

# Kavya Kumar

General Manager, Projects  
Programmed Facility Management



## What “Giving” in Leadership Means to Me

Leadership is defined by trust and space for others to grow. It is about creating environments where people feel respected and trusted with autonomy.

Giving in leadership means creating opportunities— advocating for others, recognising effort, and making appreciation visible through small but meaningful actions. A genuine thank you, a smile, or acknowledgment of contribution can have a powerful impact. These moments build confidence and connection within teams.

An essential part of giving is fairness. This is not easy, as we all carry unconscious biases and need to make a deliberate effort to keep bias in check.



*WA, PMO team*

Giving also applies inward. It means giving yourself permission to be confident, to ask for help, and to receive feedback constructively. Growth comes from staying open, reflective, and committed to doing your best work while bringing out the best in yourself.

Early in my career, someone took a chance on me — offering guidance, opportunity, and encouragement at a critical moment. That experience shaped how I lead today and reinforced my belief that leadership is a continuous cycle of giving and receiving. When support is paid forward, everyone grows.

In 2026, I continue to give by providing opportunities to others and supporting the STEM program led by WISE (Women in Subsea and Energy) committee under SEA (Subsea Energy Australia).