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## **2023 Ones to Watch - Industry Leaders: Tim Puopolo of CM&B**

November 24, 2023 - Spotlights



Tim Puopolo  
Executive Vice President/COO

3 skills that you use every day in your position:

Relationship Building;  
Critical Thinking; and  
Interpersonal Communication.

Best book, podcast, or app for aspiring leaders: Simon Sinek

Best advice for new leaders in 10 words or less: Earn your leadership every day and lead by example

What recent project, transaction or accomplishment are you most proud of? We're thrilled to be working on two significant projects in the academic sector. At Endicott College we serve as their program manager, overseeing the design and construction of their new residence hall and managing pre-construction for various future campus improvement projects. Meanwhile, at Dana Hall School, we've taken on the role of construction manager, guiding the transformation of their classroom building into a state-of-the-art building that celebrates the school's past while propelling them into the future.

What was one of your biggest challenges as a leader and how did you overcome it? 2020 and the challenges thrown at us as business leaders tested our ability to think critically, process information quickly, and make decisions that were in the best interest of our 100+ team members. With each decision, we stayed true to our core values, and our team persevered through a very challenging time. This has allowed us to focus on continuing to improve and grow our business while others were trying to unwind some of the decisions made in the previous years.

What makes this nominee an Industry Leader? "Tim's commitment to excellence to both his colleagues and clients defines the expectations he has of himself as a manager within CM&B and as a service provider to our clients. Tim's attributes of effort, determination, collaboration, humility, trust, and loyalty are evident in his work and actions every day." - Sean Fahy, President at CM&B.