

## **FOLLOW UP: Settlement Opportunity: Hire Me**

February 16, 2023

Cc: Scott Seu, HEI CEO  
Shelee Kimura, HECO CEO  
Yingwei Kaplan, HECO Hiring Supervisor

Aloha Ms. Thao Tran,

Wanted to follow up with you today regarding this settlement proposal. Such situations give CEO Kimura an opportunity to demonstrate her leadership skills. She's a new executive in Hawai'i and this conflict allows her to show her style and character. John Maxwell teaches directors and managers to be better leaders. One recommendation is NOT to shy away from challenges. He claims insecure people don't like to take risks, as they lack confidence in their ability to succeed.

Insecure leaders also have aversion to helping others grow. They view people as working FOR them, not WITH them. Further, the insecure leader is driven by wanting to be liked; seeking everyone to think well of them all the time. Thus, they refuse to handle conflicts and shy away from delicate issues out of fear those on one side or the other will no longer like them.

Smart people resolve conflict. In this instance, continuing this dispute forces me to air my concerns and grievances in public, as Hawaiian Electric maintains a regulated monopoly. Residents must serve as watchdogs. Adding me to the internal team ensures my comments go to my supervisor and through the chain of command. Together, we combine our energies to solve challenges in the best interest of the rate paying public.

I applied officially for the position two days ago. Please let me know by End of Business today (Thursday, 2.16.23) if CEO Kimura is interested in discussing this possible solution.

**"Insecure leaders  
never develop people.  
They replace them."**

**~ John C. Maxwell**

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