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## **2024 Ones to Watch - Industry Leaders: Edward Dolan, PE, Bala Consulting Engineers**

November 29, 2024 - Spotlights



Edward Dolan, PE  
Executive Vice President

## Bala Consulting Engineers

Three skills that you use every day in your position:

Communication – Clear and concise communication and expectation setting with clients, partners and employees, especially when addressing complex systems and situations.

Problem solving – As design engineers, problem solving is in our nature. In today's world with multiple challenges such as advanced energy codes and increased costs of construction, the ability to creatively problem solve is vital.

Mentorship – Mentoring employees at various levels, from helping interns and younger engineers approach design strategies to senior managers' approach to client or employee relationship issues.

Best book, podcast, or app for aspiring leaders:

Let Them Lead: Unexpected Lessons in Leadership from America's Worst High School Hockey Team by John Bacon.

Best advice for new leaders in 10 words or less:

Be humble, in good times and in bad.

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

When I joined Bala, we had just acquired a firm that had a longstanding history in Boston. The leadership was retiring, and I was hired to succeed them. As you can expect, there was some apprehension from the staff and myself. I focused my effort on listening to the staff, engaging with them, earning their trust and by trusting them and their capabilities. It became an amazing experience that continues every day!

What makes this nominee an Industry Leader?

"The definition of leadership is someone who can influence others to work toward a shared goal. Ed utilizes his unique brand of humor and humility to effortlessly support his sheer competency fostering productive collaboration time and again. In an industry that relies on teamwork, Ed is the gold standard." - Jocelyn Goglia, senior director, commercial interiors, WS Development.

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