

WOMEN WHO LEAD



Kimberly B. Malerba

Partner



RUSKIN MOSCOU FALTISCHEK P.C.

Smart Counsel. Straight Talk.

Office: 1425 RXR Plaza, East Tower, 15th Floor
Uniondale, NY 11556

kmalerba@rmfpc.com

516-663-6679

rmfpc.com

Over the past two years, what as a woman have you learned regarding work/life balance?

I have learned that there is no one-size fits all approach to work/life balance. Further, there is no single approach that will work all of the time – sometimes assessing the proper balance is a day-to-day determination. I have learned that I have to continually evaluate the ever-changing needs of my family and my firm, and then re-calibrate my goals. It is important for me to appropriately set expectations based on my capabilities at a particular time. As a partner in a law firm and an involved mother of four children, there is always more work to be done at work and at home, so constant reassessment of priorities is a necessity. I have found a successful balance as a partner, spouse, mother and a professional, but it requires flexibility and ongoing adaptation.

What valuable career lesson or lessons would you like to share with others?

A valuable lesson that I have learned over the course of my career is that you should always listen to others' thoughts and opinions with an open mind. People want to feel respected and valued, and know that their opinions are being heard. This approach also builds teamwork within an organization. Along with listening to others, as a leader, however, you should also listen to your gut, especially when something does not feel

right. I have found that my instinct and gut feelings have very rarely led me astray. Another important lesson is that everyone deserves to be treated with respect. Regardless of an individual's job title or level at a company, they deserve to be treated with the same amount of respect as you would afford the CEO. This important value should be incorporated into every company's culture and demonstrated from the top down.

What advice would you give to the next generation of female leaders?

Women at all levels should support one another and help lift each other up. Female leaders are in a unique position to accomplish this important goal. Women should seek out others who can help them accomplish their goals and also look for those to whom they can provide support and assistance. Women do not need to compete with one another to succeed, as working collaboratively will likely result in greater outcomes for everyone. Innately, women typically have strong intuition and great capacity for empathy and compromise. These characteristics enable female leaders to better understand those on all sides of an issue. If female leaders hone in on these attributes in their day-to-day work, they will achieve a higher level of success in their careers and in their lives.