

Lessons in Leadership Discussion Guide: Queena Tupou

Lessons in Leadership is an interview series sponsored by the Center for Leadership & Social Responsibility designed to share leadership insights from successful leaders in local and regional organizations. In the series, Dr. Kent Nelson, Teaching Professor in the Milgard School, talks with diverse business leaders across various industries to explore the lessons they have learned that can enrich our understanding of effective leadership and social responsibility.

[Watch](#) the interview with Queena Tupou, Marketing and Outreach Specialist at the Milgard Breast Center, in which she discusses her values-driven work.

1. Tupou stated, “Everyone has their own story and I think it’s important to reflect back on those times.” What are some of the moments in your professional career or personal life that you often reflect on, and how have they impacted your path?
2. Tupou acknowledges that “What may work for one community may not work for another.” How can organizations use this mentality to center diversity, equity, and inclusion in their work?
3. Tupou speaks of the importance of taking time for yourself. Why is self-care important for learning and developing as a leader?
4. How has having a mentor and strong support system impacted Tupou as a leader? How can having a mentor or a support system impact you as a leader? Who do you want to be on your “personal board of directors,” and how can you encourage them to offer mentorship?
5. Tupou stated, “Leadership doesn’t come with a title. It doesn’t come with age. It doesn’t come with a certain role or a certain job. You have it- you all have it within you right now.” She seems to be saying that you can develop your own leadership potential if you choose to do so. Does this idea resonate with you? Why or why not?
6. What are some of the unique challenges and opportunities for women as leaders?
7. How has Tupou’s family influenced her ideas about leadership?
8. How can organizations, institutions, and individuals support leaders of color and help develop new leaders?
9. “When it comes to [diversity, equity, and inclusion] work, it’s very important that the decision makers are included in that change... Don’t just check the box. Actually commit your organization and commit as a decision maker or leader that you’re going to do this and it’s going to start from the top.” What are some examples of organizations doing this work?
10. Tupou speaks about her desire to help, a compassion to give back to those in need, and give back to the community that she came from. She urges others to clarify their “why?” What is your “why”?