

2020 STEP AHEAD AWARDS

**WOMEN
MAKE
AMERICA**

 **MANUFACTURING
Institute**



The STEP Ahead Awards program, now in its eighth year, is a national platform to showcase trailblazing women who are changing the manufacturing landscape for the better.

The honorees and emerging leaders in the class of 2020 represent the best of the best in manufacturing today, and the future of the industry. In a competitive field of more than 1,000 candidates, 130 women are recognized for outstanding achievements in their companies, communities and industry.

While their backgrounds and career experiences are diverse, they share a common bond: a commitment to excellence in their work and dedication to elevating other women. These women consistently push boundaries in an industry where they are underrepresented - to break ceilings for the next generation of talent. They have demonstrated leadership, drive and creativity at every turn. Their stories embody the ingenuity and hard work that keep our industry thriving. In the past year, their perseverance, innovation and hard work has been critical to the future of our country and world. We need more of them.

Manufacturing's best bet for sustainable growth is to attract and retain top talent; that means we need more women and diversity in manufacturing. The STEP Ahead honorees and emerging leaders – past, present and future – will help lead the way as role models, mentors and industry ambassadors, for there is no better example of the diverse and rewarding career opportunities in modern manufacturing.

This STEP Ahead recognition is just the beginning for these talented leaders. I look forward to seeing these women continue to positively impact manufacturing and our world.

Congratulations to the STEP Ahead class of 2020!

A handwritten signature in black ink, appearing to read 'Michael W. Lamach', written in a cursive style.

Michael W. Lamach
Chairman and CEO
Ingersoll Rand





Congratulations to the 2020 STEP Ahead Honorees and Emerging Leaders! On behalf of The Manufacturing Institute, I am incredibly proud to recognize these 130 women who have made tremendous contributions and impact within the manufacturing industry and their communities. These dynamic, diverse women in manufacturing are paving the way for the next generation through their leadership, mentorship and personal excellence.

Manufacturing itself is an ever-changing industry, and this year manufacturers were faced with unprecedented challenges during the COVID-19 pandemic. It took determination and ingenuity for businesses to remain open during these difficult times and to keep producing the goods that our country needed, particularly personal protective equipment, therapeutics and vaccines. Businesses faced logistical challenges, worked seven days a week to fulfill critical orders and—in many cases—donated supplies to first responders and medical professionals to help in the fight against the spread of COVID-19.

Women in manufacturing were critical to that response. Like always, the industry has continually been propelled through innovation, creativity and problem solving—the very attributes we honor these leaders for now. It’s heartening to consider how much talent and drive our STEP Ahead Honorees and Emerging Leaders bring to their jobs each and every day. They are role models and ambassadors inspiring the next generation of women in manufacturing. They represent the passion, vision and diversity of opportunity within an increasingly high-skill and rewarding field of work. And with America’s most iconic industry facing a workforce crisis driven by the skills gap, the examples they set have never been more important.

Our STEP Ahead Honorees and Emerging Leaders join a powerful group of women who came before them as ambassadors, mentors and leaders to advocate for manufacturing. Their voices, passion and vision are transforming—and will continue to transform—this vital industry through their commitment to achieving extraordinary feats in the field. They are creators, innovators and dreamers; they are building the future for us all.

A handwritten signature in black ink that reads "Carolyn Lee".

Carolyn Lee
Executive Director
The Manufacturing Institute



2020 STEP AHEAD AWARDS PROGRAM

5:30 p.m. Pre-show Virtual Pink Carpet

6:00 p.m. The 2020 STEP Ahead Awards

Remarks from the 2020 STEP Ahead Chair

Erika Peterman, Senior Vice President, Chemical Intermediates North America, BASF Corporation

Remarks from MI Executive Director

Carolyn Lee, Executive Director, The Manufacturing Institute

Presentation of Emerging Leader Awards

Remarks from the 2020 STEP Ahead Vice Chair

Kathy Wengel, Executive Vice President & Chief Global Supply Chain Officer, Johnson & Johnson

Presentation of Honoree Awards (Part 1)

Remarks from NAM President and CEO

Jay Timmons, President and CEO, National Association of Manufacturers

Musical Performance

Boys and Girls Clubs of America

Presentation of Honoree Awards (Part 2)

7:00 p.m. Program Conclusion



Joydma Alamo

**Logistics Node Manager
Caterpillar Inc.**

“An idea will remain an idea without manufacturing. Manufacturing has helped the world get closer, safer and able to understand the past to improve the future. Caterpillar is a great example – with our products we have been able to help countries to use natural resources, power remote areas, build hospitals and schools. Manufacturing sees the completion of an idea or a dream.”

As a proactive and engaged leader in the Caterpillar Aftermarket Parts Organization, Joydma led a transit time reduction project for Caterpillar’s dealer in Argentina. During her analysis, Joydma discovered that a key customer was experiencing an additional six days of transit time. When she learned that this lengthy additional time was driving the customer’s decision to select a competitor, she took action. By forming and leading a joint effort to identify solutions, it was determined that changing distribution centers would result in a reduced transit time. This reduced the customer’s transportation costs by approximately \$2.5M per year and led to an 80 percent reduction in quality claims.

Joydma is a leader, change agent and recognized spokesperson for the Lambda Network throughout all of Caterpillar’s operations in Mexico. Helping to create an inclusive environment for the company’s lesbian, gay, bisexual, transgender, intersex, queer employees and their allies, the Lambda Network works to educate others on the perspective and value of the LGBTIQ community. In this role, she fosters a sense of community for employees while advocating cultural diversity and inclusion.

By listening to the voices of the next generation and adapting her approach accordingly, Joydma embraces a leadership model that has had a profound impact on the company—particularly among younger employees. Her approach has resulted in improved productivity, a reduction in transactional errors and an 82 percent improvement in injuries from 2018 to 2019.

In addition, Joydma has made significant contributions within the Nuevo Laredo, Mexico community. She established the sponsorship of a crucial job fair to introduce members of the community to logistics and manufacturing, led the establishment of an onsite adult continuing education program enabling Caterpillar’s hourly employees to achieve their high school general equivalency degree, and worked with her team to adopt a local elementary grade school to provide them with much needed educational supplies.



★ EMERGING LEADER

Erin Amarello

**Business Manager, Bearing Inspection, Inc.
The Timken Company**

In the three years Erin has been at Timken's Keene facility, tremendous improvements have been made across the board. While serving as assembly supervisor, Erin implemented visual management throughout her area, decreasing stagnant orders and increasing schedule accomplishment. As area manager of operations, she introduced new problem-solving techniques while continuing to drive improvement of the main KPIs. In her role as a materials manager, she created stability within her team by implementing standard processes, work instructions and increased cross-training between production control associates.

Erin takes great pride in supporting others to help them realize their full potential—a passion that led her to mentoring and coaching problem solving at Keene. She also created the STAR program, which recognizes associates for improvement activities, quality focus and productivity. In addition, she instituted a biweekly lunch where attendees brainstorm activities to improve plant community spirit.

Because of her exceptional leadership skills and drive, Erin was chosen as Timken Keene's United Way chair in 2017, with the goal of improving the plant's involvement. Erin worked with a team to create a kickoff event for all three shifts, spoke at each one and instituted a raffle system for donations. These efforts increased donations from \$17,377 to \$23,642 and increased participation in the campaign by 12 percent from the previous year. Because of this growth, the Keene facility won the United Way's Summit Award and its Spirit of Monadnock Award.

Knowing her mother was an engineer gave Erin the confidence that she could succeed in STEM. Paying that forward, Erin has been involved with local Keene State College, helping to develop a data analytics program and participating in roundtable events to talk to students about data analytics opportunities in manufacturing. She has also returned to her collegiate alma mater each year to proofread resumes, prep students for interviews and even provide business attire for young women in need.

“Manufacturing is the unsung hero of the world we live in. Working in manufacturing is an adventure; there is always a process to design or improve, a person behind the machines and technology to coach, and a need in the world for what we are making.”



Lorraine Amesbury Holder

**Vice President of Operations
STIHL Inc.**

“I’m passionate about educating others that manufacturing jobs are not stereotypical dirty jobs, they are high-paying, high-tech careers in a cutting-edge environment. I hope to encourage more young people to consider manufacturing as a viable career path that does not always require an expensive degree from a four-year university.”

As the highest-ranking woman within STIHL’s operations, she is the only woman at her level in any of the company’s global production workshops. Before her promotion to vice president of operations in 2018, Lorraine served as the director of manufacturing for 10 years. During her tenure at STIHL Inc., the company has experienced record year-over-year sales gains.

Lorraine began making her mark in 2008 when she was hired to oversee the assembly of all chainsaws and power tools in addition to the machining, guide bar, sub-assembly and apprentice departments. Her passion for skilled trades and workforce development manifested into programs impacting the regional workforce. Her efforts have been invaluable for company performance, employee performance and product launches.

British by birth, Lorraine approaches her job with all the panache an international perspective brings. Through her service on the Technical Advisory Board for Virginia Beach City Public Schools, she uses her knowledge of the skills gap, experience with successful European-modeled apprenticeship programs, and expertise in manufacturing to advocate for workforce development. The result is a dual-enrollment program with the local Advanced Technology Center and Tidewater Community College. She was also instrumental in the development of the annual STIHL Manufacturing Technology Summer Camp for high school students, a free four-day camp that introduces students to modern manufacturing. 2019 saw a record number of camp applicants and female participants.

Lorraine loves to speak publicly and is an active supporter of Rejuvenating Excellence and Accomplishing Dreams (READ), an organization with a focus on empowering young women. She also supports the Old Dominion University Society of Women Engineers each year by opening STIHL’s doors for tours and an interactive lunch. Lorraine’s dedication to the women in her community and her workplace through varied mentorship opportunities demonstrate her passion and commitment to STEM.



Jean Angus

**CEO and President, Life Sciences
Saint-Gobain Corporation**

Jean joined Saint-Gobain in 2011 to build and lead a brand-new department founded on the philosophy that innovation is a process that can be learned and institutionalized. Over the years, she has served the company in multiple capacities ranging from innovation process director to general manager of the global Seals business. A few of her key accomplishments include boosting sales of products less than five years old from 23 percent of total sales to 50 and restructuring the Seals business into a customer-centric organization. Today, as CEO of Saint-Gobain's Life Sciences business, Jean's approach to customer needs, organizational core competencies and growth potential is having transformative impacts.

Jean, a natural-born mentor and coach, currently has more than a dozen mentees under her tutelage. She prides herself on being able to identify what makes each person unique so they can build and capitalize on their own strengths. Her greatest satisfaction comes when her mentees move to a place of strength where they can stand on their own. Building on this leadership, Jean embarked on a partnership with the Boys & Girls Clubs of Cleveland to lend time to young women who may need help and guidance on finding a career that aligns with their talents. She is also participating in Cleveland's first-ever "Mentoring Monday," which is a nationwide event giving local women the opportunity to work with volunteer mentors.

Jean's passion for giving back is rooted in helping underserved populations by eliminating hunger, and mentoring girls and women to help them achieve their goals and aspirations. Jean has been known to put together meal bags of healthy food to distribute directly to those in need in her community. She also supports the Toni Turchi Foundation, which provides financial support to families with a loved one undergoing breast cancer treatment.

"I am lucky to be in a business with people that say 'yes' and 'do the right thing' when others say 'no.' We take on challenges that take time to solve and make parts that are not the easiest to produce. Behind our parts are people that have passion for each other and the customers we serve. I could not imagine spending my time any other way."



★ EMERGING LEADER

Mallory Apperson

Lean Manager
Polaris Industries Inc.

“Manufacturing as an entire process allows individuals and cross-functional teams to design, build and deliver the best possible product to customers. I am fortunate to work in an environment that encourages all employees to think outside through continuous improvement and innovation to fuel the passion of our riders.”

Mallory has quickly established a reputation at Polaris Inc. for her passion, drive and all-hands-on-deck approach. In her previous role, she traveled to the company’s research and design facilities, providing Environmental Health and Safety (EHS) guidance and standardizing practices. Her ability to adapt to the culture at each site has proved critical to the success of EHS practices. Mallory also led a cross-functional team to investigate what trainings and safety gear should be required for all Polaris on- and off-road products and partnered with external groups to bring Avalanche Safety Training and Motorcycle Intermediate Safety Training on-site and available to all employees. The Rider Safety program has since become a key part of the company’s safety culture. Mallory recently took on a new role within the Lean Organization as a career development opportunity to expand her knowledge and visibility to the front-end of the business and operating models.

Mallory prioritizes mentoring young talent. She helped build the Polaris Environmental Health and Safety Intern Program, now in its third year. She also partners with the university recruiting team to identify schools with a strong EHS curriculum and makes recruiting trips to speak about the EHS career path and Polaris Inc. Mallory works with her EHS peers to determine appropriate projects for interns and every year she helps lead the intern Ride Event, a highlight of the intern experience at Polaris.

Mallory sits on the Polaris Community Foundation Board, which provides assistance to local organizations. She leads the way in supporting STEM programs in local schools and encouraging young female talent, and she regularly helps to conduct site tours for students at various company locations. Mallory has assisted in coordinating various donation drives for local organizations including local animal rescues supply drives and pet adoption events at Polaris. Mallory acts as a location ambassador for Polaris Gives – an online platform that supports employees in their efforts to give back by providing opportunities to earn rewards for volunteering, matching grants for donations and time off during the work day to volunteer. In addition, she is a strong advocate for mental health and women’s health rights and participates in numerous volunteer and community events that help provide affordable care to those in need.



Haydee Arreola Nocar

**PMO - Commercialization Manager
McCormick & Company, Inc.**

In seven years at McCormick, Haydee has been responsible for the development and launch of more than 50 consumer products. Because of her leadership, her creativity in developing solutions and her incredible acumen for executing product launches, she is in charge of the product life cycle management of several of the company's product lines, working closely with marketing, design, engineering, finance and production teams to take concepts from design to implementation. This is no easy feat, but Haydee enjoys a challenge, and her enthusiasm keeps her team motivated and engaged.

Haydee is passionate about promoting diversity and increasing opportunities for minorities in manufacturing. As a leader in McCormick's Latino employee resource group, she uses her business development and marketing skills to promote many events and programs. In addition, through her active involvement with McCormick's Latino Employee Ambassador Group, she has participated in several external initiatives where she has provided career guidance and encouraged individuals to apply for job opportunities at McCormick.

She is also a dedicated mentor within McCormick, particularly to Latinas who are new to the company. Two of her recent mentees have shared that they look up to Haydee as a Latina role model. The fact that Haydee consistently goes out of her way to encourage and prepare the next generation of Latinos for successful and fulfilling careers, whether in STEM or elsewhere, is evidence of her exceptional leadership.

An active community volunteer, Haydee has participated in many McCormick charity events, making a difference in the lives of people in Baltimore and surrounding counties. She also gives time to Junior Achievement's microeconomy training program, where she acts as a translator for participating children that do not speak English. In addition, she has worked with Junior Achievement to recruit more Latino volunteers as mentors and coaches.

"I find manufacturing extremely rewarding. It involves what I'm most passionate about: working with people and creating new products. As a product life cycle manager at McCormick, I enjoy leading teams with different backgrounds and areas of expertise. I am passionate about developing new products to meet the evolving consumer needs."



Decie Autin

**Vice President, Central Project Management
Exxon Mobil Global Projects Company**

“Manufacturing is where the action is! Seeing ideas develop from the drawing board to the manufacturing floor is exciting and energizing. Inclusion and diversity have steadily improved over my 40 year career and I often wish I could start again given today’s transformative opportunities ahead for this industry.”

Decie leads an organization that supports \$15B of major capital projects for all of ExxonMobil’s upstream and downstream businesses. Prior to this, she served as production global operations manager, supporting 7,000 operations personnel worldwide. Under her leadership, the global operations team helped eliminate serious incidents by actively sustaining the company’s Safety Work Management System, Life Saving Actions and Process Safety Systems.

Decie also served as project executive and leader of the Papua New Guinea Liquefied Natural Gas (PNG LNG) project—a project large enough to double the country’s Gross Domestic Product (GDP). At its peak, 21,000 people were employed to support this effort, which commercialized natural gas resources in Papua New Guinea. In addition to overseeing planning, engineering, procurement and execution, Decie established quarterly safety meetings to establish a culture of support for safe practices.

Decie is a champion of women’s empowerment who has sponsored several women leaders in Papua New Guinea to participate in the Global Women in Management program. For these efforts, an engineering scholarship, “The Decie Autin Scholarship for Women,” was created in her name. By actively supporting the Women’s Engineering Network in Nigeria as well as the Cross Functional Women’s Leadership Team in Houston and establishing the Women’s Energy Network in Papua New Guinea, Decie has had a profound impact on women around the world.

Decie is a longtime member of P.E.O. Sisterhood, a women’s philanthropic organization that grants scholarships and operates a women’s liberal arts college in Missouri. Now serving as president of her local chapter, she works to identify and sponsor women so they can complete their education. In addition, Decie makes helping others in her community a priority through her role as co-chair of the United Way of Greater Houston Alexis De Tocqueville Society. Since being personally impacted by 2017’s Hurricane Harvey, Decie has diligently worked to provide assistance and support to those in need amid troubling times.



Kathryn Bacon

**Current Products Manager Value Analysis/Value Engineering
Harley-Davidson Motor Company**

Kate joined Harley-Davidson Motor Company (H-D) in 2012 as a program manager, where she skillfully led multiple cross-functional teams to develop and launch several new motorcycles. In 2018, she led her Parts and Accessories team to their best-ever launch results with improvements in the range of 20 to 58 percent for on-time delivery metrics. Because of her outstanding achievements, she has been promoted three times since her arrival.

Today, Kate is the manager of the newly formed H-D Value Analysis/Value Engineering (VA/VE) group, where she leads a team of eight engineers and designers who are responsible for identifying and executing engineering projects that improve customer value and reduce cost. Her team has completed dozens of VA/VE projects and was projected to deliver \$15M worth of savings in 2019 and \$20M in 2020. By eliminating waste and driving process improvements, Kate has brought enhancements to each role she has held.

Kate continually strives to make an impact on the next generation of women in manufacturing. For instance, while volunteering at a H-D-sponsored Girl Scouts STEM event, Kate guided participants on a tour of the company's engine manufacturing plant. Afterwards, she led the girls through a series of interactive exercises, offering firsthand insights on the dynamic world of STEM and opportunities within the industry.

Kate cares deeply about making a positive impact on the impressionable lives of young adults and aims to build their skills, character and confidence. She enjoys volunteering at her church and has served as president of the Christian formation committee and as a catechist. Kate personally organized and led the "Box City Homelessness Experience" fundraiser for eight years. During this overnight event, she leads a group of teens through a realistic simulation of being homeless themselves. The positive impact Kate has made on young adults through these events has been profound, deepening their level of compassion and growing their sense of civic responsibility and social justice.

"It's thrilling to watch the creative design efforts of my team become manifested into physical product ready to delight our customers. Manufacturing also gives us the opportunity to practice continuous improvement and real-time problem solving."



Andrea Baker

**Quality Lab Manager
Ashley Furniture Industries, Inc.**

“I am passionate about manufacturing because of the opportunities it gives. Manufacturing offers many different elements that are intriguing to people with different backgrounds of experience. It is amazing to see so many different departments and commodities go into a process and a great quality product come out. In a manufacturing environment you have the availability to learn and grow beyond your current role.”

