Building a Winning Team

Kevin Jamieson
Director, Compliance Management
Con Edison

Tayo Kurzman
Manager, Compliance Management
Con Edison
Steam
- The largest steam distribution system in the United States
- Produce and deliver 19,979 MMlb of steam annually
- 1,649 customers in Manhattan

Electric
- 3.4 million customers in NYC
- 660 square mile service area
- Population of more than nine million

Gas
- 1.1 million customer
- 4300 miles of main
- 370,000 services

Graphic:
- 1.6 million customers in NYC
- 660 square mile service area
- Population of over 9 million
- 1.649 customers in Manhattan
New York City

Con Edison

- CEO

Law Department

- GC, SVP

Business Ethics & Compliance

- CECO, VP

Compliance Management

- Established January 2015
Corporate CM Team
Sr. Leaders
Partners

**MBTI Preferences**

Extraversion ↔ Energy ↔ Introversion
Sensing ↔ Information ↔ Intuition
Thinking ↔ Decision ↔ Feeling
Judging ↔ Lifestyle ↔ Perceiving
### Sensing vs. Intuitive

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**We’re Hiring a Director of Change Management to Help Employees Embrace Strategic Changes.**

We’re looking for a strategic thinker who can help our employees embrace change. Someone who can develop and implement strategies that make sense and lead the way in facilitating change.

**Or We Could Come Up With Strategies That Make Sense.**

Alternatively, we could focus on developing strategies that are practical and achievable, ensuring our employees feel supported and empowered to embrace change.

**That Sounds Harder.**

While the latter may seem more challenging, it’s important to prioritize employee well-being and long-term success.
Find the Blind Spots and Gaps
Compliance Leaders