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2023 Ones to Watch - Industry Leaders: Stephen Martorano of Bohler

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Stephen Martorano, PE
Principal

Bohler

3 skills that you use every day in your position: Listening (without clarity, it is difficult to determine the best course of action); Flexibility (the dynamic nature of the industry impacts team members as well as clients and municipalities); Tenacity (the need to pursue a goal until it is accomplished).

Best book, podcast, or app for aspiring leaders: Eat That Frog! Don't procrastinate...tackle the tasks that are your most challenging and that will have the greatest impact now.

Best advice for new leaders in 10 words or less: Focus on fostering a culture of trust and open communication.

What recent project, transaction or accomplishment are you most proud of? South Bay Town Center in Dorchester! After years of design and permitting efforts including BPDA, MEPA, Massworks, DOT, creation of new city street grids and more, we are at the final step of roadway acceptance. It feels amazing to bring this from a napkin sketch to a successful completion. More significantly, the friendships I established with the team as we worked together through this challenging project will last far longer than the place we created together.

What was one of your biggest challenges as a leader and how did you overcome it? The sudden and abrupt changes during COVID were challenging but allowed me to grow as a leader and brought my team closer together. It was critical for staff to understand the current circumstances, leadership approach, and the expected outcomes. This was critical to our success and allowed us to become a more unified team. Active listening, clear communication, adaptability, a positive outlook, and, most importantly, steadfast determination were key components in creating this unity.