Andrea began her career with Ashley Furniture Industries, Inc. as a part-time cycle count auditor 20 years ago. Her hard work and accomplishments led her to transfer into the quality lab team, where she led the start-up function revolving around Flammability Testing Programs. In this role, she wrote the rules and standards for Ashley Furniture to conform with California’s TB117 regulations. Today, Andrea oversees Ashley’s quality control laboratories in four locations across the country. She is also working with Ashley quality teams worldwide to develop global laboratory quality team standards and practices—a massive task encompassing more than 21 million square feet of global manufacturing capacity and over 30 million pieces of furniture shipped in 2019.

Andrea is passionate about her work and the contributions she and her teams have made to raise quality standards for all of Ashley’s products. She has traveled to many of Ashley’s suppliers, creating standards and processes through audits, testing procedures and quality standards training, ultimately making her suppliers’ product better and improving quality within her organization.

Throughout her two decades with the company, Andrea has trained and mentored several women in quality labs across the country. She works daily with each one, teaching not only about quality, but about opportunities for growth within the company. Andrea’s high drive and ongoing commitment to excellence also led her to receive Ashley Furniture’s Silver Award in 2019—further exemplifying her leadership and positive impact.

Andrea is active in her community, serving as the treasurer of her church as well as chair of their budget committee. Through participation in a mission trip to New Orleans, Louisiana, she helped set up a facility to give out food, hygiene products, clothes, shoes, first-aid items and more to the homeless—a testament to her commitment to making a difference in the lives of others.



Lauren Baker

**Director, New Product Development & Product Planning
Emerson**

Since joining Emerson, Lauren's leadership has proven invaluable to a number of key initiatives within the company. Lauren currently leads a product development team in reducing time-to-market for high-efficiency motors. Leading to launch, she works cross-functionally to plan for production volumes, identify tooling and capital needed, anticipate supply chain issues, and a host of other production-ready issues.

In 2013, Lauren launched Engineers in Leadership, a rotational program at Emerson for undergraduate engineers with the goal of building a diverse pipeline of female and minority talent. In the first two years of the program, she hired 29 students, of which 50 percent are women and 25 percent are minorities. Engineers in Leadership is now ranked as a top rotational program, offering a unique opportunity to approximately 12 engineers from various backgrounds into the organization each year.

Lauren is also a founding member and the current chair of Emerson's Women in STEM Employee Resource Group (ERG), which includes over 4,000 members across 85 different Emerson locations. In addition, Lauren serves on the board of Girls Incorporated of St. Louis (Girls Inc.), a non-profit serving over 7,000 girls in the community with a special focus on STEM education in summer and after-school programs. As co-chair for the 2018 "Strong, Smart and Bold Luncheon," Lauren helped Girls Inc. achieve its largest attendance to date, in addition to raising over \$200,000.

Through her involvement with Big Brothers Big Sisters, Lauren has made a difference in the life of a very special girl named La'Kyhal. Since 2012, she has watched La'Kyhal grow from a bubbly and curious five-year-old to a mature and confident 13-year-old with big dreams and questions about the future. To this day, La'Kyhal and Lauren still meet regularly to share stories and engage in new experiences. It is Lauren's hope that, through their relationship, La'Kyhal has gained deeper confidence in what she can accomplish.

"New product development ensures that our designs leverage our best technology offerings, can be manufactured efficiently in our facilities, and are marketable to our customers. I work with cross-functional teams to solve problems to enhance speed and quality to market our products and solutions – it's energizing!"



Courtney Balliet, Ph.D.

**Manager of Strategy, Science and Technology
PPG**

“I am passionate about manufacturing because science and technology play a key role in the manufacturing process, allowing us to deploy new products in a cost effective way in order to drive global commerce.”

As manager of strategy, science and technology, Courtney plays a vital role in the development and execution of many innovations within PPG. During her career in R&D at PPG, she has been a driving force behind the development of PPG’s patent-pending anti-fingerprint (AFP) coating. This technology significantly reduces the appearance of bothersome fingerprint residues on electronic displays, improving the usability and visibility of touch screens. The next generation of AFP technology from PPG that builds upon Courtney’s original work has already captured the attention of publications like Car and Driver magazine.

Courtney is committed to engaging with and influencing the next generation of talent in her industry. This includes one-on-one mentoring of new Ph.D. level scientists at PPG’s Coatings Innovation Center, working with undergraduate interns to help them understand what a career in science and technology actually looks like, and actively participating in campus recruiting efforts at Carnegie Mellon University. Courtney is making science and technology more accessible, understandable and attractive to those who want to use their skills and gifts to truly make a difference.

Courtney has made a difference in the community through her involvement in the PPG Colorful Communities project, an initiative aiming to enhance, protect and beautify neighborhoods where PPG operates. Collaborating with more than 100 colleagues, Courtney worked to rejuvenate 21 classrooms and eight bathrooms with fresh coats of paint at one of Pittsburgh’s underserved community schools.

Also serving as a volunteer for the Pittsburgh Regional Science & Engineering Fair, Courtney has helped budding scientists and researchers in grades six through 12 maintain and strengthen their interest in STEM. As a judge for the fair’s chemistry category, she has shared her skills, expertise and scientific approach with dozens of students, providing feedback, encouragement and support through one-on-one interactions. These efforts underscore one of Courtney’s core beliefs—that volunteers are critical to strengthening communities and that, by working together, they can make things happen.



Meena Banasiak

**Director of Quality and Food Safety
Phoenix Closures, Inc.**

As director of quality and food safety at Phoenix Closures, Inc. (PHOENIX), Meena's leadership is essential for \$163 million in sales. Bringing energy, enthusiasm and a drive that is hard to match, Meena has made an already robust department more collaborative, more approachable and even stronger.

Under Meena's leadership, PHOENIX's manufacturing plants collectively achieved a 37 percent reduction in customer complaints in just 20 months. In addition, she led efforts at four geographically separated factories to earn perfect or nearly perfect scores in their 2019 Global Food Safety Initiative recertification audits. With a strong dedication to professional education and development, Meena has enabled several individual employees to achieve technical certifications. She has also overseen significant improvements to the format and content of thousands of training activities administered to our 400+ production, maintenance, warehouse and management personnel.

The Valley Industrial Association and the Women in Manufacturing (WiM) Association's Illinois Chapter have taken note of Meena's talents, handpicking her to serve as a panelist for their annual event, "Lifting Up the Next Generation of Female Leaders." There, she spoke before 141 people from 80 different companies about building confidence, ownership and empowerment.

Meena is deeply engaged in the Naperville community through involvement with her school district, the Chamber of Commerce and multiple charitable organizations. She is committed to fighting food insecurity and serves on the Board of Directors for Loaves & Fishes Community Services, a non-profit which provided food and support to 18,657 individuals and 4,651 households over the last year. Meena also actively participates in student outreach, working with youth and young adults of all ages. She has supported numerous initiatives ranging from launching an after-school "Inside Out" club to foster empathy and compassion among elementary students to leading a team of PHOENIX employees to sponsor a career exploration event for local high schoolers.

Across all her pursuits, it is clear that Meena has made it her mission to ease the path forward for others and to inspire and empower the same willingness to lead that has enabled her own success.

"To me, manufacturing is where ideas are transformed into realities, often on a scale more grand than you might've ever imagined up front. It is so fulfilling to lead a team on that journey of bringing a product to life and to celebrate the successes and hurdles along the way."



Dacia Benoit

**Senior Director, Global People Development
Molson Coors Beverage Company**

“I love manufacturing because it is constantly challenging and always new. In manufacturing even if your product line does not change how you do things and the teams continue to improve and develop. That keeps you looking forward and always focused on how you can continue to make an impact.”

Dacia is a Molson Coors global leader. She is responsible for the company’s Learning Strategy that helped them implement their World Class Supply Chain 2.0 transformation. To bring this initiative to life, Dacia led a team to develop standard ways of working and learning solutions across 12 different functions within the end to end supply change. Teams across the world are using these standard ways of working and learning solutions to aid them in driving performance across the business. One specific learning solution adopted a playbook layout that described deployment methods to create a similar learning experience and deployment of a complicated 13 week learning event that was measured through performance achievements. Her contributions to this new methodology have been invaluable in educating team members and driving consistency across the globe.

Beginning her career in the brewery, Dacia has advanced throughout her time at Molson Coors Beverage Company and now leads a global team. She has not only supported her team through expert delegation and coaching, she has facilitated the development of employees across the global supply chain—including women who have actively sought her out to learn from her expertise. It is rare to see brewery leaders look to others in the organization for clarification and support. Dacia, however, has masterfully nurtured those relationships and has established herself as a true consultant to the business.

Building strong relationships and delivering effective solutions has solidified Dacia’s credibility company wide. Her exceptional leadership has changed how both human resources and learning and development interact with the global supply chain organization. As a trusted advisor to the most senior leaders, her impact can be felt across all levels of Molson Coors Beverage Company.

With a young family and a passion for youth development and education, Dacia volunteers her time and talents to Reunion Elementary and The Learning Experience. The Learning Experience focuses on providing groundbreaking care and early education programs throughout the country and she volunteers regularly to support and help them in achieving their local goals. In addition, she has a passion for helping those in need and regularly uses her background from her initial early education in Mental Health and volunteers to support homeless and mentally ill people trying to become employed.



Jeanne Biber

**Manager of Product Regulatory Affairs
Harley-Davidson Motor Company**

Since joining Harley-Davidson Motor Company (H-D) in 2005, Jeanne has held positions in product development, quality, value engineering and regulatory compliance—achieving a host of accomplishments along the way. For example, through her role in value engineering, Jeanne provided leadership for over 50 continuous improvement projects that saved an estimated \$4.4 million annually. She was also instrumental in improving the Motorcycle Field Quality Management process to reduce quality defects and improve customer satisfaction. This process drove a 25 percent improvement in 2-year warranty repairs, a 22 percent improvement in 1-year warranty repairs over the course of two model years and continues to keep Harley-Davidson providing world-class quality motorcycles.

In her current role of product regulatory affairs manager, Jeanne is responsible for sound and emissions-related regulatory certifications impacting every H-D vehicle worldwide. Beyond her outstanding technical and process skills, Jeanne has actively supported the development of women throughout her organization. For instance, she was the leader in the formation of H-D's Women's Business Enterprise Resources Group (BERG) named CREW (Connecting Relationships Empowering Women), where she served as co-lead for three years. In that capacity, she led several women's leadership conferences, and worked closely with the women's group Catalyst, a global nonprofit that helps build workplaces that work for women. Jeanne also was instrumental in developing and launching a career fair for "PEARLS for Teen Girls" to provide support to young women in the Milwaukee area. This event impacted over 100 female teens in the first year and the career fair is still active over 5 years later.

As a mother of six children, Jeanne values the importance of being part of her community. She is a longtime volunteer for Junior Achievement and speaks at middle and high schools about career opportunities in engineering. In addition to teaching religious education at a local community church, she has coached recreational soccer for middle school girls, volunteered at area school sporting events and co-led a local Cub Scouts troop.

Jeanne sees her success as both an opportunity and an obligation to share her story with young women. She embraces the status of role model with the same energy and charismatic approach as her professional activities. Her work in educational, recreational, community and professional volunteer activities demonstrate her passion and desire to make a difference.

"Since I was a child, I had an inquisitive mind wanting to know how things work. My father encouraged my intellect and taught me at a young age to maintain my own vehicle. He is the reason I am passionate about manufacturing and studied engineering. Love & miss you, Dad!"



Maria Blase

**President, Power Tools & Lifting
Ingersoll Rand, plc**

“I am passionate about manufacturing because it brings together diverse teams to solve problems that result in tangible products that improve the lives and businesses of our customers. Also, I love that manufacturing sites often have a significant contribution to the communities they are embedded in. Being where things are made has significant impact both to employees and other stakeholders.”

Maria began making her mark at Ingersoll Rand as an international controller. She embraced a variety of finance roles across the company’s climate segment before being promoted to president of heating, ventilation, air conditioning and transport businesses in Latin America. In 2017, she was promoted again to become the president of the Fluid Management, Material Handling and Power Tools (FMT) businesses where she became responsible for a business with eight global manufacturing sites, and over 2,000 employees worldwide.

Maria is widely respected for applying her extensive knowledge of financial management to drive business growth in industrial manufacturing industries, while focusing on the customer and developing talent at all levels of the organization.

Recognized as a “Women Worth Watching” award winner in 2015, Maria is a phenomenal role model and champion for women in manufacturing. She is committed to mentoring others and is an outspoken proponent of the importance of a diverse workforce. Frequently speaking at women’s leadership events, Maria uses her experience and voice to inspire women to strive for their personal goals. In 2016, she was a panelist at the Global Women Summit in Warsaw, Poland where she spoke on the future of work in the age of digitization and mobility.

During her time in the Miami area, Maria was actively involved with Habitat for Humanity and the Lighthouse Foundation. She is a member of the United Way Tocqueville Society, which aims to change lives through philanthropic leadership. The society focuses on quality education that leads to a stable job, income that can support a family through retirement, and good health. Maria is also a founding member of the Progressive, Diverse and Inclusive Steering Committee for Ingersoll Rand and proudly works to champion diversity and inclusion.



Annette Booker

**Process Integration Operations Manager
Samsung Austin Semiconductor**

Annette has had an impactful career since joining Samsung Austin Semiconductor. Perhaps her most important contribution stemmed from a change in business culture that arose from the introduction of 14 nanometer (nm) development and mass production. As a member of the 14nm Transfer Core team in 2014, she was responsible for transitioning the product from the company's mother site to Austin. Annette was subsequently tasked with developing a team of engineers and technicians to support the tasks required by Process Integration Engineering (PIE) on a 24/7 basis. This team has grown from two members to 33 well-trained technicians and engineers who have improved overall operations for PIE.

In 2016, Annette helped launch "The Mentor Ring," which is the first employee-created and driven mentoring program at Samsung Austin Semiconductor. By 2019, the group had participation from multiple vice presidents, senior directors and more. In addition to mentoring new supervisors and managers during their transitions to leadership, Annette has worked personally with junior-level engineers seeking guidance on career development.

Annette is an avid volunteer in the Austin Metro area, with a focus towards minorities and women in STEM. She was invited as a keynote speaker for Huston-Tillotson University's STEM Summer Program, AusPREP, which is designed to engage mostly underrepresented minority students in grades seven through 12 and was also highlighted as a Hidden Figure of Austin for her varied volunteer efforts. In 2019, she was asked to join the Central Texas Council for GirlStart, an organization focused on engaging middle and high school girls in STEM-related fields. These opportunities have allowed Annette to share her story with more than 1,000 minority students and counting. Through active participation in panels, discussions, workshops and events, Annette not only shares the blessings and accomplishments she has had, she continues to educate others about the obstacles, challenges and victories they may face in the workforce.

"Manufacturing in a high tech field challenges you to surpass the laws of physics to create innovative solutions that change the world."



Jane Boyce

President

Tru Vue, a division of Apogee Enterprises

“I am passionate about manufacturing because it provides the satisfaction of working on a tangible product, allows a platform for innovation and enables you to work with a wonderful team of people with varying skill sets and strengths.”

As president of Tru Vue, Inc., Jane leads the manufacturing of high-performance glass and acrylic products for custom picture framing, fine art and engineered optics markets. When the company was faced with a declining market over a decade ago, Jane developed and implemented a strategy focused on new product development and expansion into adjacent markets. This innovation meant that even as the company’s core glass sales declined, it achieved nearly 20 percent compound annual growth rates across new market segments. Jane’s leadership has led Tru Vue to achieve remarkable profitability, consistently delivering operating margins over 25 percent and return on invested capital of nearly 35 percent.

Jane is an inspiring leader who strives to recruit and develop top talent in her organization, including mentoring fellow women in the workplace. She has successfully shared her knowledge and experience with other female business leaders, and supports building a strong community through not only her own volunteerism but also encouraging community involvement among the employees of Tru Vue.

Jane has engaged female talent and mentored professionals in business and marketing communications. She also was featured in a podcast for the Women Worldwide group to share her perspectives on leadership and contribute to a culture of pride, innovation and ownership of one’s work.

Jane has long been a leader and supporter of school programs in the Chicago area. She volunteers in a school service program, which educates young children on the needs of the community and encourages them to get involved. Events from the program have served the needs of veterans, the elderly and those living in poverty. Also under Jane’s leadership, Tru Vue launched a volunteer program. Each quarter, employees participate in volunteer opportunities during work hours, which have included food pantry assistance, packing school supplies and building neighborhood playgrounds.



★ EMERGING LEADER

Jennifer Brady

Engineer Mechanical 2

Huntington Ingalls Industries - Newport News Shipbuilding

In her three years as a shipbuilder at Newport News Shipbuilding (NNS), Jennifer's hard work has garnered the attention and recognition of leadership. In 2018, Jennifer distinguished herself further when she stepped out of her comfort zone on a temporary assignment with Nuclear Test Engineering. As part of a team responsible for completing a critical process onboard an aircraft carrier, Jennifer quickly picked up on process details and became a highly trusted resource despite not having any prior nuclear testing experience. Her duties required her to work independently, scoping out the facility and its onboard systems multiple times over a twelve-hour shift to ensure that equipment was operating within specifications and no hazardous conditions were occurring. She also directed qualified hourly personnel to perform required test procedures and assisted in onboard troubleshooting.

Despite numerous schedule delays beyond the team's control, they completed the project on time and under budget and were recognized by NNS with the Excellence in Action (EIA) award. Jennifer also personally received a Timely Awards Plan (TAP) award for her vital role with the program.

As an engagement champion for her department, Jennifer is a professional resource and a torchbearer for initiatives that support team-building and employee growth. She is involved in the Engagement Champion BuildME team, which offers networking and development opportunities for NNS employees. She also is a mentor at NNS, helping individuals find out how they fit within the company's overall strategy.

In addition to providing these support services within NNS, Jennifer currently serves as an "eMentor" through a program that pairs qualified individuals with elementary-school-aged children in low-income areas. This type of mentoring is very meaningful to Jennifer, who grew up in a low-income community without STEM mentors. She always wants to help children realize all the opportunities available to them.

"At Newport News Shipbuilding, we deliver quality ships that keep our service members safe and allow them to defend our freedom across the globe. When your customer is the U.S. Navy, it's difficult not to be passionate and have a great sense of pride in being a shipbuilder."



Christine Breves

**Senior Vice President & Chief Financial Officer
United States Steel Corporation**

“I enjoy working in manufacturing because I like making tangible things. I particularly like working in steel manufacturing because I believe it is so important that our country preserves the ability to make something so fundamental and integral to our entire economy.”

Christine S. Breves became senior vice president & chief financial officer in November 2019. In this role, Ms. Breves leads all aspects of the company’s financial responsibilities, including internal and external reporting, credit, tax, treasury services, investor relations, pension responsibilities, internal controls and internal audit administrative oversight. She also continues to lead the company’s Procurement function with responsibility for the enhancement and execution of the company’s procurement and sourcing strategies including raw materials, indirect materials and services, energy and capital procurement.

Ms. Breves joined U. S. Steel in 2013 as vice president and chief procurement officer. In 2014, she assumed responsibility for the company’s logistics services organization and Transtar, U. S. Steel’s short-line railroad subsidiary, and one year later, she was named vice president and chief supply chain officer after adding sales and operations planning (S&OP) to her area of responsibility.

In 2017, Ms. Breves was appointed senior vice president – manufacturing support & chief supply chain officer, assuming responsibility for the following additional areas: corporate engineering; quality; reliability; process health; transformation; information technology; business support; leadership of U. S. Steel’s \$2 billion asset revitalization program; and the implementation of reliability centered maintenance.

