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## **2024 Ones to Watch - Industry Leaders: Ed Silva, Vantage Builders**

November 29, 2024 - Spotlights



Ed Silva  
Principal

## Vantage Builders

Three skills that you use every day in your position:

Listening, showing appreciation, and engaging in collaborative efforts throughout the company

Best book, podcast, or app for aspiring leaders:

Turn the Ship Around! by L. David Marquet

Best advice for new leaders in 10 words or less:

Be a leader, not a boss.

What was one of your biggest challenges as a leader and how did you overcome it?

Navigating the organizational shifts following the COVID-19 pandemic was a real challenge. We had to revise revenue projections, reevaluate focus areas for the business, and rebuild strategically, all under a changing landscape. On the personnel side, we had to ensure that our core values were reflected in the company culture. Identifying employees who embraced our values ultimately strengthened both our team and culture, keeping us focused on long-term growth and success.

What makes this nominee an Industry Leader?

“I’ve been at Vantage Builders for 20 years. What attracted me to the firm are Ed Silva and John Connor. They set the firm’s culture, first and foremost by being genuinely great human beings. They are always supportive and fair, looking out for the clients and the team.” - Patrick Yarnell, superintendent, Vantage Builders.

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