



JULIE HARRIS

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What person in your life had the most significant impact on you? How did they affect you?

One of the reasons that I am particularly involved in women's leadership AND focused on those that are at a turning point in their lives (i.e., the Vital Voices program) is that I specifically remember points of inspiration in my life that helped chart my path thus far. My parents were the beginning of that inspiration and I can count so many inspiring leaders I have met or read about (Katherine Graham's "A Personal History" is a favorite book). My philosophy is to keep growing and learning personally and then passing that along and "paying it forward" to those around me. Lastly, I am also a passionate business leader and feel that businesses can make a huge difference through job creation, innovation, economic prosperity and their duty to make the world a better place through those efforts. An event that helped shaped this for me was becoming an executive mentor in our firm's Global Ambassadors Program in Mexico City for aspiring business and community leaders throughout Latin America. I came as a mentor and left as an inspired leader ready to tackle even larger challenges and take risks in my career.

What is the most useful and unexpected skill you've learned?

Tenacity.

What's the one thing you always do to prepare for a new challenge?

I have certainly changed roles often in my career and taken on many new responsibilities in the community. My one thing is two Ls — "Listen and Learn." Meet as many people as possible and read as much as possible to learn about the new challenge, the risks, the opportunities, etc.

What was the biggest challenge you had to overcome and how did you accomplish it?

One of the biggest challenges was finding my voice and the "when" and "how" to use it. I was usually the youngest in the room, often the only female and certainly not afraid to speak up. Having an older brother, none of this phased me; however, I had to learn how to use my experience and my expertise in the right place at the right time to "fit in" better in order to be heard and taken seriously in meetings. This was also key in building world-class teams, which is THE key to success — it is never about you the individual, it is about the team you build.



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What are some of the strategies you use to deal with maintaining a work-life balance?

Like many others, I prefer work/life integration. Some weeks I have less balance than others so I make it a point to work less on the weekends or take an afternoon off if I am traveling for weeks in a row. I also lean on friends and mentors and my relationships in the community to force balance and keep a good perspective on what is most important in life. I do also dream of having it all, a great family, a thriving career and making and impact on the world. I am surrounded by a great team and great mentors and leaders to make this happen.

What advice would you give your younger self?

Pursue your dreams. Don't give up, don't ever give up! Take your personal passion and intensity for what you believe in and make sure your career goals align with that. Being "really good" at your job breeds future opportunities and growth. Take risks, GO BIG!

What qualities contribute to being a great leader?

I value what I call the Three C's: Create Common Goals, Communicate Often and Drive the Culture to meet those goals.

What qualities are critical to you (or items you can't live without) for being successful and a leader?

Authenticity, Passion and Curiosity.