

LAURA ANDREWS, PMP, CSM

Clarity Creates Accountability. Accountability Creates Results.



LEADERSHIP PHILOSOPHY

I have never believed that effective project leadership is about being the person with every answer. It is about creating enough clarity for the right people to make good decisions, take ownership, and keep moving when the work becomes complicated.

That matters because complex programs rarely go off track for just one reason. Priorities shift. Teams depend on one another. Risks surface late. Resources become constrained. Decisions sit too long. Communication becomes fragmented. Before long, people can be working hard without necessarily moving in the same direction.

My role as a leader is to bring that direction back into focus.

I start by making sure people understand what we are trying to accomplish, why it matters, what success looks like, who owns the work, and where decisions are needed. From there, I establish the governance, reporting, communication cadence, and measures that help the team stay accountable without creating unnecessary bureaucracy.

How I Lead

1. I Connect Strategy to the Work

A strategy has little value if people cannot translate it into action.

I work to turn broader organizational priorities into defined initiatives, measurable outcomes, clear ownership, realistic timelines, and decisions that teams can act on. My goal is to make the connection between the executive objective and the work happening every day unmistakable.

2. I Want Problems Raised Early

I would much rather hear that a project is facing a problem while there is still time to address it than discover the issue after a milestone has already been missed.

I encourage teams to raise risks, dependencies, resource constraints, scope concerns, and delivery issues early. Once a problem is visible, we can work through it. When it stays hidden, our options become smaller.

3. I Hold People Accountable Without Creating Fear

Accountability should never mean creating an environment where people are afraid to tell the truth.

I set clear expectations and establish measurable commitments, but I also make sure people have the information, resources, direction, and support needed to deliver. When something does not go according to plan, the conversation should focus on understanding what happened, deciding what needs to change, and moving forward.

4. I Develop People Through the Work

I see leadership development as part of delivery—not something that happens separately from it.

Throughout my career, I have mentored project managers, trained teams, developed standardized project-management practices, created handbooks and training programs, and helped teams build greater consistency in how they plan, govern, communicate, and execute.

The goal is not simply to get one project across the finish line. It is to leave the people doing the work stronger than they were when the project started.

5. I Look Beyond Implementation

Getting a project implemented is not the same as creating a successful outcome.

I pay attention to what happens afterward.

Are people actually using the new process or solution? Has the organization adopted the change? Did performance improve? Can leadership see the results? Can the team sustain the improvement without depending on the original project team?

Those questions shape how I approach implementation, change management, governance, measurement, and continuous improvement.

What People Can Expect From Me

I bring a calm, structured, and direct approach to complex environments.

I listen before changing a process. I ask questions when something does not make sense. I use data to understand what is happening, but I also pay attention to the people responsible for making the work happen.

I believe good leadership should make complex work easier to understand—not more complicated.

And when I leave an initiative, I want more than a completed project behind me.

I want clearer processes. Stronger teams. Better accountability. More reliable execution. And an organization that is better prepared for what comes next.

That is the standard I hold myself to as a leader.