Prior to coming to U. S. Steel, Ms. Breves held increasingly responsible executive positions at Alcoa which culminated in her serving as chief procurement officer. In this role, Ms. Breves led a global transformation of Alcoa’s procurement organization.

Ms. Breves is a magna cum laude graduate of the College of Charleston in Charleston, S.C., where she earned a bachelor’s degree in business administration and received The Wall Street Journal Award given annually to the top business school graduate. Ms. Breves earned a master’s degree in business administration from The Citadel, also in Charleston. She is a past recipient of the Business Person of the Year Award from the College of Charleston School of Business.

Ms. Breves served on the board of directors of Quadrem, an e-commerce marketplace, as well as several professional non-profit boards. She is a certified purchasing manager, a past chairman of CAPS Research Advisory Board, and a past member of the national board of directors of the Institute of Supply Management (ISM). She was the 2018 recipient of ISM’s J. Shipman Gold Medal Award for contributions to the advancement of purchasing and supply management.



★ EMERGING LEADER

Meghan Brown

**Operations Manager, Device Assembly and Packaging
Eli Lilly and Company**

After joining Eli Lilly and Company in 2013, Meghan quickly established herself as a talented engineer with deep technical skills. From delivering projects for plant sites globally to earning her Six Sigma Black Belt certification, Meghan has been key to several critical projects that improve efficiencies and increase results at the company's plants around the world.

Today, in her first official leadership role, she leads a 24x7 operations team of more than 100 employees. Her team is responsible for the global device assembly and packaging supply of two of Eli Lilly and Company's newly launched products. Meghan's team has successfully improved production line throughput to deliver 20 percent over design capacity.

Meghan's leadership skills have made her a sought-after mentor, both formally and informally. She's been a mentor since day one to two engineers who joined the plant a year ago, and she continues to support their onboarding and overall success. She also currently supports two lead engineers, guiding them on demonstrating leadership among less experienced colleagues. Given her success as a leader and the strong relationships she maintains, it is clear that Meghan coaches, grows and develops people daily.

As a volunteer leader with Young Life, Meghan works with students at a local inner-city school, Arsenal Tech, to provide guidance, attention, care and hope. Through her work with Young Life, she has earned the trust of the students and served them in both profound and personal ways. Whether she was leading a troubled teen to seek the inpatient care needed or opening her home to support a young woman in need, her heartfelt guidance has been felt by many.

“Every day I work with a diverse, cross-functional team with a unified mission to make medicines for our patients. I enjoy discovering innovative ways to overcome challenges and deliver clear results. Manufacturing affords me the opportunity to do this in a high-speed and dynamic environment.”



Kim Brunner

**Senior Director, Customer Logistics & Operations
Schwan's Company**

“Manufacturing brings to life quality products enjoyed by consumers around the world. They are critical to our economy by employing and training millions of people. Manufacturing works with all functions of the organization. I personally enjoy the challenge of continuous improvement and waste reduction which is part of the everyday life in manufacturing.”

In her 13 years with Schwan's Company, Kim has held positions in each of the organization's business units with roles ranging from customer service to logistics, demand planning and more. Now serving as senior director of customer logistics and operations, she is a recognized problem solver who makes decisions with customers in mind. As the business liaison between production and business teams, Kim ensures customer needs are met within the confines of profitability, available resources and capabilities.

Kim plays a vital role as a global supply chain and manufacturing liaison to the club commercialization and sales team. She led crucial cost savings projects to simplify raw materials and packaging on the company's multi-serve pizza portfolio across retail, food service and home delivery businesses. This team was credited with saving the company more than \$100 million.

Over the years, Kim has maintained several formal and informal mentoring relationships. With a passion for coaching and training others, she has helped many reach their goals within the organization. By formalizing a mentoring circle program specific to women, Kim has helped foster relationships throughout Schwan's Company while strengthening learning and networking experiences. Kim is also an advocate and volunteer for the Network of Executive Women (NEW) Twin Cities regional committee, an organization with a mission to advance women, grow business and transform workplaces.

Kim deeply believes in the power of building community and providing continuous learning opportunities to employees. Her broad experiences, knowledge, relationships and skill set are a benefit to the organization, but her attitude is an accelerator to her experience. Through mentorship, education and the community, Kim is dedicated to giving back in all aspects of her life.



Robin Burns

**Senior Technical Program Manager
Intel Corporation**

Robin is a manufacturing engineering expert who is highly specialized in circuit board assembly and manufacturing processes. In addition to her 15 years of experience designing circuit board products for medical devices, motherboards and gaming machines, Robin serves as a program management expert with a PMP certification and as a leader within the Oregon Women at Intel Network (WIN).

Robin regularly takes opportunities to share her knowledge with others. As part of Intel Corporation's Career Empowerment Program (CEP), she teaches a training course that has impacted more than 220 employees by helping them examine their careers and reach their fullest potential. Typically mentoring three to four employees at any given time, Robin is dedicated to the development of young women and professionals throughout Intel. In fact, she was recognized in 2018 as runner-up "Mentor of the Year" for her contributions to inclusion and networking. Through her role as a mentor and other efforts, Robin routinely shares her guidance and expertise to help shape the next generation of female engineers and program managers. Robin is a trainer for the Intel Future Skills Academy program that supports requests from schools, community groups and other training programs with STEM activities including classroom visits, summer camps, clubs and more.

As a recognized leader in diversity, Robin is committed to fostering inclusion in the workplace and beyond. For example, after attending an Advancing Women in Leadership industry event in 2018, she made it a priority to bring the event to Intel in 2019. This was a huge success, bringing local companies together and impacting over 150 leaders in the community.

In addition, Robin was a founding board member for Teens and Oregon Mustangs, LLC, where she developed a scholarship award program. In her seven years with the organization, they helped more than 175 horses find their forever homes in the private sector, influenced over 120 youth trainers and awarded over \$7,000 in scholarships. Robin also volunteers with Veterans of Foreign Wars for Operation Jingle Bell, helping local veterans and families in need have a brighter holiday season.

In her time away from work, she enjoys her hobby farm, gardening and raising poultry, along with riding her Mustang horses that she adopted and trained from the Bureau of Land Management. She also enjoys the outdoors and especially observing wildlife. One of her favorite places on earth is Yellowstone National Park.

"I love to see my projects become something tangible. Manufacturing lets you make it real. Once you have a process to manufacture, you can optimize and modify processes to make them faster, improve quality and reduce costs. It is amazing, the world truly revolves around manufacturing!"



Nancy Cameron

**Senior Advisory Engineer
BWX Technologies, Inc.**

“Quality issues really float my boat – to me they are a giant jigsaw puzzle. First data is gathered and grouped like a jigsaw puzzle, then analysis is done which starts aligning the pieces. Eventually enough of the puzzle is done to see the big picture.”

For more than 35 years, Nancy has been essential to the mission of BWX Technologies, Inc., the sole manufacturer of naval nuclear reactors for U.S. submarines and aircraft carriers. In that time, she became the first female engineer to reach the company’s senior advisory engineer level, pioneering innovative technical solutions to some of the company’s toughest technical issues. One of Nancy’s most noteworthy projects was leading a team over multiple years to develop an extremely difficult, one-of-a-kind fabrication process. Yields improved from approximately 60 to 95 percent through her efforts of improving quality and analyzing data.

As a longtime innovator and technical leader at BWXT, Nancy has repeatedly made her mark on the company by breaking barriers with her tenacity and intelligence. She has worked diligently to improve the output of the company while maintaining schedules and costs, setting a high bar for resolving technical issues and consistently overcoming complex challenges.

Within BWXT, Nancy has mentored hundreds of employees in highly technical disciplines. She has grown even stronger in this role as the lead master Lean Six Sigma Black Belt in the Operational Excellence group. She has directly mentored 30 black belt candidates across four states, and she encourages participants to continually improve their skills by participating in exposure efforts throughout the organization. Her commitment to advancing women in manufacturing is also evident through her ongoing participation in numerous STEM events, where she works one-on-one with young women to teach them about the ins and outs of the industry.

Beyond BWXT, Nancy passionately supports numerous charitable organizations including Junior Achievement, Habitat for Humanity, Women in Nuclear, United Way and the American Business Association, where she served as president.



Natasha Carter

**Quality Control Lead Chemist
Ingredion Incorporated**

Beginning her career with Ingredion more than 14 years ago, Natasha now serves as lead chemist across multiple departments where she has established herself as a vital technical and cultural leader within the organization's largest manufacturing facility. Natasha further distinguished herself within her organization by advocating for and commissioning near infrared spectroscopy for in-process corn testing. This complex process involved working with the equipment manufacturer to develop calibrations, programming processing parameters and training employees to use the equipment—resulting in a sharp increase in efficiency of analysis. This analysis has been passed on to other plants and data is shared in creating calibration curves for products such as gluten meal, gluten feed and in process fiber surveys.

Throughout her almost decade and a half with Ingredion, Natasha has proven over and over that she is a conscientious and thorough hard worker. She has built incredibly strong relationships with individuals at every level in the organization, from newly-hired hourly employees to those with 30 years of experience. She provides valuable insight to any leadership challenge because she is always in tune with the people she works with, as well as the activity of the plant.

Natasha encourages young females to be involved in STEM related fields through her participation in Girls 4 Science, a non-profit organization for young women attending Chicago Public Schools. As a lead volunteer, she leads classroom discussions on STEM items such as biology and chemistry as well as engineering in art and music, and mathematics used in the real world. Natasha also assists in curriculum development and managing the lab program when the girls visit Ingredion for on-site learning.

Coaching track and field at a local high school, Natasha has made a positive impact within her community by instilling a strong work ethic in young women. Her goal has been to empower each student to be smart, athletic and confident. Additionally, Natasha has been a vital part of the Alliance of Black Employees (ABLE), an Ingredion Business Resource Group. She excelled in the role of President for the Argo plant, spearheading engagement programs and mentoring young African American employees. The ultimate goal for Natasha is to obtain, retain and promote diverse individuals within the company.

“Ever since I started working at the plant, I was always curious on how so much can just come from a corn kernel. Knowing the science behind the process and actually helping out in the process areas gave me a sense of belonging. This place is a family and we all come together to create needed ingredients for so many products worldwide.”



★ EMERGING LEADER

Samantha Case

**Manufacturing Engineer
Kennametal Inc.**

“Manufacturing allows you a front seat to help develop the cutting-edge technologies that are on the market today. Additionally, as part of manufacturing it’s exciting to see products we produce every day help to improve someone’s life.”

Samantha joined Kennametal’s early-career rotational leadership program, known as EMERGE, in 2017. During her rotation, she was essential in creating a new department that helps reduce machine set up time and developed a plan to physically create the new area on the shop floor through collaboration with maintenance, manufacturing and procurement teams. Once the department was operational, Samantha also trained and supported new team members across the various shifts to ensure they were properly onboarded. Thanks to these expansions, machine efficiencies have significantly improved.

Now, as a full-time manufacturing engineer, she continues to lead efforts to manage and refine the tooling department at Kennametal’s Solon, Ohio site. She has also taken on the responsibilities of project manager for several machining cell installations, supporting the site program manager with a significant modernization investment.

Her organizational skills and forward-thinking attitude have set a precedent for others to follow. For example, she works closely with candidates currently completing the EMERGE program, helping them develop skills such as leadership and problem-solving that will be essential throughout their careers. She is also leading this year’s United Way campaign at the Solon site. As she does in all aspects of her life, Samantha takes her role in the United Way campaign seriously and works wholeheartedly toward the goal of bettering her workplace and her community.

Samantha not only supports and enriches her company and her colleagues, she volunteers to support engineering talent, especially female talent, in her community. Speaking to classes at local high schools, Samantha encourages young women to explore STEM-related fields and instills in them a desire to become future leaders in the field.



Amy Chi

**Environmental Health & Safety Manager
Ball Corporation**

Amy has made a lasting impact at Ball Metal Beverage Packaging by continuously encouraging and enforcing the company's most important value—safety. Always one to challenge the norm, Amy has elevated the plant's safety culture to new levels through her relentless pursuit of continuous improvement. For instance, she conducted risk assessments of all high-speed production equipment in the plant, which contributed to changes in personal protection equipment including shoes, gloves, chaps and cut-resistant sleeves. In addition, from 2016-2018, the Tampa facility's number of hours worked per injury dropped 2.6 to 0, and the number of recordable incidents went from 4 to 0. Thanks to Amy's leadership, the plant went from having the worst safety record in the division to celebrating one year without a lost time accident.

Amy holds the philosophy that instead of concentrating on eliminating accidents, people should work together to eliminate unsafe acts, behaviors and conditions. She encourages others to take part in improving Ball's safety culture by collaborating to solve problems, breaking down boundaries and creating new relationships.

Amy freely donates her time to help other professionals acclimate to a high-speed manufacturing plant environment. She's always available to women within the Tampa plant, and those outside the plant who are interested in becoming part of the Tampa team. Amy has become the company's face of safety and sustainability.

Sustainability is also a passion of Amy's, both environmentally and socially. She works with Metropolitan Ministries to conduct an annual community new shoe drive to ensure that local children have shoes for schools and home. In 2019 alone, her leadership led to almost 200 new pairs of shoes for children. Amy has also led the plant's canned food drive since her arrival. With her guidance, Ball has collected 12,500 pounds of canned food.

"I enjoy working in manufacturing because we are making products you can see and touch. I can learn the process from start to finish and contribute to making it better and even safer for our teams. I love that this has a positive impact inside and outside our plant!"



Kathryn Childs

Materials Manager III
Welbilt, Inc.

“Manufacturing is building something real. I am proud to be part of a team that produces a product and brand that all of our employees can stand behind, and to see that product in use worldwide. I look forward to every day as a challenge.”

Kathryn is described by those at Welbilt as a driving force in modernizing the company’s outdated systems. She came to operations from a start in Welbilt’s Accounting department, where after eight years, she sought a new challenge and requested a transfer. Due to her lack of experience in operations, Kathryn’s career move could have been considered a step backward in her career. However, in just three short years, she became a key leader in the department and has now earned the role of materials manager.

Kathryn has a remarkable educational background that includes a bachelor’s degree in accounting, an MBA, Six Sigma Green Belt certification, and a Certification in Production and Inventory Management (CPIM). This continuous journey of education carries into her contributions with the Frymaster team at Welbilt, where she guides her team in strengthening their leadership and problem-solving skills.

To ensure those in her department develop the skills they need to succeed in their current and future roles, Kathryn continually coaches both direct and indirect reports. She is especially dedicated to providing guidance and inspiration to the next generation of women at Welbilt, preparing them to move into even more rewarding futures within the company.

Because of the positive impact her own rich and diverse educational background has had on her career, Kathryn is devoted to boosting skills for young people in her community so they can also achieve their academic, career and life goals. To this end, she’s been involved for many years in funding Northern Louisiana’s Step Forward program, which encourages children from cradle to career through literacy education and support. Kathryn has also been involved with the North Louisiana Economic Partnership’s annual Manufacturing Week, providing guidance to high school students seeking potential careers in manufacturing. Kathryn’s dedication to the development of the youth through these programs, which drives student success, productive citizenship and global competitiveness, reflects all she’s achieved in her own career and all she’s helped others achieve.



Leah Christakes

**Area Director of Operations
The Sherwin-Williams Company**

Leah has proven to be an exceptional leader throughout her tenure with The Sherwin-Williams Company. For example, during the launch of the company's new V70 valPure®, a new non-BPA can coating technology, she reorganized her teams to provide the necessary operational support, expertly coordinated cross-functional teams to resolve technical challenges, and led efforts to re-tool existing assets as needed. While facing market headwinds, and within a short time frame, Leah ensured the scaling-up of resources when many would have failed. Her operational standards have been established as a translatable footprint for the rest of Sherwin-Williams' facilities, and the company has been able to double V70 production capacity year over year.

By implementing comprehensive development plans, providing weekly one-on-one coaching, creating productive development experiences and facilitating network-building, Leah is having a profound impact on the next generation of leaders at Sherwin-Williams. Through her efforts, approximately one-third of Leah's immediate team members have proven ready to advance in their careers within two years of assuming their previous roles.

With nearly half of the engineers in her facilities being women, Leah is building a strong pipeline of female talent, and is focused on their development and promotion. She is also a leader in developing female talent through Sherwin-Williams' engineering cooperative education program. Beyond Sherwin-Williams, she volunteers as a mentor through several professional organizations, including the Society for Female Engineers.

In addition, Leah has spearheaded Sherwin-Williams initiatives with Habitat for Humanity and the United Way. Her efforts and enthusiasm have established a company culture in which team members engage in a community event every quarter in all her facilities across the United States. Whether she's focusing on supply drives for local schools, on volunteer efforts for local battered women's shelters, or on outreach to veterans, Leah has a heart for service and the leadership skills to inspire others to join in.

"Why am I passionate about manufacturing? It's the people. It's always about the people."



★ EMERGING LEADER

Laura Christobek

**Project Manager & Technology Leader
The Procter & Gamble Company**

“Ever since I was young, I was fascinated with manufacturing - the idea of making something useful out of simple materials. Now that I’ve worked in the industry, I realize that manufacturing is even more exciting. It involves the talents of many people and teamwork to solve complex problems daily.”

During her time with Procter & Gamble, Laura has developed technical solutions across multiple manufacturing sites and equipment platforms. Currently, she forecasts and optimizes an annual capital budget of more than \$30 million. Laura leads engineering work process teams and multifunctional technical teams to deliver on several global improvement projects. Inclusive, collaborative and innovative, Laura is a resource for project and capital management within P&G. She is also a resource for women in manufacturing and engineering at the company, helping coach them on such issues as work-life balance. And as a mentor for P&G’s female engineering interns, she makes sure they are producing strong work and developing as engineers.

As head of P&G’s Global Innovation Culture team, Laura ensures that the organization is trained on key changes and that cultural survey results are incorporated into daily work for continuous improvement. As GIC team lead, Laura drives action plans behind capacity, sustainability and creating a positive work environment by leading a diverse cross-section of global innovation.

Laura also works with Ohio State Women in Engineering as an engineering mentor, helping cultivate talent at her alma mater. By sponsoring a program that introduces STEM topics to grade school students, Laura has made a direct impact on the next generation of leaders in her industry. Her program curriculum incorporates real-world industry lessons into interactive and challenging daily activities.

Laura’s work with local schools isn’t limited to STEM outreach. She has been instrumental on the board of Cincinnati’s dropout recovery charter schools, interacting with school leadership and legal counsel to review school operations as well as student and staff needs. She has also worked with Cincinnati’s Accelerated Achievement Academy to help recruit, retain and graduate at-risk young adults who no longer qualify for traditional education—efforts which have resulted in hundreds of students earning their high school diplomas.



Karen Cooper

**Group Manager, Weld & Paint
Toyota Motor North America**

In 15 years at Toyota, Karen has become known for her capability, flexibility and multi-discipline experience. As project lead for the 2019 Toyota Avalon, Karen led her team, more than half of whom were first-time project engineers, in benchmarking previous projects and innovatively rethinking norms. The ensuing launch achieved excellent quality results. For her work, Karen received special recognition from Jim Lentz, Toyota's North American regional president and CEO. She was also promoted to group manager at the Kentucky plant, where she leads a team of 890 team members. Within her first six months, she had already achieved strong results.

Karen understands the vital role of females in manufacturing and aims to increase diversity and inclusion within the automotive industry by supporting the growth of all women. While in the Quality department, she was instrumental in recruiting new talent and achieved a target of 20 percent female engineers. In addition to mentoring several women at Toyota, Karen has served as chair of Toyota's WIIT (Women Influencing and Impacting Toyota) group. Under her leadership, the group's activity plan included a recognition program for recently promoted women, a Q&A event with female Toyota leaders and a women's development series.

