



Ausimm



KEY PILLARS OF SUCCESSFUL LEADERSHIP IN MINING

A resource for new professionals

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LEADERSHIP IN MINING: WHY IT MATTERS

Leadership in the mining industry goes beyond overseeing operations; it involves **inspiring** and **guiding a team to achieve common goals**, fostering a safe and efficient work environment, and ensuring sustainable practices.

As the industry evolves with technological advancements and regulatory changes, effective leadership becomes crucial in navigating these dynamics. Good leadership can enhance team morale, improve productivity, and ensure that safety and sustainability are prioritised.



What does leadership within a mining context look like?

KEY PILLARS OF LEADERSHIP IN MINING

We surveyed mining professionals, both new and established, to understand what key components contribute to an effective leader. We have broken these qualities down into five key pillars. The pillars overlap each other; however, considering them in these categories can provide you with a clear focus as you seek to enhance your leadership skills.

Personal and Emotional Intelligence (EQ)

People and Team Management

Adaptability and Continuous Improvement

Operational Excellence and Safety

Ethical and Transparent Decision-Making



PERSONAL & EMOTIONAL INTELLIGENCE (EQ)

This pillar focuses on your personal development as a leader, including your ability to understand and manage your emotions, and recognise and influence the emotions of others.

Leaders with high EQ can handle stress, resolve conflicts and navigate the complex interpersonal dynamics of their teams. Self-regulation, empathy, social skills and resilience are key aspects of emotional intelligence, required to drive personal and organisational success.

“ Emotional intelligence and EQ are critical aspects of leadership that require continuous improvement. This journey involves **self-awareness**, recognising and **addressing your own unconscious biases**, and taking proactive steps to develop personally. ”



Alex Bozward

*New Market and Innovation Manager, GMA
Garnet Group*

PEOPLE AND TEAM MANAGEMENT

Effective people and team management is crucial for driving productivity and maintaining a harmonious work environment in the mining industry.

Skills within this pillar include conflict resolution, delegation, the ability to motivate and performance manage.

For new professionals, honing these skills means understanding the dynamics of team interactions and leveraging the strengths of each team member.

“ Good leaders will support their team through challenges and successes, **valuing each member** of a team in a way that enables effective contributions and **holding each team member accountable** for their actions. ”



Sam Gogolewski

Mine Engineer, Evolution Mining



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OPERATIONAL EXCELLENCE AND SAFETY

Operational excellence and safety are non-negotiable priorities in the mining industry, where the stakes are high, and the environment is often hazardous.

This pillar emphasises the importance of implementing best practices, optimising processes, and maintaining a steadfast commitment to safety protocols.

For leaders, this involves a thorough understanding of industry standards, continuous improvement methodologies, and risk management strategies.

This commitment to excellence and safety is not only essential for driving efficiency and productivity but also for building a reputation as a responsible and reliable leader.

“ Mining is a very complex industry which requires leaders to inspire others by **acting with integrity** to achieve production goals, maintaining **high operations standards**, pursuing excellence and **legislative compliance**. ”



Helga Nolasco

Principal Environment, MMG

ETHICAL & TRANSPARENT DECISION-MAKING

This pillar highlights the importance of making decisions that are not only legally compliant but also morally sound and transparent to all stakeholders.

Clear communication, accountability, and adherence to ethical guidelines builds trust, mitigates risks, and enhances the long-term sustainability of operations.

By prioritising ethical and transparent decision-making, leaders can foster a culture of honesty and integrity within their organisations, ensuring that their actions align with both the company's values and the expectations of the broader community.

“ It’s very important to have open and transparent communication within your teams. If you’re meeting in person and you don’t require your laptop, then close the lid and mute your phone. When we actively listen, people feel more valued and heard. ”



Elyse Bosch

Graduate Community Carrapateena, BHP

ADAPTABILITY & CONTINUOUS IMPROVEMENT

In the dynamic landscape of the mining industry, leaders must be agile, ready to pivot strategies in response to emerging technologies, regulatory changes, and market fluctuations. This requires a mindset that embraces change as an opportunity rather than a threat.

Continuous improvement involves a commitment to regularly evaluating processes, seeking feedback, and implementing innovative solutions to enhance efficiency. By fostering a culture that values learning and adaptability, leaders can ensure their teams remain resilient and competitive.

“*Adaptability is essential. Young professionals must learn to pivot and innovate in the face of challenges.*”



Aggie Szabo
Bureau Veritas

RECOMMENDED RESOURCES

Mentorship

Seek out mentors who can provide guidance and share their experiences.

AusIMM offers a mentorship program matching graduates and mid-career professionals with professionals with more than 10 years experience in the resources sector. [Learn more.](#)

Professional Development

Engage in courses, conferences and workshops that focus on the areas you want to upskill.

AusIMM offers [conferences](#), [online courses](#), [conference proceedings](#), [webinars](#) and [interactive workshops](#) to enhance your technical and professional skills. Discounts are available for students and new professionals.

- [Strategy and Governance Short Course](#)
- [Manager as Leader and Influencer Short Course](#)
- [What Can We Learn From Female Leaders Thriving At This Time? \(Start from 4.10\)](#)

Networking

Build and maintain a network of professionals within the resources industry. AusIMM offers free guided [online networking, in-person conferences](#) and [New Professionals Network events](#) so you can connect with other professionals.

- Industry Connect Virtual Forum
- International Women's Day Series
- Thought Leadership Series

Explore tools and frameworks

Lean and Six Sigma Tools offer methodologies to reduce waste and improve quality. The Kepner-Tregoe Matrix is a systematic framework for gathering, organising, and evaluating decision-making information.

Organisational psychology is an approach to solving work performance and organisational design problems with psychological principles.

Role-Playing Scenarios

Participate in role-playing exercises to practice handling various leadership challenges.

Embrace Mistakes

Understand that making mistakes is part of the learning process and use them as opportunities for growth.

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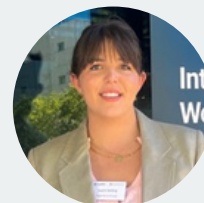
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