



## CONTACT

✉ eaz26@cornell.edu

☎ (850) 200 4185

🌐 [www.zambellophotography.com](http://www.zambellophotography.com)

## INTRODUCTION

As a professional environmental communicator, I work as a leader in my community to foster conservation and sustainability initiatives. Through authentic leadership, I work to inspire hope, positive emotions, and trust in those around me, allowing them to feel meaningfulness in their activities, and thereby changing everyday behaviors.

## TRAINING

Leadership Training  
Coursework  
**University of West Florida**

Community Based  
Environmental Management  
Certificate  
**Duke University**

Natural Resources Leadership  
Institute Fellowship  
**University of Florida**

# ERIKA ZAMBELLO

## Leadership Philosophy

I believe in authentic leadership. In a world where so many seem to say one thing while acting in a completely different manner, authentic leadership to me literally means "walk the talk." To establish myself and continue forward as an authentic leader, I follow Avolio et al.'s model (1) to live a message of hope, trust, and engendering positive emotions in order to inspire meaningfulness and engagement in those around me, leading to behavior change. In the environmental field, this means living as sustainably as possible, supporting funding increases to support new programs and initiatives, and volunteering for additional efforts if possible.

Importantly, my authentic leadership philosophy does not seek perfection. Perfection is both impossible and stifles creativity. Moreover, no one is perfect, and readily admitting my faults and mistakes allows others to be forthcoming with their weaknesses, making the team stronger as whole.

## IN THE WORKPLACE

In the workplace, I strive to bring authentic leadership to my organization through my own conduct as well as enabling leadership in others.

In order to create a truly integrated team, I will never ask a co-worker to do a task that I would not do myself, including something as mundane as taking out the trash to as broad as leading a community workshop. To showcase the conduct I wish to see in all my co-workers, I will respect all team-members, even when we disagree, I will strive for dialogue with stakeholders, even if they criticize the organization, and I will give 110% to each task I begin. However, I will also put family first and balance my work-life with my home-life, as I believe such a balance creates better, more effective staff. Finally, I will be clear about my weaknesses and develop strategies to improve each and every day. Because I am not a linear thinker, I will actively communicate my work process to avoid confusion and frustration. Additionally, as I find myself annoyed when team members are not on the same page, I will set out clear guidelines, timelines, and agendas for all work activities.

## EXPECTATIONS

As an leader, I will never:

- Mock someone with genuine questions and or desire to think outside the box.
- Dissuade group members from trying new things, even if they fail the first time.
- Demand my perspective be replicated in group or organizational work.

As a result, I have high expectations those I work with. They shall:

- Respect all group members at all times.
- Keep an open mind and take intellectual risks.
- Thoughtfully complete tasks assigned to them (no free-riding).

## MY EXPERIENCE

I believe leadership is an innate quality, but also one that must be honed through careful and thoughtful study and training. I have studied conflict resolution intensively through both a Community Based Environmental Management certificate at Duke University, as well as a fellowship through the Natural Resources Leadership Institute at the University of Florida. To further hone my skills, I completed coursework in Advanced Leadership at the University of West Florida (UWF), where I delved deeply into what makes leaders successful not only in their fields but also as communicators.

Leaders must continually evaluate and re-evaluate their leadership styles and expectations. In addition to training in traditional settings, I constantly evaluate effective leaders in diverse fields through documentaries (Quincy Jones, Joan Didion, Anna Wintour) and autobiographies (Tina Fey, Rachel Carson, Tony Blair). I apply their lessons to my own leadership, and after each endeavor take a quiet moment to write a personal reflection to myself and/or my staff about what went well, what could have gone better, and what we will strive for next time.

**"LEADERSHIP IS ACTION, NOT POSITION."  
~DONALD H. MCGANNON**

(1) Avolio, B.J. et al. (2004). Unlocking the mask: a look at the process by which leaders impact follower attitudes and behaviors. The Leadership Quarterly, 15 (6), 801-823.