Toyota Motor Manufacturing Kentucky is proud to foster STEM education partnerships, including one with Elkhorn Crossing High School. For six years, Karen has dedicated herself to this partnership, providing formal feedback on the students' engineering projects and supporting their growth in technical knowledge, critical thinking, work ethic and collaboration. Her enthusiasm has brought many WITT members into the partnership, with 35 volunteers in the first year alone. Karen's dedication to this initiative, along with her frequent participation in Kentucky's Governor's Scholars program, Toyota's "Introduce a Girl to Engineering" day and Junior Achievement, make her a model for women helping other women build STEM careers.

"From a young age, I have had a unique love for muscle cars and for how things work. This coupled with an engineering education, made manufacturing a natural fit for me. My passion has evolved to include an intentional purpose to be a role model and develop other women."



Tracy Corbin

**Director, Client Solutions
Shaw Industries Group, Inc.**

“Manufacturing, in and of itself, is a service to humanity. I’m drawn to the creativity and innovation around making something that enhances a human’s life. I’m passionate about enabling the connections that manufactured goods and services create between people, the experiences. Not only do I support the creation of an amazing product, but I’m also supporting and contributing to a tangible experience, whether it’s the feeling of comfort when stepping on a soft rug on a cold morning, or watching a toddler crawl across a shiny hardwood floor. I contribute to that moment, that experience, that memory.”

In late 2018, Tracy led a small team working to align Shaw’s supply chain to focus on a centralized customer metric called On Time In Full (OTIF). This initiative was critical to unifying the many silos that are inherent within an organization as large as Shaw. Before OTIF, Shaw’s performance was in the low 60 percent range. With the OTIF metric now in place thanks to Tracy’s hard work and skilled project management, Shaw is performing consistently in the 95 percent range for its fastest-growing category. This change has reduced Shaw’s overall spend on service and service recovery by \$1 million annually, and it’s only one example of the tremendous value Tracy has brought to the company.

Tracy is a founding member of the Women’s Innovation Network (WiN) at Shaw, a network of communities, mentorship programs and engaging leadership discussions relevant to professional women. In addition to co-founding and organizing WiN, Tracy has been active as a mentor within the network. Tracy’s mentees praise the mentoring environment Tracy fosters, saying that they are able to freely discuss passions and ambitions, knowing that Tracy truly wants to help them achieve success.

Recently, WiN members saw the need for a mentorship program at the high school level, particularly for young women who might not have encouraging and successful female role models. A team from WiN began working with the Chattanooga Girls Leadership Academy (CGLA), offering one-on-one mentorships with juniors and seniors. Tracy oversaw the pairing process, matching each young woman with a female Shaw leader for an eight-month mentoring relationship including events around innovation, STEM and professional development. These mentorships were incredibly impactful, with many lasting well beyond the eight-month program. Due to the efforts of Tracy and other dedicated WiN members, the mentees will be better able to reach for their dreams.



Bianca Covington

**Senior Engineer Supervisor, Equipment Innovation
Samsung Austin Semiconductor**

In 2015, Samsung Austin Semiconductor began a transition to producing not only in-house products but also products for external customers. This required the plant to meet more stringent quality, system and software requirements. Due to her passion for quality and high standards of execution, Bianca was nominated to drive this transition. Her leadership and innovation created an organized, efficient approach that is still utilized sitewide.

In all, Bianca's superb project management skills have now guided the release of more than six new or improved software systems at Samsung Austin Semiconductor.

When the Women in Technology at Samsung (WITS) organization was floundering, Bianca was the natural choice to turn it around. To do so, she shaped and recruited 12 women to the leadership board, established formal roles and responsibilities, scheduled events throughout each year, organized standing monthly meetings for all members-at-large, assisted with the creation of the company's mentorship program and supported off-site events with women's organizations in the community. Under Bianca's leadership, WITS has increased its membership from 76 members to 441 members, from new employees to executive leadership at the highest level of the company. In addition to her organizational role, Bianca has also participated as a program mentor for three years.

Bianca is shaping the next generation of engineers by participating in panels, hosting workshops, coordinating conferences, speaking at TED Talks and serving as an advisor at countless STEM events both onsite and offsite. She spent two years serving with the local high school's STEM Board, helping to build a real-world curriculum while working one-on-one with students to create and improve their resumes and practice interview and presentation skills. She has also volunteered at countless Girl Scouts events, including the Samsung-hosted STEM Camp, to introduce young girls and women to the manufacturing world and encourage them to pursue careers in the challenging and rewarding world of STEM.

"The manufacturing environment presents one of the few unique career opportunities in which one can be continuously innovative while searching for opportunities to refine and improve the process. Every day represents a new challenge; I love coming to work to find solutions, learn from more experienced individuals than myself, and prepare the next generation to come into the manufacturing industry."



Susan Cronin

**Associate Director, Quality Compliance
Forest Laboratories | Allergan**

“Through manufacturing, I have had the benefit of career diversity, having worked throughout many key functions with daily opportunities to make a real difference. I love the energy, the fast-paced environment, the challenges and rewards of embracing change, using new technologies and learning from a global team of people with different backgrounds, experiences and a shared interest in making the best products.”

When Allergan’s Clonshaugh facility was presented with an opportunity to expand into aseptic processing, Susan stepped up and made it happen while continuing her existing responsibilities. She worked with employees plant-wide, smoothly implementing a quality management system to support the manufacturing of terminally sterilized periocular rings. Susan’s enthusiasm for the new technology was infectious, and she brought out the best in her team and in other teams involved with the implementation process. The completed system provides a definite, long-term strategic advantage to the site and to Allergan.

Susan brings this same expertise and enthusiasm to her working relationships with her direct reports. She recently took on a mentoring role with a young woman who is new to Allergan, and this young woman has already grown significantly in her new role, showing talent and determination that are sure to take her far.

Susan also has a history of activism with Junior Achievement Ireland, a not-for-profit organization that encourages young people to remain in school and helps them develop the skills they need to succeed in a changing world. As a mentor for fifth and sixth-class pupils at a local primary school, Susan spent two full months working with them on an in-depth program designed to make science and engineering fun, exciting and accessible.

In the broader community, Susan has volunteered extensively with St. Michaels House, which provides a comprehensive range of services to adults and children with intellectual disabilities and to their families. Across 170 locations in the greater Dublin area, St. Michaels provides residential support, independent living options, training services, schooling, respite care and more. Susan is also a frequent fundraiser with St. Francis Hospice and with the Dublin Simon Community, which provides services to people and families who are at risk of becoming homeless.



Rhonda Dannenberg

**Brewing and Quality Manager - Craft Supply Chain
Molson Coors Beverage Company**

In 2019, Rhonda took the lead for MillerCoors in the scaling and commercial qualification for a brand to be launched nationally in 2020. This effort required a high degree of technical prowess, because the product has strict label claim criteria and requires flawless execution in the brewing and fermenting processes. Drawing on her experiences in previous roles as a pilot brewer and senior staff brewer, Rhonda was able to adapt the pilot scale recipe across three different breweries, overcoming unique challenges at each site.

In fact, Rhonda's ability to build relationships with Molson Coors Beverage Company's craft partners has been remarkable. Often, the people in the partner breweries are skeptical of help from the larger corporation, fearing it as interference. But Rhonda quickly establishes her credibility and collaborative nature, and in every case her support and direction have been embraced.

Rhonda takes the initiative to train and mentor new hires at Molson Coors Beverage Company, particularly women just starting out in the business. Without being asked, she sees what support is needed and gladly steps in to offer it. She's also a highly active member of the Milwaukee Chapter of the Pink Boots Society, a nonprofit whose mission is "to assist, inspire and encourage women beer professionals through education." One of the first Pink Boots Society members to represent MillerCoors, Rhonda has done the company proud by helping to organize numerous events in support of growing membership and awareness for the organization.

Rhonda also helps lead the Milwaukee B.R.E.W. (Building Relationships & Empowering Women) employee resource group. In addition to networking and professional development initiatives, B.R.E.W. members do volunteer work in the community. Rhonda has been instrumental in organizing an annual Food Truck and Farmer's Market Festival, which has helped to drive collections for purses, women's products and donations for a local United Way partner.

"I am passionate about manufacturing because of the fast pace of bringing products to market in the craft division. We are constantly innovating and refining our process to bring the best quality products our consumers are demanding. The diversity of people I work with in manufacturing are crucial to the overall success of projects and end product."



Emily Davis

**Director, Program Management
Oshkosh Corporation - McNeilus Trucking & Manufacturing**

“I love the opportunity to make products that impact peoples’ lives. As an engineer I enjoyed solving problems, creating designs and watching them become reality. Working directly with the manufacturing team helped me improve my designs. Now I am using that problem solving, design and manufacturing knowledge to improve business on a broader scale.”

As just one example of her excellent work with McNeilus, Emily recently led a cross-functional team through a series of Continuous Improvement Events (CIE) focused on driving improvement within a critical process. Prior to this CIE, the process was characterized by poor flow and a dismal 0.7 percent first-pass yield. Under Emily’s leadership, her team expertly overhauled the process, resulting in an 83 percent reduction in process steps and a 79 percent first-pass yield. Not only did these changes improve results for McNeilus customers, they also significantly reduced frustration for team members, improving employee satisfaction. The learning environment created by Emily through the improvement process continues to bring energy to the team to this day.

Within McNeilus, Emily is highly involved in the Oshkosh Women’s Network (OWN) and the Oshkosh Global Diversity council. As a founding member of OWN, Emily has helped create mentoring, professional development and networking activities to help women of the Commercial segment achieve their potential. On the Global Diversity council, Emily drives McNeilus’ “People First” culture through education and engagement around inclusion issues.

As chair of the Industrial Advisory Board of the Mechanical & Industrial Engineering department at Montana State University, Emily helps to provide real-world industry and business feedback, improving the quality of M&IE education programs at MSU. Emily has also provided leadership and mentorship to the next generation of female talent through the recruitment process of new board members.

Emily is dedicated to inspiring girls and women, and currently serves as a board development committee member for the Girl Scouts River Valleys. In this role, Emily upholds the principles of inclusiveness and the Girl Scout mission. Emily’s leadership allows Girl Scouts in 49 Minnesota, Wisconsin and Iowa counties the opportunity to become leaders in their communities and in the world.



Kristin Day

**Plant Leader
Whirlpool Corporation**

In her brief time leading Whirlpool's Ottawa plant, Kristin has revitalized it. When Ottawa faced a 50 percent gap in savings in early 2019, Kristin closed the gap through robust project management and process adherence resulting in a 15% year over year improvement in cost takeout. Her drive to succeed has also impacted safety, as proven by a campaign she instituted that resulted in increased identification of safety concerns and a significant reduction in safety incidents. The plant achieved 890,000 hours with a lost time accident. And when Ottawa recently completed its first official World Class Manufacturing audit, the plant received stellar scores. In addition to leading exceptional turnarounds in these areas, Kristin leads the way in innovation as well. While in a previous role in Whirlpool's Marion plant, she piloted the use of collaborative robots, and that practice is now in place across all of Whirlpool's U.S. facilities.

Kristin has been instrumental in recruiting and retaining top female talent at Ottawa. She is a founding member of the Whirlpool Women's Network, which engages and empowers women at all levels of the corporation. Also an advocate for mothers in the workforce, Kristin is known as a "champion of the working mother."

Kristin has a passion for promoting STEM education among girls. As part of National Manufacturing Day 2017, she led a campaign which brought high visibility to opportunities for women at Whirlpool. She's an enthusiastic supporter of One Energy - Whirlpool Ottawa Wind Farm STEM scholarships, and a panelist at the annual Get WiSE (Women in Science & Engineering) for Girls conference, which inspires young women to embrace their creativity and problem-solving skills while introducing them to the worlds of science and engineering.

Kristin's plant employees have often joined her in charitable work with local food drives, Toys for Tots, and the Boys & Girls Club. She offers work schedule flexibility to aid in these efforts. While that's not the norm in the manufacturing world, Kristin believes it benefits everyone involved.

"My passion for manufacturing lies with providing innovative products for our consumers that help make life easier at home and an engaging place to work for our people. I have a strong appreciation for a strict focus on the processes that support delivering world-class results in safety, quality, delivery and cost."



Amber DePietro

**Plant Manager
Eaton Corporation**

“I never thought my career would take me into manufacturing; however, from the time I stepped into my first factory, I loved the environment. Each day brings a new problem or challenge that has to be worked cross-functionally to resolve. As a plant manager, the days are long but I enjoy leading my team to exceed our goals.”

Amber has led more than 25 continuous improvement events and projects which have improved safety, quality, delivery and cost, resulting in over \$2 million in savings for Eaton. In only her first year as plant manager, Amber successfully managed a challenging quality issue and led her team to beat sales by \$2 million and improve productivity by five percent. In recognition of improvements like these, her plant was recently selected for the Eaton Safety Excellence Award.

As one of the few female plant managers across Eaton, Amber is passionate about mentoring women to pave their way to success in the STEM field. She has led projects and created programs to improve recruitment, development and retention of millennial and female talent through her leadership in Eaton’s young professional inclusion resource group, ENGAGE. As part of this initiative, Amber successfully advocated for an expanded parental leave program for new mothers and new fathers as well. She was also instrumental in implementing Eaton’s Milk Stork program, which enables nursing mothers to ship breastmilk home when they are traveling for work.

Amber has further strengthened the company and its employees by helping create Eaton’s Stretch Assignment Marketplace. In only two years, the marketplace has created more than 2,000 development opportunities for employees around the world to work on Eaton projects while learning, growing and networking. She has also worked to make Eaton more inclusive by expanding their inclusion resource groups such as the Eaton PRIDE LGBTQ+ group. Thanks in large part to her efforts, Eaton recently celebrated a 100 percent score on the Human Rights Campaign’s Corporate Equality Index for the fourth straight year.

All these contributions show Amber’s dedication to her work, her company and her community.



Missy Depinet

**Director of Global Indirect Spend
Cooper Tire & Rubber Company**

Missy has been a constant at Cooper Tire & Rubber Company for more than 2 decades. She has worked and provided leadership within finance, IT, supply chain and procurement. Missy is always looking to increase efficiency in everything she does, which is why she is known for her fresh thinking and ability to create innovative structures and processes. As she has implemented some of these new processes and procedures globally, her efforts, and those of her team, have resulted in company savings averaging \$17 million per year. She's also leading a working capital improvement initiative which has increased cash flow by \$20 million to date. In recognition of her work, Cooper Tire recently awarded Missy its prestigious Chairman's Award.

Missy is passionate about helping others succeed through coaching and mentoring. She engages frequently with her team members to understand their career goals. She then takes the time to align activities and experiences for them so they can pursue those goals. Missy is also sought out by others who see her as a role model and want to learn from her—and she is always willing to listen and advise.

Through her participation in the Cooper women's network, Missy shares ideas about what it takes to be a successful female leader in a male-dominated industry. Beyond Cooper Tire, she provides inspiration and support for students at Bowling Green State University as a member of the Supply Chain Institute Advisory Board and as a mentor in the Women in Business Leadership program.

Missy is also a long-time champion for breast cancer research, has volunteered on Habitat for Humanity builds for more than 15 years, and has participated in United Way activities for 20 years. Encouraging her team members to join her in such initiatives, Missy creates team-building exercises that benefit Cooper, its employees and the wider community. Missy's community involvement and commitment to developing others is contagious and demonstrates her leadership well beyond the workplace.

“The world cannot survive without manufacturing. From the food we eat and the houses we live in, to the cars we drive, our lives depend on manufacturing. Manufacturing also offers careers with countless opportunities for learning and advancement. That's why I'm passionate about and have dedicated my career to manufacturing.”



Anna Dibble

**Plant Manager
Cummins Inc.**

“There are many different career paths and opportunities within manufacturing and every day is different. I enjoy working with cross-functional, diverse teams to fix complex problems and improve results.”

Anna has devoted her entire 29-year professional career to manufacturing, starting at Cummins as a quality engineer and advancing to her current role as plant manager of the Jamestown Engine Plant. In this position, in addition to delivering exceptional and reliable financial results, Anna has led the plant in making strides toward achieving environmental sustainability goals through the implementation of capital projects. These projects will result in Cummins reducing water usage by 32 percent and cutting energy consumption by an astonishing 61 percent. Her work has also contributed to Jamestown being certified as a Zero Disposal site.

Anna is highly regarded throughout Cummins and is routinely asked for advice by women navigating their career paths in manufacturing. She is currently a formal mentor to three high-potential women at Cummins and is an informal mentor to many others as well. Her knowledge, experience and mentoring style have been of great service to Cummins and its rising employees.

Anna has also encouraged countless young women beyond Cummins. Through speaking events with Women in Manufacturing and visibility initiatives in local schools, she has had an immeasurable impact on many young lives. With close collaboration with her area Chamber of Commerce and Jamestown Community College, Anna is helping to create future educational and job opportunities for the students she inspires.

With Anna’s leadership and guidance, over 75 percent of Jamestown’s 1,400 employees currently volunteer in their local communities. In addition, she works in close partnership with the local United Way chapter. Even beyond her involvement as part of the Cummins volunteer contingent, Anna is engaged in her community on many fronts. She freely dedicates her time as a Board Member for the University of Pittsburgh Medical Center (UPMC) Chautauqua hospital. These efforts are dedicated to ensuring quality healthcare for Cummins employees and everyone in the region, regardless of their ability to pay. Anna also serves with the Manufacturer’s Association of the Southern Tier, working to establish and promote the region as a viable location for manufacturing growth and excellence.



★ EMERGING LEADER

Julie Eagle

**Lab Operations Leader
Ingersoll Rand, plc**

In just five years at Ingersoll Rand, Julie has successfully served in two progressive engineering roles, eventually earning a coveted position as lab operations leader. In this role, she is the youngest engineering manager in the department's history.

Julie is in charge of an all-male team of 67 technicians in Residential HVAC & Supply, where she has implemented a Lean 5S program across a large lab space shared by four sub-teams. She also thought outside the box by creating a compelling business case to decommission a longtime second shift operation in the Gas Lab, saving nearly \$1 million in contractor costs per year. Julie's work has been a significant factor in Ingersoll Rand's ability to develop and manufacture new technologies, as evidenced by her team's support of more than a dozen new product development programs in 2019. In addition, she brings her passion for innovation and sustainability to her role as chair of our program to reduce greenhouse gas emissions.

From the beginning of her career with Ingersoll Rand, Julie has taken an active role in coaching the next generation of engineers and co-ops. Her mentorship has been increasingly in demand by young engineers who want to learn from her early successes. She has worked to develop promising talents across diverse disciplines, always providing both knowledge and support. Julie has also served as a panelist at a STEP Forward event at Ingersoll Rand's corporate headquarters in North Carolina, where she was glad to share the experiences and wisdom gained over a relatively brief yet stellar career so far.

In recent years, Julie has teamed up with other women engineers in the community to give back through an annual Day of Caring event. They have undertaken projects such as building archival boxes to store old newspapers for the local historical society, boxing food for a local food bank and setting up classrooms at Promise Academy, a school for students from low-income families.

“When a homeowner buys an HVAC system from Trane or American Standard, we can help make them healthier and more comfortable in their own home. I love working with teams to innovate and manufacture products that help people enjoy the time they spend with their families each day.”



