, I acknowledge the spectrum of comfort others have with change. Being clear about where the organization is going, why a change is happening, and how others contribute to that trajectory, those around me can feel more at ease with a new idea or direction. Clear communication of a shared vision of excellence in all aspects of the work, allows for trust and respect to build.

### Leading Results

*Values: Future Focused, Collaborative, Story Telling, and Structure.*

Qualitative and quantitative data are the best allies we have in measuring and communicating results of an organization's efforts. Whether it is a 360 review for an employee or program evaluations, having a well structured system with clarity about what is being measured is important for getting the best results to chart the path forward. With an inspiring vision, consistent and planned evaluation are key to hitting the goals of the work.

### Leading Community

*Values: Honesty, Belonging, Visibility, and Reputation.*

Being a calming force in an otherwise unpredictable world, a feeling of “we got this” brings your stakeholders into a place of feeling safe, heard, and valued. A clear vision of organizational purpose, vision, values, and goals that are well communicated helps those invested know they belong in the organization. Understanding that the interactions I have with board members and partners deeply influences the reputation of the organization, I seek wisdom and best practices from my partners. We're called the Jewish "community" for a reason!