INTRO
• Institutions are critical to an emerging industry, and leadership competencies are crucial for the building of institutions.
• It is important to learn from preceding offshore wind industries, the leadership competencies they have found essential, especially for their emerging phase; and lessons that can be adapted for how, and how not to develop these competencies.

METHODS
1. Case studies
2. Interviews
3. Literature review

DISCUSSION
• Creation
• Contextualization
• Institutionalization