Katie Ehrke

**Factory Manager
John Deere**

“Manufacturing is a noble profession, both as an endeavor and for its results, because it requires employees to collaborate and work as a team to deliver products that enrich customers lives.”

At John Deere, Katie has established tools and processes that many of the company’s factories utilize today. From implementing a strategic process that is now a roadmap for manufacturing layouts to driving the integration of local factory test resources and enterprise factory automation experts, Katie’s work has demonstrated her exceptional ability to develop global processes and build consensus engines to get them deployed across multiple factories.

In her current role, Katie is leading a growth factory with John Deere’s premier planting technology. Her work has enabled her team to reach records in quality performance while driving a 26-point improvement in employee engagement.

As a certified coach, Katie is skilled and knowledgeable when it comes to developing team members, and her engaging style makes her an excellent mentor. She doesn’t stop there, though—she champions the hiring and advancement of diverse talent throughout John Deere. In particular, she challenges women to keep moving forward in manufacturing. Through the strong relationships she has built with her mentees, Katie is recognized as a role model who instills the confidence to lead in others.

Katie is a strong and ongoing supporter of the Society of Women Engineers, which she has served in multiple roles over the years, traveling the globe to teach, learn from and network with other women in the field. Under her leadership, John Deere’s involvement with SWE has become a major outreach for the company. Katie has also been an active leader and participant in Introduce a Girl to Engineering Day. At the Paton site, she has hosted a local schoolteacher as an extern to better connect the schools to the factory. And, in collaboration with IowaWORKS and a local community college, she often can be found hosting factory tours to strengthen ties between the factory and the community.



Amie Emerson

**Executive Senior Director of Quality
Spirit AeroSystems**

Throughout her time with Spirit, Amie has been a major contributor to the company's success. In addition to developing a consistent approach and best practice sharing process in compliance across all sites, she was part of the leadership team that created Spirit's Strategic Sourcing Spend program—improving cost-effectiveness along the entire supply chain.

Amie thrives in the fast-paced world of aviation and manufacturing, and her talent and commitment have earned her respect in the industry. Accordingly, she has taken a leading role as a Spirit representative with such organizations as the International Aerospace Quality Group, the Americas Aerospace Quality Group and the Nadcap Management Council. All these groups focus on developing standards and improving quality across the aerospace industry, initiatives in which Amie is proud to take part.

Amie has been a driving force behind Spirit's diversity leadership program, Taking Flight. The program brings together high performers from all business units and sites. While learning diversity leadership skills, Taking Flight teams also work on solving Spirit's most demanding business challenges. Amie has driven this important program by serving on the steering committee and coaching participants. In addition, Amie is an active member of the Wichita Site Diversity Council.

In her community, Amie is a board member for the Fundamental Learning Center (FLC), an organization to help children who struggle to read. FLC includes a teacher and parent dyslexia education center and a private school designed for children with reading challenges. She also served as treasurer and board member for the Dwight D. Eisenhower Excellence in Public Service Series, which inspires and prepares women to seek greater involvement in leadership, government and politics across Kansas. As an alumna of the series, Amie knows its value and is passionate about continuing the program for future generations of female leaders in public service.

"I grew up in the air capital of the world in my father's machine shop. I was always fascinated in watching a product go from concept to final product. The aviation industry connects the world by bringing people and goods together around the globe. It is exciting to be part of a fast-paced, innovative sector that is key to our country's economic health and safety."



Colleen Emery

Manufacturing Director
3M

“Manufacturing is an exciting and dynamic environment where teamwork is paramount in successfully transforming raw materials to finished goods. My passion is in coaching and developing leaders at all levels in the organization to reach their full potential. It is very rewarding to be part of a talented team that solves problems and drives continuous improvement to make a difference in the lives of our employees, customers and community.”

Having started as an industrial engineer with 3M 30 years ago, Colleen has succeeded in manufacturing roles of increasing responsibility because of her technical knowledge, leadership ability and work ethic. For instance, as manager of 3M’s Cynthiana, Kentucky plant, she led a team that made many improvements including implementing processes that promoted operator engagement, changing from a rotating to a fixed-crew structure to reduce worker fatigue, restructuring job grades to reduce reliance on contingent workers, and investing in robotics and automation to support business growth. These efforts resulted in many site output records while increasing employee morale, commitment and engagement. Today, as manufacturing and supply chain director for 3M’s Separations and Purification Sciences division, Colleen continues this tradition of innovation over 14 global manufacturing sites with more than 1,000 employees total.

Colleen has been actively involved in 3M’s Women’s Leadership Forum for years. Today, she leads a lean-in WLF circle to coach, develop and advise women across the company. She’s passionate about supporting all women in the STEM fields, both at 3M and beyond. She’s spent countless hours tutoring students and volunteering in schools. As a member and then chair of the NDSU Industrial Engineering Advisory Board, she has provided input to engineering professors relative to manufacturing and industrial needs, helping to strengthen the education of the next generation.

Colleen has also been instrumental in creating work opportunities for the communities where she has lived. She is particularly proud of the work she and other civic leaders did to certify Harrison County, Kentucky, as a Kentucky Work Ready Community, assuring business and industry leaders that the community is committed to providing the highly-skilled workforce required in today’s competitive global economy.

Beyond her work with STEM education and workforce development, Colleen has given much time and effort to her church, the Girl Scouts, youth basketball leagues and community theater.



Michele (Shelly) Farro

**Project Engineering Senior Manager, Operations
Lockheed Martin Corporation**

In addition to being responsible for oversight and strategic direction for the production and material management systems and processes of a \$7 billion enterprise, Shelly does so much more. As just one example, she recently led the implementation of Systems Applications and Products (SAP), Manufacturing Execution System (MES) and Material Requirements Planning (MRP) systems across 14 Lockheed Martin Rotary and Mission Systems (RMS) factory locations, each with unique configurations, while maintaining strict MMAS and governance requirements and supporting the 99.95 percent on-time delivery of nearly 200,000 end item deliverables.

Shelly also volunteered to lead the implementation of Operations Excellence Teams (OETs) at RMS. There are now 130 of these self-directed work teams across all factory locations. Not only have they strengthened employee engagement, they have been the single biggest driver of improved quality, delivery and financial performance in the past two years.

Beyond leading the OET implementation effort, Shelly has gladly provided career advice to the new OET leads, most of whom are female. In fact, she is a go-to mentor for women throughout Lockheed Martin RMS. She currently has formal mentoring relationships with three women, and many others reach out on an informal basis to get guidance on leadership, technical issues and the like. Shelly is now helping to coordinate a small group of career-oriented mothers, where they can discuss the challenges and strategies of managing priorities both at home and in the workplace.

Shelly's passion outside of work is encouraging girls to build teamwork skills, character and confidence by competing in sports. For several years now, she has coached Girls 10U-16U Softball in the Binghamton, New York area. In addition to keeping up with a demanding schedule of practices, games and weekly tournaments, Shelly is on the board of the Binghamton Area Girls Softball Association, where she acts as an ambassador of the sport across the region.

“The manufacturing field is continuously emerging in both thought and technology which permits continuous learning and application to benefit production operations. This allows me to listen directly to the teams whom are closest to the process and merge new technologies with their ideas to facilitate an environment of continuous improvement.”



Evelyn Ferrer

**Senior Director of Operations
Jabil Inc.**

“As an industrial engineer and a Lean Six Sigma professional, my career in manufacturing has provided me the opportunity to not only develop, optimize and improve processes, but also be actively involved in the manufacturing of innovative and cutting-edge technologies. But most importantly, my career in manufacturing has allowed me to work closely with our employees, where I have been able to impact the quality of their lives both inside and outside of work.”

As the first woman promoted to a senior operations director position for Jabil’s healthcare operations, Evelyn is responsible for nearly 5,000 employees in Latin America. During her tenure, she has overseen the rebuilding of five critical manufacturing sites, increasing revenue by 41 percent, year over year, to nearly \$600 million. Combining her knowledge of Lean Six Sigma principles with her engineering and operations experience, she has also led her team in transforming a low-performing site into a successful one, exceeding all expectations. Along the way, she helped improve customer relations, which resulted in the tripling of business from a key customer.

In her 19 years at Jabil, Evelyn has influenced many lives, with a special focus on entry-level female employees. She often mentors many employees simultaneously, frequently meeting one-on-one with each, a significant time investment. With Evelyn’s help, her mentees hone their skills in communication, leadership and organizational effectiveness, all of which will aid them in developing into managers. Two of her mentees have felt so inspired by Evelyn’s mentorship that they now oversee the site’s diversity and inclusion program, Jabil Joules, further empowering the next generation of leaders in manufacturing.

Evelyn’s heart for service has touched the extended Jabil community and the world as well. After Hurricane Maria savaged Puerto Rico, Evelyn jumped into action to help not only Jabil’s Puerto Rican employees but their friends, family and neighbors as well. She visited every weekend for months, delivering food, water, baby supplies, hygiene products, batteries and more. She even brought a satellite phone to facilitate vital communications with the outside world. Afterward, Evelyn took the further step of working with local Jabil leaders to develop a Natural Disaster Risk Mitigation and Business Continuity Plan, protecting safety and stability for the company, its employees and all others who might be affected by future crises.



Katie Feser

**Production Manager
Click Bond, Inc.**

In early 2018, Katie was promoted from Click Bond's sales organization to a role as production manager, overseeing the company's largest product lines. Right away, she knew her team would have to evolve to keep pace with the company's rapid growth. Rather than expanding the team significantly to tackle this challenge, as other managers might have done, Katie strengthened the existing team by prioritizing the development of its current members. This approach resulted in a more than 50 percent growth in output.

Katie's work as production manager has led her product lines to significant expansion, with continued growth on the horizon. Her team credits her leadership style, underpinned by curiosity, engagement and humility, as the key in achieving sustainable results that were unimaginable less than two years ago.

Katie serves as a mentor to many employees at Click Bond. One of her recent mentees was a young woman who had the work ethic, intellect, technical background and leadership qualities to succeed as Katie's replacement in sales, but was lacking in specific sales skills and in confidence that she could handle the job. Katie carved out time after work hours and over lunch breaks to teach her the details of the job and encourage her to pursue it. Today, her mentee is excelling in the role.

As part of Click Bond's Community Outreach Team, Katie regularly visits local classrooms and attends STEM nights and career fairs. She actively partners with the Discovery Science Museum, creating innovative exhibits that effectively engage youth in learning and STEM education. She also supports local students with contributions to their fundraisers, with one caveat: students must present a "pitch," explaining why they need the funds and how they intend to use them. This approach helps the students think through their ideas, hone their public speaking skills and find confidence in themselves as innovators.

"Manufacturing provides constant opportunity to create elegant solutions for complex problems. Each day presents new challenges as our products, our processes and the needs of our customers evolve. It's exciting and rewarding to work through the challenges and ultimately bring innovations to life."



Nidia Garcia Araujo

**Regional Engineering Manager
Cargill de Honduras**

"I studied mechanical engineering and since it was not common for women to study engineering, it was not easy, but my determination and desire to work in the industry helped me overcome those challenges. Today I am proud to be part of this manufacturing industry where equity and diversity allow us to enhance the team's capabilities to overcome challenges and achieve results together. These results have allowed us to be the team of greatest experience and also a guide for the Central America region and Colombia's facilities. Working in manufacturing, which is typically a man environment, shouldn't be a limitation for women to believe we are capable of delivering excellent results for achieving goals."

Due to her exceptional job performance and achievements across several positions, Nidia has risen rapidly at Cargill de Honduras. Her strengths include the determination to make things happen, broad perspective, discipline, engagement and strong critical thinking. In 2015, Nidia took on the role of regional engineering manager for both Honduras and Guatemala, where she led the innovative Explore, Develop, Plan and Execute expansions that transformed the company's poultry plant. Her expert handling of such major projects has elevated her to a position of great trust at Cargill de Honduras, where she is now responsible for capital investments of more than \$100 million.

As one of the first women to reach this level in the region, Nidia has inspired many women at Cargill de Honduras to have faith that they can also become industry leaders. She has demonstrated inclusivity and a commitment to gender parity by taking the time to mentor and coach female talent. Nidia encourages her fellow women in engineering to be the very best versions of themselves, and she holds herself to the same high standard. Nidia also supports the ambitions of young women considering careers in STEM by visiting local technical schools and participating in such events as International Women's Day celebrations. She is always glad to share her story and encourage young women to take risks and chase their dreams.

Nidia has inspired her team at Cargill de Honduras to support important community programs as well. At a local school, she and other volunteers have improved classrooms, painted walls, constructed a kitchen where nutritious food could be prepared more easily and safely, and even repaired the roof. Nidia has also supported many local environmental initiatives, pushing herself and her team to find new ways to reduce water and energy consumption.



Elise Gauthier

**Plant Manager
Stanley Black & Decker**

During the past 18 months at Stanley Black & Decker's New Britain Tools Plant, Elise rallied her team to launch the company's new product line of Craftsman measuring tapes, driving top-notch fill rate percentages to customers and getting products to the shelves on time. Her leadership skills and her stellar ability to strategically align resources in the factory were invaluable in this effort.

Elise is very involved with daily operations at the plant. She walks the production shop floor multiple times a day, communicating with all levels of the staff. With warmth and candor, Elise turns each encounter into a teaching moment that may lead to quality, process and safety improvements as well as greater employee satisfaction and professional development. She also makes a special point of staying engaged with female leaders at the site, always asking how things are going and giving advice on how to handle various situations. With Elise as site leader, female staff members feel more open and able to communicate, collaborate and drive performance.

To further support her team both personally and professionally, Elise is also involved with Stanley Black & Decker's Women's Network and the Prides & Allies group.

Elise's enthusiasm about the manufacturing industry is having a strong impact on her community. She leads plant tours that teach local youth about manufacturing in the U.S., how much it has changed with the introduction of automation, and how important it is to stay competitive through skill and hard work. She also partners with local technical schools to teach about career opportunities in the field. Elise particularly enjoys showing young people how modern and fun a manufacturing career can be. And, as a further example of Elise's kind nature and willingness to pitch in to help others, she also regularly volunteers at a local animal shelter.

"Why am I passionate about manufacturing? I love working in a team oriented environment."



Yvonne Giddings

**Senior Mold Design Engineer
Libbey, Inc.**

“I have a sense of community within our industry. We all take pride in seeing the product of our labor in the real world. And together, with coworkers from every walk of life, from design to manufacturing, we know that we have an important role in this endeavor.”

With more than 40 years of experience in the field, Yvonne is an outstanding glass mold design engineer, with seven U.S. design patents to her name. One of her most noteworthy skills is her ability to conceptualize complex shapes and translate them into 3D CAD models, a vital skill needed to make the most of modern glassmaking technology.

Libbey is headquartered in Toledo, Ohio, which is often called the Glass City because of the industry’s importance there. The city has recognized Yvonne’s knowledge and expertise by inviting her to help design and manufacture the glass keys that are traditionally presented to visiting dignitaries by the mayor.

Yvonne is a role model at Libbey and for women in manufacturing in particular. She has been a mentor to many associates and interns, both male and female, throughout her career. She is often sought out as a mentor due to her amiable and patient demeanor and her natural teaching ability. Yvonne has also mentored and taught associates from Libbey’s facility in China; she successfully bridged cultural and language barriers to create and maintain meaningful relationships with these distant colleagues.

For the past two years, Yvonne has served on the board of directors for the Libbey House Foundation, where she works to help renovate and maintain the historic residence of Edward Drummond Libbey, the late founder of Libbey Glass and one of the leaders who put Toledo on the map as the Glass City. Throughout her life, Yvonne has also given significant time and energy to organizations including the Girl Scouts, Junior Achievement, the Salvation Army’s Food Basket Program and the Frank Merry Park Association. She has also volunteered with the Toledo Public Schools, tutoring young people in a low-income area and helping out with coat and toy drives held for the local community.



Lauren Giroux

**Senior Director, Cloud Operations
Plex Systems**

In a field where even a few moments of delay can impact an entire supply chain, Lauren's work at Plex, delivering industry-leading ERP, MES and IoT solutions, has helped more than 600 manufacturers around the world stay on time and on target. Daily, she must consider everything from the quality of the product experience to malware attacks to natural disasters and more. Thanks to Lauren's technological knowledge and her strong leadership of a team of experts, Plex achieved an industry-leading 99.998 percent uptime rate through most of 2019.

Lauren is a respected and reliable resource to customers, communicating through any disruptions while helping plan for future manufacturing technology innovations. She's also particularly known for her strong attention to detail, and this care and consistency makes her a go-to leader at Plex to deal quickly with complicated matters.

One of the most high-profile women leaders at Plex, Lauren is always looking for opportunities to promote other women's careers as well. She is a chair of Women at Plex, an interest group that supports diversity and inclusion initiatives. Through this group, she has introduced female "Plexians" to leaders from global technology organizations such as Microsoft. In addition, Lauren is always looking for new ways for her team of over 30 employees, which includes several senior technical women, to develop professionally. Both men and women receive regular coaching to improve their leadership skills and voices. She also meets individually with her direct reports and works to empower them to define and work toward their career goals.

Supporting families is an especial passion for Lauren. She started Plex's New Mom support group, which provides support and encouragement to women who are returning to work after welcoming a new child. She is also on the elementary and middle school teaching team at First Presbyterian Church of Northville.

"Manufacturing creates REAL things that we rely on in our daily lives. Working in math and IT, much of what I do is interesting but not tangible. Manufacturing makes this work real; it takes ideas and turns them into things we can see, touch and use."



Sonal Gola

**Delivery Manager, Smart Products & IoT
Pentair**

“Being part of manufacturing helps me in applying my knowledge and skills in solving problems, develop solutions and feel proud of being able to improve the life of people through the Engineering. I also stay updated with technological trends and innovations.”

A long-time employee of Pentair, Sonal currently leads the end-to-end implementation of Internet of Things (IoT) enablement for residential water solutions. Sonal has been a crucial part of Pentair’s digital transformation, creating SMART-connected products that improve customer satisfaction by helping to keep safety standards high and maintenance costs low. With a customer-first focus, she provides valuable technical assistance through strong partnerships with her colleagues on highly complex, technically challenging projects.

Sonal has a passion for growing and developing her team members. Her coaching style encourages curiosity through experimentation and turns failure or mistakes into development opportunities. She is especially dedicated to inspiring her fellow female engineers to push boundaries within the industry, and she has organized and championed several networking events at Pentair’s Global Engineering Centre to facilitate connections among female engineering talent.

Sonal has utilized her deep knowledge of water systems technology and commitment to improving the health of the developing world in several clean water projects. As an example, she participated in the design review of controls and automation systems for Water Mission, a longtime Pentair philanthropy partner that uses Pentair’s innovative technology and engineering expertise to provide sustainable access to safe water in developing countries and disaster areas around the globe.

She has also worked on projects as part of the Pentair Foundation’s partnership with the Safe Water Network to develop and improve water treatment systems required for community health programs. One such project involved a system in the village of Kureb, India. There, she conceptualized and reviewed the system’s current designs and processes and shared recommendations on how to improve automation, remote monitoring and analytics. Through Pentair’s collaboration with Shining Hope for Communities (SHOFCO), a non-governmental organization in Kenya, Sonal also played a pivotal role in improving a water treatment system for a girl’s school in Kibera, an impoverished settlement in Nairobi. There, she had to familiarize herself with all the system requirements, geographical challenges and government regulations. Sonal was more than up to the challenge, working through all the details to provide much-needed expert guidance—a testament to her commitment to making a difference around the world.



