

Cristina laboni Calls for More Real-World Leadership: “Execution Beats Theory”

With decades of cross-industry experience, laboni urges business leaders to close the gap between strategy and people — one decision at a time.



Scottsdale, Arizona Jul 4, 2025 ([Issuewire.com](https://www.issuewire.com)) - [Cristina laboni](#), a seasoned executive with over 30 years of experience leading organizational change across healthcare, construction, retail, finance, and manufacturing, is calling attention to a growing gap in leadership: the disconnect between strategic vision and real execution.

“I’ve worked in companies that had incredible ideas but failed to bring people along,” says laboni. “It’s easy to talk about transformation. It’s much harder to implement it well, with structure and follow-through.”

laboni, who has led HR and operations in Fortune 500 firms and founded her own metal fabrication business, believes that too many leaders underestimate the power of clear goals, steady communication, and team alignment.

“People don’t resist change,” she explains. “They resist being left out of it.”

According to McKinsey, 70% of organizational transformations fail — most due to lack of employee engagement and unclear execution plans. In PwC’s 2023 Global Workforce Survey, only 31% of employees said their leaders communicate effectively during times of change.

“Those numbers don’t surprise me,” says laboni. “Leadership starts with listening. When strategy doesn’t make it past the boardroom, it fails before it begins.”

Having transitioned from high-level corporate leadership into entrepreneurship — launching and scaling Mavrrik Metals in Arizona — laboni brings a hands-on perspective to her message.

“I had to negotiate steel prices one day and lead a job-site safety meeting the next,” she says. “You learn quickly how important it is to be present, decisive, and clear.”

Lead Where You Are

laboni isn’t asking for grand gestures. She’s asking for practical, grounded leadership.

“Whether you’re running a business or managing a shift, ask yourself: Are we aligned? Do people know what success looks like? Do they trust the system?” she says.

She encourages managers and business owners to:

- **Start small:** Clarify one process that causes confusion or bottlenecks. Fix it with input from those affected.
- **Listen better:** Replace one meeting this week with a feedback session. Ask, “What’s getting in your way?”
- **Be visible:** Show up where the work happens. Talk to people. Understand the real workflow.

“You don’t need a new framework. You need follow-through,” says laboni. “That’s where leadership actually lives.”

About Cristina laboni

Cristina laboni has held executive roles at EMCOR Group, BJ’s Wholesale, and Taylor Morrison Homes. She founded DUX Strategy Consulting to support companies navigating growth, acquisitions, and restructuring. She also launched Mavrrik Metals, growing it to \$7 million in revenue. Cristina holds degrees from the University of New Haven and Trinity College and has worked in Connecticut, Massachusetts, and Arizona. She is currently based in Scottsdale.



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