★ EMERGING LEADER

Erica Matthews Grzebielucha

Commercial Advisor
ExxonMobil

Erica is currently working on business development as an advisor to senior management and external interface in the area of Liquefied Natural Gas. In her current and previous roles, she has worked with projects across the globe in new business development and in business strategic planning capacities. She has also contributed through roles in the fields of Exploration and Gas & Power, and worked on several strategic initiatives. Her favorite assignments are those where complex challenges require a team to combine analytics and strategy in the development of integrated solutions.

One of her most enjoyable assignments was in Exploration, working as an integrated team with geoscientists and engineers to optimize recommendations for investment in an arena with high uncertainty. In her Exploration role, she strategically advanced commercial and technical integration to grow ExxonMobil's presence in multiple countries. She has shown leadership and collaboration talent by leading economic and engineering improvements to challenge investment paradigms within ExxonMobil, and has constructively challenged functional experts across the organization to evaluate how individual improvement elements could combine to increase the above-ground attractiveness of some very exciting prospects. Erica has led external engagements and worked closely with international industry associations and partners, dialoguing on both the mechanics of fiscal regimes and on how elements of those regimes incentivize or dis-incentivize investment in, and optimal development of, a nation's resources. In her two years in an Exploration role, she also developed analysis and commercial insights for more than forty distinct opportunities in such regions as Brazil, Canada, the Gulf of Mexico and Suriname, promoting the potential future capture of accretive leads and providing commercial rationale in support of several acquisition decisions.

Erica has been an amazing example of sharing her knowledge and insight with team members at many levels of ExxonMobil. She actively supports recruiting the next generation of female talent and acts as a role model to new hires. Erica also enjoys mentoring analysts who work alongside her and is a vocal advocate for them to be given the opportunity to present their own work, coaching them to engage meaningfully with management.

Outside of ExxonMobil and her industry in general, Erica has partnered with the United Way in her community as a current and prior Leadership Giver and through their volunteer programs. She has also served Houston-area seniors as part of Meals on Wheels, volunteered at a local animal shelter and contributed to agencies and programs which include the Montgomery County Women's Center, Women Who Rock, The Breast Cancer Charities of America and iGoPink.

"The creation of goods and services which improve the lives of others is incredibly motivating and professionally validating. Starting with my first college internship, I was completely drawn to the fact that each day I could work on the production of goods that power life and industry globally."



Laura Guillott

**Business Planning Manager
Mitsubishi Hitachi Power Systems**

“Manufacturing at Mitsubishi Hitachi Power Systems is not only about creating a product, but it’s also about the relationships that we create with our teams. I love the fast-paced environment and the team spirit that we have here. The fact that we are manufacturing products that provide power for the communities that we live and work in is extremely gratifying.”

Laura manages a complex demand management system for heavy-duty industrial turbines at Mitsubishi Hitachi Power Systems. Taking over the newly-established role of Enterprise Leader for Business Process Management, Laura worked within multiple levels of the organization. She helped implement software solutions and improved approval workflows, creating better visibility for leadership decisions and fostering both top-down and bottom-up approaches to a wide variety of challenges. Most importantly, Laura led the company to a much-improved organizational structure within many areas, including manufacturing and corporate and headquarters functions.

Laura’s efforts have helped Mitsubishi Hitachi Power Systems deliver 100 percent on-time to customers year over year. For her contributions, she has been awarded the business’s top distinction, the CEO’s Star Performer Award.

Because of her strong interest in supply chain management, Laura is proud to be an active board member of the local APICS chapter, supporting meetings, educational programs, workshops and charity initiatives. As part of her APICS involvement, Laura has invited women from her plant, the Savannah Machinery Works (SMW), to attend regular meetings and participate in community service projects. This introduction to APICS is an extension of Laura’s enthusiastic and ongoing mentoring of women at SMW.

When a close colleague was diagnosed with colon cancer, Laura assisted with emotional support, doctor visits, treatment transportation and other activities. To help raise awareness, she also supported and participated in a company sponsored 5K run for colon cancer research as part of a national campaign called “Get Your Rear in Gear.” Mitsubishi Hitachi Power Systems was recognized as the largest supporter of the event, with more than 75 employees and family members in attendance. This is only one example of Laura’s compassion and “let’s get to it” attitude when it comes to supporting her family, friends, coworkers and community.



Nora Harding

**Director of Operations
Special Products & Manufacturing, Inc.**

As director of operations at Special Products & Manufacturing (SPM), Nora is responsible for all departments of the manufacturing process. Her great success in the role stems from consistently encouraging the best performances possible from everyone from owners to operators. Under Nora's leadership, on-time delivery has risen to 99.6 percent, quality rejections have fallen by 47 percent and there have been zero safety incidents this year.

People at SPM regularly turn to Nora with questions and concerns because they know she will provide expert analysis and take immediate action to resolve issues. They also respect her because she has taken the time to learn and appreciate SPM's longstanding culture and build on that culture to strengthen the company. For instance, Nora pairs long-term employees with millennials just joining the workforce, helping to engage and motivate all generations. This strategy has improved employee engagement and led to retention levels above industry averages.

To encourage the professional growth of an even younger generation, Nora serves on the board of her local school district's technical school, where she advises on how the district can best prepare female students for the manufacturing field. Nora leads facility tours and creates job shadowing programs and internships, as well as coaching students one-on-one. She has a special ability to make manufacturing relatable for students so that they can envision the careers they might build in the field.

Helping others is important to Nora, and her enthusiasm has been contagious at SPM. Within the company, Nora was instrumental in rolling out the Special Wish program, which has raised funds for such wish-fulfillments as donating a wheelchair to an employee's grandchild and donating 1,000 backpacks to foster children. Another initiative, Built-2-Serve, has supplied the local food pantry, donated toiletries to women's shelters and raised funds for the Children's Cancer Research Fund.

"I get passionate from seeing how manufacturing impacts people and our world. Manufacturing is the only industry that starts with an idea that turns into reality – people design and build real things that are essential for our world, driving innovation, advanced technologies and career opportunities that develop exceptional talent."



★ EMERGING LEADER

Kate Heymans

**Production Engineer
Dow Inc.**

“There’s nothing like the daily challenges and successes to discover the newest technical innovations and work with fantastic people.”

Kate has made many technical and leadership contributions during her time at Dow. For instance, recently Dow undertook a critical improvement project for its Fort Saskatchewan “cracker,” a plant that breaks oil and gas down into ethylene. During this process, levels of elemental mercury required careful monitoring to avoid health and safety hazards. With Kate’s help, a breakthrough approach was created and implemented to make this measurement in less than two minutes through gas chromatography. This enables the working environment to be certified rapidly at any time, ensuring ongoing safety and efficiency. This new technique will benefit the entire industry and received a prestigious 2015 Technology Center Award, of which Kate was co-recipient.

Kate’s impact on people development has also been remarkable. Early in her career with Dow, she served on the company’s New Professional Network (RISE). Since then, Kate has gladly mentored a number of co-op students, both male and female, providing a constructive and caring approach that has truly made a difference to others.

She has also benefited Dow and its employees by serving on the steering team of GLAD, Dow’s LGBTQ2+ support network. As part of the steering team, she organizes events that emphasize the importance of alliance and support to the LGBTQ2+ community and, by extension, to other diversity networks. These popular events have increased the number of members in the network by 50 percent, including almost 100 percent participation by site leadership. Kate also spearheaded 2017’s Diversity Day, which is now an annual tradition for the site.

In addition, Kate freely lends her time to STEM education at local schools. She was active in the FIRST Lego League robotics group at a local elementary school and has mentored university capstone design projects with all-female student groups at the University of Saskatchewan.



Kristy Higginbotham

**Area Manager
Arconic**

Arconic recently appointed Kristy to help lead a critical, fast-moving project to replace its Tennessee Operations' significant can sheet revenue stream with industrial products. This new market was no small undertaking, as the existing equipment was not designed to manufacture the new materials at the gauge and quality required. In addition to tackling the program with her strong engineering, production and maintenance skills, Kristy, never one to hide behind an office door, was out on the floor day in and day out working with her team. A short six months after the start of the engineering studies, production was in swing with new products that met the heightened standards every step of the way.

Kristy is a committed mentor to young women at Arconic. She has also served on the Arconic Women's Network steering committee, co-leading symposiums that offer development and networking opportunities. Because these programs are so well-designed and effective, they are very popular and the most recent was attended by more than 80 percent of its location's female professionals.

She was also a founding member of Tri-State Women in Computing and Engineering (TWICE), which during her tenure sponsored networking events for professional women and created STEM programs for girls in fourth through eighth grades. These included an on-site "Day of Engineering" program with the University of Evansville that reached an average of 90 young girls per year.

Kristy's positive impact extends to her local community as well. During her presidency of her church's St. Vincent de Paul Society, she worked to oversee volunteers who helped people close gaps in their lives by identifying existing resources in the community that would help them obtain financial well-being, better access to preventative medical and dental care, and so on. Through Kristy's leadership, the society helped an average of 80 people each month.

"I am passionate about manufacturing because it allows me the opportunity to work in a team environment, creating products that improves the lives of our employees and the lives of people around the world! I love that each day brings something different and that I am challenged every day!"



★ EMERGING LEADER

Amanda Hodges

Process Engineer
BASF Corporation

“Manufacturing is a place where ideas become reality. I thrive in an environment where creativity is encouraged, and the results are very tangible. Every day is different and filled with new challenges. I am honored to be part of an industry which continues to change our world.”

At BASF’s Chattanooga, Tennessee site, Amanda skillfully leads the way in Lean Six Sigma (LSS), a vital initiative for the company. She has completed multiple Yellow Belt projects and two Green Belt projects, ranging from chemical migration studies for food contact clearance to addressing the corrosion of batch reactor jackets. In a single year, Amanda saved BASF more than \$2 million through these types of projects. She has also assisted and supported thirteen colleagues as they have worked to achieve Yellow Belt certification.

In addition to advancing LSS education at the Chattanooga site, Amanda is a leader in environment, health and safety. By applying LSS tools to accident/incident investigations, she works to ensure a safer future for both BASF’s employees and for the community.

By supporting initiatives such as Chattanooga Engineers Week, Amanda shares her expertise and explains how she uses her education in the workplace with engineering students. She also frequently volunteers at her alma mater, the University of Tennessee at Chattanooga (UTC), to encourage new and diverse talent entering the manufacturing field. One of her favorite projects at UTC involves defining an industrial problem and then assisting senior chemical engineering students in “bidding” their designs. In addition to helping with the technical aspects of the project, Amanda advises on the presentations the students prepare at its completion. She also supports the students’ professional development with career mentorship throughout the semester.

Amanda engages the youngest generation of talent as well, especially among girls, through her work with local STEM Days and as a volunteer with BASF’s Kids’ Lab during National Chemistry Week at local Orchard Knob Elementary School. Amanda’s enthusiasm for her profession is evident whenever she’s talking with students, and she is a great role model for what their careers could be.



★ EMERGING LEADER

Kayleigh Hogan

**ECUI Mechanical Asset Engineer
Covestro LLC**

After quickly proving her technical expertise during her first Covestro assignments, Kayleigh was recruited to join the site's Emergency Operations Center (EOC), a voluntary role she unhesitatingly took on in addition to her day-to-day responsibilities. Kayleigh is one of the youngest members of the EOC and yet promptly became the group's go-to expert for dispersion modeling, a highly valued skill that allows the EOC team to accurately assess chemical release scenarios, helping first responders prepare to safely manage possible incidents.

In 2018, Kayleigh transitioned to her current position as an asset engineer in the site's Environmental Control, Utilities and Infrastructure unit. There, she manages a \$14+ million maintenance budget and leads important capital projects. Kayleigh's innovative approach to problem-solving has been very helpful in situations like the recent inspection of two essential underwater culverts. A traditional inspection would have forced a closing of both lines, disrupting operations and incurring high costs. But Kayleigh relentlessly researched inspection companies until she found one able to complete the inspection while the culverts were active, using an innovative sonar device.

Kayleigh has informally mentored several less-experienced female engineers during her time at Covestro. Today, she mentors more engineers as part of a two-year job rotation program there, giving her plenty of opportunities to teach and learn from them.

Kayleigh also shares her mentorship skills with the community by teaching fifth-graders at the local wetlands center. Her own interest in science was inspired and nurtured by her parents early on, who both led successful careers in STEM. In their honor, she now ignites that same spark for the next generation, helping students discover the joy of science through hands-on learning. An introvert herself, Kayleigh finds it especially rewarding when she is able to engage the quieter kids, getting them to open up and ask questions.

"Manufacturing requires the balancing of operational goals with technical and practical solutions in a safe and productive environment. The challenge to consistently achieve all of these aspects while working as part of a team makes manufacturing endlessly challenging but extremely rewarding."



Rania Hoteit

**Founder and CEO
ID4A Technologies**

“I’m passionate about manufacturing because it drives innovation and the development of cutting-edge technologies, covers a wide array of high-tech industries and makes significant contributions to global economies. Additionally, manufacturing provides huge career progression opportunities in STEM, helps to raise the standards of living for workers and adds to the quality of life for consumers through tangible products. Nothing can be more gratifying.”

As founder and CEO of ID4A Technologies, Rania has built a company whose developments are widely adopted, disrupting traditional supply chains, revolutionizing production processes and creating significant environmental, economic and social impacts worldwide.

Under Rania’s leadership, ID4A has earned a great deal of respect and recognition. Among other honors, the company has been recognized by the White House Office of Science and Technology Policy for fostering the development of advanced manufacturing in the USA and the world, ranked on the Entrepreneur 360 list of the “Best Entrepreneurial Companies in America,” honored on the elite Inc. 5000 list of “America’s Fastest-Growing Private Companies,” awarded the Real Leaders “Top 100 Impact Companies” award and the LUXlife “World’s Best Emerging Design Technology Company” award.

By teaching and mentoring at global accelerators, judging at pitch competitions and extending her advisory expertise to startups and global organizations, Rania drives technology innovation and business growth for many companies, strengthening entrepreneurship communities worldwide. She also works to enhance technical education for youth by revolutionizing academic curricula in collaboration with high schools.

Rania is especially dedicated to empowering women and girls by investing in programs that uplift them and by accelerating their business endeavors. In fact, Rania has been recognized by the White House for her “commitments to improve the lives of women and girls around the world, initiating changes that target key gender gaps and equality issues in society and that make a powerful difference in our collective future.” She has also hugely contributed to reducing labor exploitation in production pipelines around the world, improving the skills and working conditions of more than 1.5 million people so far. For her industry innovation leadership, business excellence and social impact across global communities, Rania has received recognitions from the United Nations, United Kingdom Parliament, U.S. Department of Education, as well as other extraordinary honors including The Global CEO Excellence Award and more, but she is never content to rest on her laurels. Rania is always looking for more ways to expand her positive impact and make a difference in our world.



Yami Hu

**Director, Strategy & Business Development
Brunswick Corporation**

Yami joined Boston Whaler, a subsidiary of the Brunswick Boat Group, in 2016 as manager of strategy and business development. In only two years, she was appointed director of the department. Today, Yami works on strategic projects across multiple divisions. Her latest project is an online sales model for Boston Whaler boats. This program is being designed to reshape the landscape of the boat purchase experience at Boston Whaler, allowing consumers to purchase directly from the factory.

As an alumna of Brunswick's Leadership Development Program, which brings MBA talents to the company for two years of development, Yami knows the importance of mentorship. She is especially aware of the internal and external obstacles faced by female leaders, and takes the time to mentor and encourage them. She is also a member of Boston Whaler's Diversity Council.

Yami continues this important work as a career advisor with the University of Chicago Booth School of Business, where she received her own MBA. There, she facilitates small-group workshops and does one-on-one career pathway coaching sessions with new students. While she is dedicated to mentoring both male and female students, she understands the subtle differences in confidence levels and learning styles between women and men, and she takes extra time to encourage and guide female students.

Yami has also made a strong impact on her community at large. She volunteers with Boston Whaler's annual Boatload of Backpacks program, which donates school supplies to three local elementary schools. A breast cancer survivor, she also gives time to a little-known nonprofit called Little Pink Houses of Hope, which provides breast cancer patients and their families with free weeklong vacation retreats along with other breast cancer families. These retreats provide much-needed respites from schedules dictated by medical appointments and from thinking about the financial burden of treatments.

"Manufacturing is the bread and butter of our economy. Seeing our customers enjoying Boston Whaler boats brings great joy to me!"



Sophie Hummer, Ph.D.

**Director, Product Insights
Brown-Forman Corporation**

“Manufacturing is the expression of a large team of people working together towards a common goal. Manufacturing produces tangible goods. Being a leader in manufacturing is a multi-faceted job where soft and hard skills are necessary to be successful.”

As global director of product insights for Brown-Forman, Sophie is responsible for a number of key production initiatives, including the development of new global whiskey products and the sensory evaluation and optimization of the company’s entire product line. Under her leadership, the work of Sophie’s cross-functional team has resulted in significant improvements to the whiskey maturation process, from color and flavor development to yield. These improvements optimize the whiskey’s quality while saving Brown-Forman more than a million dollars per year.

During her 30 years in the field of sensory science, Sophie has served as a leader in such professional organizations as the American Society for Testing and Materials (ASTM) where she works with peers on publishing Standards and Practices for the field and she has been published widely. Always one to share her time and experience with others, Sophie gladly helps those who are newer to the field through formal and informal mentoring. Over the past few years, she has taken leadership roles in a variety of Brown-Forman employee resource groups. Most notably, she has been a key leader of GROW (Grow Remarkable Outstanding Women), which is focused on the growth and development of women at Brown-Forman. She has also been an active member in COPA (Creating Our Path), which focus is on the growth and development of Latino team members and in BUILD (Blacks United in Leadership and Development).

In the community, Sophie is the Chair of the Board for New Roots, a nonprofit working to provide fresh food access to food deserts and underserved neighborhoods. Fresh Stop Markets, New Roots’ main initiatives, are run by volunteer leaders in a grassroots food justice movement based on the belief that fresh food is a basic human right. Under Sophie’s leadership, New Roots has grown to over 17 Fresh Stop markets locally and serves over 1,700 local families. Sophie also volunteers with the Dare to Care food bank, Habitat for Humanity and Uspiritus.



Leslie Hyde

**Senior Vice President and Chief Sustainability Officer
Koppers Inc.**

Leslie is currently the senior vice president and chief sustainability officer for Koppers. Leslie developed the safety and environmental programs now engrained in Koppers values and operating systems and led the company's certification to the ISO 14001 standard and to the American Chemistry Council's Responsible Care® Code. She also introduced and championed sustainability concepts encompassing the spectrum of environmental, social and governance topics and published the company's first Global Reporting Initiative (GRI) compliant Sustainability Report in 2013. These initiatives led to a 32% reduction in greenhouse gas (GHG) emissions, a 99.96% reduction in incidents where permit limits were exceeded, and a 53% reduction in OSHA-recordable injuries over a five-year period.

Leslie leverages her decades of experience to support the development of the next generation of female talent. She was a founding member of Koppers' first Employee Resource Group, named LINKwomen, which focuses on providing professional development and networking opportunities for the women of Koppers. She has also been a longtime member of the Executive Committee of the National Association of Corporate Directors (NACD) "Future of Board Leadership" initiative, the mission of which is to support diversity in Boards of Directors.

Community outreach is one of Leslie's passions. Through Koppers Community Advisory Panel (CAP) initiative, she developed and nurtured programs designed to connect Koppers manufacturing sites to the surrounding stakeholder communities and focused on developing open and mutually supportive relationships. Beyond education about Koppers processes, the CAP groups reach out into the community and partner with local organizations to assist in a variety of community centered projects. She serves on the Leadership Committee of the United Way of Allegheny County's United for Children initiative and is an Executive Committee member and Co-chair of the HR Committee of the Pittsburgh Civic Light Opera. Leslie volunteers with a number of local organizations. Her favorite outreach activity is River Sweep, in which volunteers clean up the stream and river banks in the Ohio River watershed. Leslie has participated in River Sweep with her daughters for 15 years.

"I love to solve problems. Manufacturing gives me the creative outlet to look at things differently; to find more effective ways of doing things; to investigate a problem and find a solution. There's immediate gratification in knowing that you are part of a process that creates products people need."



Banasha King

**Senior Director, FM Americas
Johnson & Johnson**

“It’s very meaningful to be part of something that brings new products and technologies to the world. I’m passionate about making the connection for each individual working in Supply Chain to see that they are touching the customers and the patients in waiting. It’s often difficult to see the connection in Facilities Management; I get so much joy in connecting our roles and the purpose – it’s not just about manufacturing itself, but the purpose it is serving the world.”

Banasha is the senior director of the Americas facilities management teams within Engineering & Property Services. She started her Johnson & Johnson career in La Jolla, California in 1995, and has held roles of increasing responsibility spanning across Facilities and Procurement organizations. In 2014, Banasha joined the EFM Center of Excellence where she advanced the Global Supplier Governance program and drove the services strategies in the Americas, and within Enterprise Facilities Management Transformation. Currently, Banasha is the Americas leader for Facilities Management, and continues to focus on transformation, which is delivering significant value and savings for J&J.

Banasha has a passion for developing high performing teams and driving process improvements or strategies to further value into the core businesses, ultimately making a positive impact on people’s lives. In recent years, Banasha enjoys being a coach and mentor for women starting their careers in facilities management, or engineering and manufacturing. Being an advocate for increasing diversity and inclusion of different backgrounds into our industry is important to Banasha. She is also part of the Northern California WIM Chapter Board, and is active in the local community activities. In her spare time, her focus is on her health and staying active in Orange Theory Fitness.

Banasha lives in San Jose, California with her husband and two daughters. She received her MBA from Santa Clara University, and her B.S. in Business Management from San Diego State University.



★ EMERGING LEADER

Brandy King

Process Engineer
Greene Tweed

Brandy has been instrumental in the success of Greene Tweed (GT), supporting the company's vision by driving forward two new material developments in products designed for the aerospace and semiconductor industries. Each development has specific ingredients and proportions that result in materials that process differently, which means process conditions must be thoroughly vetted before a successful scale-up and transfer to production can be completed. Brandy's innovative thinking and attention to detail made this process run smoothly. Furthermore, one of Brandy's material developments further proliferated a style of mixing that had previously only been used in the company's R&D environment and one other project. This innovation has expanded knowledge on different styles of mixing and has led to further material development. Brandy is currently working on introducing elastomer-molding technology that will improve GT's ability to target high-volume molding.

As the rotation engineering site coordinator at GT, Brandy works with managers of various engineering disciplines to confirm that assignments add value to the development of new engineers. She also works with the engineers individually to ensure they are transitioning well into the organization. Brandy has also helped with onboarding of new hires in her role as a process engineer; in addition to providing the usual technical training, she provides advice and support based on her experience at the company.

Brandy's influence over the next generation of female talent spans well beyond the workplace. She supports Super Science Saturday, where she introduces girls to science career opportunities and shares her own journey into a STEM field.

Outside the professional sphere, Brandy gives her time and contributes to many charitable organizations. She contributes to Shriners Hospitals for Children, the Leukemia & Lymphoma Society, Moms House of Phoenixville as well as other local and national organizations. She is also active with the Maronite Young Adults, participating in church retreats and community outreach programs.

"It's an exciting time in manufacturing and at Greene Tweed. I'm constantly challenged to leverage new technologies while also learning about the intricacies of processing complex elastomeric materials. My skill set is ever-growing, I'm maturing in my career and outlook, and I'm helping drive Greene Tweed's Industry 4.0 initiative forward."



Gena Knight

**Environment, Health, Safety and Security Director
thyssenkrupp Elevator**

“Passion for manufacturing is in my genes; Grandfather was a general manager power house skilled trades leader, and Father a maintenance manager at Detroit Diesel. For me, the constant evolution in industry is fascinating and inspiring, never boring and will always depend upon people with a heart of service.”

Gena is the director of Environmental, Health, Safety and Security (EHSS) for thyssenkrupp Elevator Manufacturing. Her attention to detail and strong personal skills have directly led to a safer work environment for employees across the company. Since joining the thyssenkrupp team, she has defined, designed, developed and implemented a site-wide Environmental, Health, Safety, and Security program at the factory, while also supporting four additional facilities. Among her many accomplishments, Gena helped thyssenkrupp achieve ISO 50001 Energy certification for the first time in the history of the thyssenkrupp Elevator Manufacturing facility. Gena’s leadership contributes to the well-being of the company and the community, making thyssenkrupp a safer place to work.

Gena actively supports her employees and helps grow the next generation of talent at thyssenkrupp. She constantly encourages and empowers them to improve the safety of the manufacturing facility and make it a better place to work. Gena supports other women in the organization, mentoring them and encouraging them to find ways to succeed and achieve their goals for the future. She always pushes others to be their best. In 2019, Gena accepted the Safety Impact Award on behalf of the manufacturing site, for her leadership and guidance in mentoring employees at the site to recognize and improve over 4,000 safety hazards, among other accolades.

Within the workplace and beyond, Gena’s life exemplifies care and concern for others. She organized a partnership with West Tennessee Healthcare to offer blood pressure and wellness checks, vaccinations and other healthcare services to employees opening an on-site medical clinic – the first in the history of thyssenkrupp Manufacturing. She also established a partnership with EnSafe to implement a Hearing Conservation program at the thyssenkrupp factory. Gena also drafted and implemented a site security plan ensuring the security of employers, contractors and visitors while at manufacturing sites. Serving others is at the core of Gena’s being, in addition to her 15 years of health and safety work, she is a veteran of the United States Army. Outside of work, Gena sponsors the social work and general education programs for Mayan Family, an organization promoting education in low-income Guatemalan communities. She is also involved in Miracle Hill Ministries, specifically working with women’s shelters, and has volunteered with the Oconee County Local Emergency Planning Committee and served Habitat for Humanity as a site leader. Her passion for care and service to others—and the impact of her work—is evident in all that she does.



Hui Peng Koh

**Engineering Director
GLOBALFOUNDRIES**

As director of photolithography module engineering at GLOBALFOUNDRIES, Hui Peng is the sole woman to hold such a position at the company. Her module is unequivocally recognized as the most critical and challenging in the company, with the largest range of technical complexity, criticality to factory operations, impact upon product quality and total operating cost. Even under this level of challenge and pressure, Hui Peng has thrived, handling difficult situations with calm, clarity and grace. She has repeatedly delivered timely solutions to the most challenging product yield and quality technical problems, developing and implementing unique and creative processes and methods unmatched in the company.

Hui Peng places a strong emphasis on talent development and mentoring for all of GLOBALFOUNDRIES' team members, both within and beyond her area of direct responsibility. Given the unique position she holds, she is sought out by many for guidance and input, dedicating a large portion of her time to the growth of others. As a result of this, she has advocated for development opportunities for several employees, helping to identify and grow multiple female leaders from the company's technician ranks. Her commitment to mentoring the next generation of talent is clear from her ongoing efforts and the leaders she has already helped identify and develop.

Hui Peng's commitment to the next generation extends beyond her professional life. She and her family are deeply involved with the Boy Scouts of America, sharing the organization's goals of positively impacting local communities while developing the character and leadership skills of young people. She has actively assisted in local troop fundraising bottle drives, supported the "Empty Bowl" initiative with local food banks that have partnered with the troop, and mentored her son as he has grown to the position of Senior Patrol Leader and pursued his Eagle Scout rank.

"I am passionate about manufacturing because you are always facing high stakes challenges in a fast-paced environment, demanding you to apply good problem solving and decision making skills, impacting the business while enabling the people around you to excel."



Michelle Kohr

EHSS Leader
SABIC

“Manufacturing provides challenges and opportunities to learn and grow. These challenges and opportunities allow interaction with many different people within the site as well as outside the company. All the different interactions help shape and mold you.”

As manager site EHSS at SABIC’s Ottawa site, Michelle has set herself apart with her positive peer leadership, responsiveness to concerns from the site and her team, and commitment to displaying company values. Her inclusive leadership style has led to an even stronger, more consistent and more visible approach toward site partnership, and her vision and execution on her strategy have resulted in year-over-year improvement in safety and environmental standards. Known for her technical expertise as a wastewater engineer, she has developed, led and executed projects that protect SABIC’s site as well as the larger environment.

Michelle is an active sponsor of SABIC’s early-career Engineering Development Program, mentoring young engineers through the SEED program as they start their SABIC careers as well as young college students through the site’s cooperative education (COOP) program. She takes every opportunity to include these young people in her teams, serving as a trusted resource for them upon graduation and advancement throughout their career. From checking in as they rotate assignments to sharing her insights and tools from her years of experience, she ensures that the next generation of talent is connected and heard throughout the organization.

Michelle has a passion for sustaining the world for the next generation. A certified auditor for Responsible Care, she extends her time and talent to support other SABIC sites, helping them identify how they can be better stewards of their resources and protecting the environment. She has also led her team to set the standard for Operation Clean Sweep, World Clean-Up Day, and Earth Day. Outside of work, she engages with her local Volunteer Fire Department and First Responders by organizing and supporting events within the community. She also volunteers with the Boy Scouts of America, helping support the next generation of leaders within her community.



Beatriz Landa

**Plant Manager, Greensboro
Novelis Inc.**

As plant manager for Novelis Greensboro, Beatriz leads a 145-person aluminum recycling plant. In previous roles at Novelis, she shepherded two major industry trade cases and guided expansions that helped drive record company performance. A problem solver and a go-getter, Beatriz listens intently, asks for feedback consistently, recommends bold action and seeks consensus when addressing complex challenges. She has tackled difficult business problems, including turning around the company's specialty business. She is an industry leader, serving on the Aluminum Association's Sustainability Council to shape the industry's sustainability goals.

Beatriz partnered with several other employees to launch Women in Novelis (WiN), a program aimed at supporting the professional contributions and careers of female employees. This grassroots effort grew into an international program with representation at every Novelis site. Under Beatriz's leadership, WiN successfully lobbied Novelis' Executive Committee to revamp its Parental Leave policy. She also launched a mentoring pilot program, planned and executed a 100-person WiN conference featuring internal and external facilitators, and partnered with Human Resources to attract more women to Novelis —all in addition to her current mentorship of nearly two dozen Novelis employees.

Even outside the office, Beatriz is an active supporter of initiatives that empower women, including the Atlanta Women's Foundation and the Girl Effect, a nonprofit organization by Nike. She recently participated in the Inspire Atlanta program, a nine-month immersive experience designed to empower women leaders to raise funds for women and girls living in poverty. In addition to her work in Atlanta, Beatriz has volunteered with orphanages in Peru and provided consultative services to a Peruvian small business selling local ceramics in the United States. Her ability to identify an organization's need, determine how she can add value and jump in immediately helps her make a difference in her community every day.

“Why am I passionate about manufacturing? We make tangible things to help people”



Wilailux Lapwisuttisarod

**Senior Engineering and Maintenance Director
Dow Inc.**

“Manufacturing contributes to human life improvement especially in chemical manufacturing. I’m proud to be part enhancing human life and at the same time enhancing our manufacturing safety and improvement through our sustainability.”

As the current technical expertise and support leader at Dow, Wilailux leads four sites and 14 plants in Thailand which collectively produce more than two million tons of product annually. She is responsible for the safety, reliability and performance of more than 400 maintenance and engineering employees in addition to overseeing contractor resources. During her more than 20 years at Dow Chemical, she has proven to be a visionary leader, driving sustainability and productivity improvements across the region. She fosters a work environment with a high level of integrity and strong focus on inclusion, diversity, innovation, sustainability and empowerment. As a local and global leader and a mentor for women, she constantly displays her passion for serving others.

Wilailux has helped develop female leaders across the globe. During her years leading the Culture Change and Learning Group during Dow Chemical’s Thai Growth Project, she was instrumental in developing the culture to prepare female leaders to take on significant roles within the site following the startup of the new production facilities. She is actively engaged in the Thailand Women’s Innovation Network (WIN), sharing her experiences and setting a clear example of how women can excel.

Wilailux has always been active within her community, starting as a college student at Bangkok’s Chulalongkorn University. A regular participant in Habitat for Humanity for the past eight years, she has helped build countless houses throughout Chaingmai and Rayong. As a devout Buddhist and a mindfulness coach and mentor, she facilitates a group practice for the five mindfulness trainings in Plum Village. And earlier this year, Wilailux organized an event where nearly one hundred people from her organization came together to construct a playground for the community children’s center. Her commitment to the present and future of her community and the people around her is unparalleled.



★ EMERGING LEADER

Larkin Leach

**Commercialization Manager
Cooper Standard**

In her short time with Cooper Standard, Larkin has been responsible for a number of vital projects. As a chemist for a material platform called Fortrex®, Larkin was responsible for scale-up trials, validations testing, customer approval and life cycle determination. The Fortrex materials earned a 2018 Automotive News PACE Award, often referred to as the industry's "Academy Award for Innovation," and Larkin's contributions to its development earned her Cooper Standard's Passion for Performance Award.

Larkin also served as project leader for all aspects of setting up the new 2,400 sq. ft. lab at Cooper Standard's newly opened Global Technical Center. Her responsibilities included designing the new layout and ordering, scheduling, and maintaining the equipment. The finished lab is so impressive that it is considered a high point during facility tours and Larkin has become the go-to person for lab-related questions.

Larkin is a strong contributor as one of the initial members of the recently established applied materials science group. She has worn many hats on the team, supporting both technical and commercial development activities. In her current role she is responsible for launching new materials, including developing a global supply chain and managing the production process validation.

As co-chair of the Manufacturing Industry Acceleration Committee of Cooper Standard's WISE (Women, Inspire, Support, Enrich) affinity group, Larkin has supported a number of offsite STEM events aiming to drive interest in manufacturing and STEM careers. For instance, she played a lead role in WISE's STEM Inspirations program, which visits local middle schools each month. She has gone beyond the school environment to spread the message about STEM, also participating in a STEM education event at HAVEN, an organization that helps victims of domestic violence and sexual assault. Additionally, she has helped execute Manufacturing Day events held at Cooper Standard's Global Technology Center in order to educate and inspire students from a local at-risk shelter.

Most recently, Larkin has been using her materials science expertise to help Rebel Nell Jewelry, a Detroit-based social enterprise that empowers women by helping them create graffiti-inspired jewelry from chipped paint and by offering classes in financial success strategies.

"It is an exhilarating time to be a part of the manufacturing industry as we leverage new technologies to meet rapidly evolving product requirements. The environment is fast-paced and innovative, and it is a privilege to work with diverse teams to turn an initial concept into a final product."



Elissa Lee

**Director, Commercial Rotorcraft Programs
General Electric Company**

“Manufacturing is the ideal environment to recognize the power of lean, continuous improvement and empowerment ... to realize how to derive the nature of every person's value. While these concepts are as needed outside as it is inside of manufacturing, there is no better place to learn, fail, explore and exploit the fulfillment of lean, continuous improvement and empowerment.”

Elissa is responsible for GE's commercial rotorcraft engine fleet, shouldering the responsibility to meet cost, quality, delivery and compliance for engine, components and services; execute new product development and certification; and define the product line growth strategy in partnership with commercial airframer partners. She is an avid sponsor for manufacturing lean activities and provides leadership across manufacturing organizations. Elissa is known for her collaborative leadership and for delivering sustainable impact in every role she occupies. She has been recognized with a variety of awards, including the Supply Chain & Operations Leader Award in GE's Asian Pacific American Forum's Global Symposium, the Empower & Inspire Award in GE Aviation's Supply Chain Forum, and the Inspiring Leader Award in the annual GE Aviation Leadership Meeting.

From the earliest days of her career, Elissa has worked to support other women in her industry. She created a monthly Ladies Lunch that brought women together to share and rejuvenate within a community that understood the challenges women can face every day in the male-dominated manufacturing environment. During her time as a plant manager in Germany, she sponsored a Women in Operations Summit for women across Europe to come together for leadership skill development and networking. She also co-sponsored GE Germany's parental leave program, the first ever for GE in Germany. Most recently, she activated an Executive Women's Council comprised of the female executive leaders of GE Aviation's Military Division to sponsor and highlight female talent for leadership opportunities within GE.

Elissa is passionate about investing in the young people of her community. In addition to mentoring high school and college students and young professionals, she also tutors at local schools, volunteers as an Educational Counselor for MIT, supports the Girls at MIT summer camp — a week-long technology event at MIT and GE for middle-school girls, and is an active leader in the Girl Scouts Association of Eastern Massachusetts. She has been recognized in her home community as a Volunteer in Excellence by the Girl Scout Council of Danvers.



Sheri Lewis

**Vice President Global Operations
Medtronic**

Sheri is an accomplished global operations executive with more than 30 years of experience. Currently leading Global Operations for the minimally invasive therapies group at Medtronic, Sheri is the first woman in company history to achieve this senior leadership position. Known for her ability to create a clear vision and develop high-performing teams, she is valued for her ability to provide opportunities for her employees, create a winning culture and get things done. She led the development and execution of the company's first enterprise-wide supply chain strategy, with the company achieving quality process improvements, service level improvements and more than \$350 million in cost savings—benefiting patients, customers and shareholders.

Sheri is committed to helping grow the next generation of industry talent. She has served as the Chair of the Medtronic Women's Network for nearly four years, helping accelerate the careers of women at Medtronic and playing a pivotal role in shaping the company's family care leave policy in the U.S. She also serves as a Medtronic coach, mentoring aspiring leaders—mostly women but men too—across the company. She has spoken at more than 50 events across the globe including Gartner's Women in Supply Chain Leaders program, where she has led small group sessions on career development and networking.

Outside of Medtronic, Sheri serves on the supply chain and operations advisory boards at both the University of Minnesota-Twin Cities and University of Wisconsin-Madison. She advises the universities on program and curriculum development, actively mentors college students, participates in career fairs and speaks at several events per year at each campus. Serving as the Medtronic Women's Network Chair, she has been instrumental in developing programs globally to recruit, advance and promote women into leadership positions.

“Manufacturing is an important part of any business. I am passionate about the work we do in manufacturing and operations to produce high quality products in a safe environment, by people who are inspired and dedicated to the customers we serve. It's a key partner at the leadership table.”



Fiona Lowbridge

Vice President, Client Success
ALOM

“I love being part of such an exciting, fast paced environment, working on tangible, cutting edge products that have a positive effect on people’s lives. We have to solve complex problems every day, utilizing emerging technologies and skills while continuing to delight customers. No two days are the same and it’s exhilarating!”

Fiona is a supply chain professional with 22 years of industry experience planning and implementing global supply chain delivery programs. She is an integral member of the ALOM operations management team, developing innovative, technology-driven solutions and supplier relationships and ensuring that all stakeholder objectives are being achieved. She finds joy in figuring out how to produce and deliver things across the world for brands that demand impeccable quality and service, including 23andMe, Mercedes Benz, PG&E, Apple, Ford, Tesla and GM.

Fiona has continually mentored women striving to advance their industry knowledge and leadership goals, both in her role at ALOM and outside the office. She started a peer-to-peer mentoring program at ALOM that has helped decrease turnover, increase promotions and grow the company’s next generation of leaders. Outside ALOM, she is a member of “How Women Lead,” a San Francisco Bay Area organization dedicated to promoting the voices of all women and propelling their leadership impact. Fiona serves as a mentor, advocate, speaker and panelist at How Women Lead events and workshops, including “How Women Lead in the Boardroom,” which has a goal of increasing women on U.S. company boards to 20 percent or greater by 2020.

Fiona is a strong advocate for environmental and workforce protections and is an active voice for sustainability in supply chains and communities. She organized a grassroots beach and ocean cleanup program specifically focused on education and plastic waste eradication in the San Francisco area. Now in its third year, the program organizes public beach cleanup activities and continues to educate the community on the harmful effects of plastic waste on our oceans and the plants, animals and organisms that call them home. She has also led a company-wide sustainability initiative at ALOM, bringing her passion for environmental activism and education full circle.



Eithne Lynch

**Senior Manager, Process Development
Boston Scientific**

Eithne is a true leader in the medtech industry. In less than 15 years at Boston Scientific Clonmel, she has repeatedly demonstrated both her engineering expertise and her commitment to building on her knowledge to advance technology and meet future demands. From her initial role as supplier quality engineer to her current senior leadership position in process development, where the company's data analytics strategy is just one of her responsibilities, she has been a successful team builder and a driving force for improvement. By constantly educating herself, encouraging others and engaging with the wider academic community in Ireland and abroad, Eithne is helping ensure a strong future for Boston Scientific Clonmel.

As a founding member of the company's women's network as well as its first female process development manager, Eithne has been instrumental in mentoring and supporting female talent at Boston Scientific Clonmel. She has both led and participated in discussions to better understand the problems women face in the workplace; she has also helped develop strategies to address such issues as flexible work arrangements, balanced interview processes, mentorship programs and diversity metrics. Because of the opportunities she helped create and the leadership she demonstrated, the number of women in senior positions has grown in recent years.

Not only is Eithne an outstanding role model; she also actively works to inspire the next generation in her community. When Boston Scientific Clonmel recognized the critical need among Irish manufacturers to build a strong future talent pool, Eithne devised a strategy and created a variety of school programs, including one that addressed the need for better work-shadowing experience for 16-17-year olds. Thanks to the structured program she developed, 64 participants in 2018 had the opportunity to experience first-hand various STEM roles throughout the company. Eithne coordinated their activities while also leading wider STEM team initiatives that have been equally successful.

“Working in the medical device industry, what we build can be transformative. There is a real sense of achievement taking an R&D concept through process development and into manufacturing, knowing that I added value along the way and made a patient's life better.”



Janet Lynch

**Director Manufacturing & Field Human Resources
CertainTeed | Saint-Gobain Corporation**

“It is energizing to work in manufacturing, because you have the opportunity to create products which impact people’s lives. It is rewarding for me when I am able contribute toward the development of my colleagues and employees. Being in manufacturing has been the most fulfilling part of my career.”

Janet Lynch is a professional who has mastered virtually every side of manufacturing over the course of her career. From director of supply chain to plant manager and director of operations- injection molding and manufacturing 4.0, Janet has held numerous titles that have all centered around one common theme: furthering the industry. Whether that’s through the advancements in technology, the implementation of new techniques or the development of the next generation workforce, Janet has focused her career on ensuring that Saint-Gobain and CertainTeed remain industry leaders.

Janet’s tenure in the manufacturing industry has led to her most recent promotion from director of operations at Saint-Gobain’s CertainTeed plant, where she was primarily heading up the Manufacturing 4.0 strategy and leading a cultural shift for production employees from a technology standpoint, to director of manufacturing & field human resources. As director of manufacturing & field human resources, Janet will continue focusing on the Manufacturing 4.0 strategy by creating a world class employee experience for manufacturing and sales talent.

In addition to furthering the industry as a whole and developing the next generation workforce, Janet is dedicated to increasing the number of women in manufacturing at every level. As plant manager, she championed a “flextime for everyone” policy, enabling flexible schedules for hourly employees that helped increase the number of women from 8 percent to 29 percent. She is also active in the Saint-Gobain Women’s Network, serving in an elected position on its national Steering Committee for the past six years and has volunteered as a team coach for Saint-Gobain’s Essentials of Leadership (EOL) program and informally mentors young women throughout the company. Janet will continue this work in her new position as well.

In her community, Janet is an enthusiastic advocate for manufacturing. With her encouragement, the local Chamber of Commerce expanded Manufacturing Day to Manufacturing Month, allowing students, parents and others many more opportunities to visit local businesses and learn about jobs. In addition, her facility hosts the Fort Riley Heroes Make America program for transitioning veterans interested in civilian jobs. Janet also volunteers at Hutchinson Community College, where she provides recommendations to facilitate 4.0 manufacturing education. Furthermore, she’s helping develop a STEM badge program so that students can earn high school credits while working with a mentor to learn manufacturing STEM skills.



Vineeta Maguire

**Vice President, Supply Management Services
Ovintiv Services Inc.**

Vineeta plays a key role at Ovintiv, leading a team that strategically manages contracts and cost through analytics and market fundamentals while challenging her team members to step outside their comfort zone and try new approaches. Under her leadership, the supply management team has successfully and consistently improved Ovintiv's bottom line while achieving new personal levels of performance. In 2015, for example, the SMS team helped negotiate more than \$240 million in commercial cost savings without compromising safety or quality. Every year, the organization continues to add commercial savings while maintaining strong vendor relationships. Beyond supply chain, the team continues to drive for technical and commercial innovation with the focus on thriving in any price environment. Vineeta is committed to seeing everything through the lens of making operations more streamlined and profitable while at the same time developing leaders in the organization.

Vineeta is well known in the industry for openly sharing her experiences, including her own struggles and accomplishments, in order to motivate others. Being keenly aware of its benefits, she mentors other professionals within the organization and across industry and is always on the lookout for new and challenging opportunities for her staff.

In a recent SPE Calgary Young Professionals session, Vineeta spoke on the importance of personal brand building, sharing ideas on how reputations can be built through a combination of finding a voice, learning to simplify the complex and making courageous decisions. She explained how she aspires to be strategic, innovative and results-oriented through her style of leadership and she shared her thoughts on how to deliver results while making her family and community a priority.

Vineeta volunteers with Easter Seals of Alberta and recently led a group of Ovintiv employees who spent the day helping at an Easter Seals camp for children and adults with disabilities. She also works with the Haskayne School of Business and frequently speaks at community events on the importance of perseverance and resilience.

“The manufacturing value chain drives the quality and innovation that elevates how we live globally. Energy sources including products from the oil & gas industry are critical parts of this value chain as a raw material to many manufactured goods that allow our communities to live in a cleaner, safer and connected world.”



★ EMERGING LEADER

Renee Matala

Resin Operations Engineer
SABIC

“The constantly evolving landscape of manufacturing affords me the opportunity to solve age old problems with new ideas, while still encountering brand new challenges every day. I enjoy working in a setting where embracing safety, reliability and the environment as core values directly correlate to productivity and business success.”

Renee’s deep skill and innovation have greatly improved both processes and products at SABIC. For instance, the company’s Burkeville operation observed that scrubber strainer pumps were requiring frequent manual swaps due to process agglomeration. This was a safety issue for the operators. Renee identified a way for an operator to swap strainers remotely via an HOA switch. The new design was successfully piloted and is now being translated to remaining strainers, reducing risks across the plant. Renee’s work on this project has increased employee satisfaction and engagement because the operators know that both she and SABIC are deeply committed to their safety.

Renee has served as assignment leader for several co-ops and as assignment manager for a member of SABIC’s early career engineering development program. In these mentorship roles, Renee creates meaningful experiences that encourage her mentees to grow and showcase their skills as engineers. She also helps them learn how to productively engage operators, mechanics and other engineers. Renee’s mentees learn that in a real-world work situation, very little can be solved or implemented on one’s own. She builds their confidence in their own abilities to successfully navigate these relationships and achieve their goals and those of the organization.

Outside of work, Renee is dedicated to serving others through her faith community. She recently co-led “Midnight Run,” a mission to deliver necessities to homeless people in New York City. Renee mobilized teams who collected and prepared the donations beforehand. Then the team arrived in the city at midnight and spent the early morning hours hand-delivering clothing and food to homeless people on the streets. Not only did “Midnight Run” help people in need; it helped participating team members as well, reminding them to look past boundaries, labels and judgment and remember that we are all humans first.



Harvinder Matharu

**Plant Manager, Canadian Operations
Valvoline Inc.**

Harvinder has spent her career building expertise and forging strong relationships. During more than 20 years with Valvoline Canada, her work ethic, competence and willingness to take on any challenge have distinguished her as both an invaluable knowledge resource and a strong role model. Currently, she serves as plant manager, Canadian operations, overseeing the blending and distribution site in Mississauga, Ontario, as well as eight other warehouse and distributor operations. She plays a leading role in environmental, health and safety and other regulatory compliance. As a DDI certified facilitator, Harvinder has facilitated leadership training at numerous Valvoline locations globally, and spearheads new initiatives that support Valvoline's core values and strategic mission.

Harvinder leads by example for other women in the company with her “we, not me” attitude. She has a knack for developing highly skilled women who benefit from her experience and mentoring, and then go on to become hands-on experts in their particular areas. Her outstanding ability to engage her team, to deliver superior customer satisfaction and to drive safety performance results all demonstrate her dedication to her team and to Valvoline customers.

Harvinder has a strong connection to her community, and supports causes ranging from community health and well-being, to the environment. In memory of her late sister, Harvinder has volunteered with Mississauga's Trillium Health Partners (THP) for the past 10 years, and currently serves as vice president volunteer development and engagement on the Volunteer Partners Board. She also serves on the THP Board Quality and Program Effectiveness committee. Having lived and worked in Mississauga for over two decades, Harvinder organizes sustainability activities on an annual basis in support of the Mississauga Earth Day campaigns, and clothing donations for women's shelters in India. In 2019 Harvinder was recognized by the city of Mississauga with the Civic Recognition award from the Mayor's office for 10 years of volunteerism.

“My passion for manufacturing comes from having been afforded amazing opportunities within Valvoline to challenge and develop myself and to advance my career. Manufacturing has many untapped areas of opportunity for women, which will pave the way for future generations of leaders. Through coaching and mentoring we can pay it forward now.”



★ EMERGING LEADER

Clare McCarthy

**Pharmaceutical Technology Specialist
Allergan**

“It is rewarding to know you are part of a team of people who get the opportunity to provide patients with medicines that have a positive impact on their day to day lives. It’s an ever-changing environment full of technical challenges, new emerging technologies and endless possibilities”

Clare began her career at Allergan Clonshaugh in 2015 in QA Process Support, where she very soon took on extra responsibility as a “Train the Trainer” lead. In early 2017, she continued this commitment to professional development by transitioning to the Clonshaugh Pharmaceutical Technology group, where she has worked with many commercial product investigations. Her efficiency, positive attitude and dedication to excellence have led to positions of increased responsibility. Currently, Clare represents the Pharm Tech team within the OSD VSM project, where her skills have enabled significant throughput increases.

Clare was also recently awarded the opportunity to lead the peri-ocular ring project, where she oversaw final preparations and initiated clinical manufacture while overcoming various technical challenges. Her remarkable organizational skills have been invaluable in managing this large, complex project.

Always willing and eager to welcome new employees to the Pharm Tech group, Clare frequently organizes group lunches, provides tours and goes out of her way to make others feel appreciated. Clare also provides training for new peri-ocular ring product operators, many of whom have limited technical experience, but she takes a patient “we’re all in this together” approach so that they get up to speed quickly. Since Clare did not have strong female role models in the science and technology fields when she was younger, she is also passionate about mentoring other young women starting out at Allergan.

Clare lends her time to many causes, from serving as chair of her local residents’ association, to volunteering at an animal conservation park. She participates regularly in charity runs which raise funds for organizations such as the Irish Cancer Society, Goal, Breast Cancer Ireland and the Sean Cox Rehabilitation Fund. Clare has also headed the Dublin Institute of Technology SUAS Society, promoting education both at home and overseas.



Cheryl McKinney

**Vice President, Strategy and Portfolio, Fuels North America
BP**

Cheryl's career in the energy industry has spanned multiple continents and BP businesses. In recent years, she helped advance BP's U.S. refining and marketing and has materially changed the company by executing BP's re-entry in the U.S. retail convenience business, overhauling external reporting of BP during a time of transition, integrating operations during BP and Amoco's merger, and providing technical and commercial leadership in refinery operations. Throughout her tenure, she has demonstrated a rare ability to see the big picture while focusing on the details.

For Cheryl, helping women succeed in the business she loves is second nature. She played a central role in designing the BP Women in STEM network, and as executive sponsor of its corporate Society of Women Engineers relationship she helped develop a network of Women in the STEM field within the company. Concerns about the network's longevity led her to work with the BP Global Women's Business Resource group to create a separate STEM development track within the group, BP WIN. This has resulted in allocated resourcing for the program.

Cheryl's passion for diversity, inclusion and education drive her community commitment, starting with the university that launched her career. At the University of Akron, Cheryl has actively supported the Women in Engineering program, serving on the Advisory Council for nearly ten years. She also is completing her second term on the university's Presidential Advisory Board, which provides external input as the university adapts its business model. In 2016, Cheryl set up an endowed scholarship program at Akron to benefit women enrolling in engineering studies. Her financial support has also helped fund events like Kids' Career Day, where 350 female students in grades 1-6 participate in science activities.

"Why am I passionate about manufacturing? It supports growth and advancement of the US!"



Ericka Mendez

**General Manager, Press and Body Weld Operations
Toyota Motor North America**

“Manufacturing allows us to innovate our processes, giving us unlimited opportunities to develop our people to reach their full potential. My passion is to build higher quality vehicles for our customers while refining an agile and flexible culture which will enable us to transform from a vehicle manufacturer into a leading mobility company.”

Ericka has been a force for change since she began working at Toyota Motor Manufacturing de Baja California (TMMBC), Toyota’s first Mexican manufacturing facility, in 2003. Overcoming age-old stereotypes about female roles, in 2010 she became the first woman in a management position. As body weld assistant manager, she quickly improved efficiency without adding investment or automation. And when TMMBC struggled with a hood levelness issue, Ericka’s team generated an innovative solution that Toyota shared with all its North American plants. While assistant manager, Ericka also led TMMBC’s largest-ever model change, which helped reinforce the importance of diversity in leadership roles. Today, at Toyota’s new plant in Guanajuato, she is acting general manager of press and body weld, the first female ever in a manufacturing executive role in Toyota’s Mexico Operations.

In 2016, TMMBC was struggling to hire and retain women. In her previous role as a human resource manager, Ericka instituted outreach programs and adjusted the testing process, increasing the number of women from 14 percent to 18 percent in two years. Next, she developed strategies to retain and develop female talent. Her team created a program for first-time mothers, child-care bonuses and other incentives. Ericka successfully leveraged the talent management process to position female leaders in challenging assignments to speed their development. In 2018, Ericka was asked to speak at the Women in Leadership conference in Mexico City, where she proudly shared her experiences as a female leader in manufacturing with women from all across Mexico.

Ericka also plays a key role in organizing the company’s volunteer initiatives. As a human resource manager, she expanded the TMMBC annual Toy Drive to include Patronato Hospital General de Tijuana, a foundation that provides temporary housing for pediatric cancer patients and their families. This engaged TMMBC team members more deeply in the Tijuana community and led many to volunteer at the house and increase their contributions.



Erika Militch

**Lead Process Engineer
AdvanSix**

Erika is an engineer who does not let her title define her. At AdvanSix's plant in Hopewell, Virginia, she is known for tackling any job to make a project successful, even one that's technically "not her job." As lead process engineer, one of her recent assignments was a complex project to produce a new specialty chemical. Erika seamlessly assumed a role as floor production engineer to assist plant operators and then helped run plant trials before stepping into her assigned role of designing the process, sizing and specifying new equipment and supporting systems. She simultaneously assumed an environmental role, making sure any waste generated during product changeovers was minimized and that all parameters were documented and included in an operating permit. Finally, she worked with the business team to optimize the design. Throughout the entire process, she used her stellar communication skills to keep everyone on the same page.

Over her 12 years at AdvanSix, Erika has helped many young female engineers and potential engineers navigate a predominantly male field through both formal and informal mentoring. Recently she was able to reassure a chemical engineering student who had concerns about working while (someday) raising a family. The student had not seen many examples of working mothers in STEM fields. Erika, a mother of twins, shared her own experience and provided contact information for other working mothers with STEM-based responsibilities at AdvanSix. Within her organization and beyond, Erika makes helping other "mothers of multiples" a priority—especially those in need.

Erika is a regular participant in career days in her community, pushing STEM awareness at both elementary and high school levels. She also hosts school tours of the AdvanSix plant, where she excels at translating complicated processes and concepts into language the students can easily understand.

"Each day in industry is an opportunity to solve new problems, eliminate old ones, learn from mentors, ideate new growth and be exposed to diverse career paths. Life in manufacturing guarantees you leave work each day a better engineer – and continuous personal improvement is a necessary part of loving my job!"



Kim Miller

Materials Manager
Thomas & Betts Corp | ABB Inc.

“I have always been fascinated by bringing ideas and concepts to life. Manufacturing has allowed me to do just that. I am fortunate to work with people, materials and processes daily; and I take it as a personal challenge to always leave things better than I found them.”

Kim is an experienced engineer and trusted leader with more than 20 years of manufacturing experience at Thomas & Betts. Over that time, she has held a variety of positions and compiled a long list of accomplishments, including plant Lean Champion for several years. During that same time her plant was also honored as Plant of the Year by Industry Week for its numerous production and process improvements. During her career, Kim has led the R&D teams that successfully automated several major pieces of equipment for significant annual savings and she has directed two major product moves from California and Iowa to her Athens, Tennessee plant.

Kim understands the importance of mentoring, and currently mentors several female floor leaders at her plant. Throughout her career in the still male-dominated world of manufacturing, she has been an inspiration to those who work with her and see all she has achieved, thanks to her superb work ethic, experience and people skills. Her skills were regularly on display while managing the relocation of products. As leader she directed the development of training plans for new operators, and she evaluated and led the team to integrate the processes into the local system.

Kim is involved in the Athens community. She was recognized by the McMinn County Economic Development Authority as Professional of the Year. She has been active leading and participating in outreach such as the United Way's Day of Caring and the Loaned Executive program. She also actively seeks new opportunities for her company to support local charities and job shadowing activities through the local school systems. Through the McMinn County Chamber of Commerce, she helps coordinate company participation in the Leadership McMinn program, an initiative designed to identify, develop and motivate future leaders in the community, of which she was one of the inaugural participants. Through her church's numerous outreach efforts, Kim can further express her commitment to her community.



★ EMERGING LEADER

Rebekah Mills

Software Engineer
Lockheed Martin Corporation

Rebekah Mills joined Lockheed Martin as a software engineer in 2015, and during that time she has taken on roles outside of her discipline to expand her knowledge of manufacturing in the space domain. In one of these roles, Rebekah played a key part in a team that redesigned a critical product needed across all Low Earth Orbit and Geostationary Earth Orbit space-based missions in the company's LM50 and LM400 product lines. This product redesign required low-cost and low-SWaP (Size, Weight, and Power) while meeting the performance requirements for space-based missions. After rapid development and qualification, the team produced a product that reduced cost by an order of magnitude compared to the next in-family product. These cost savings are shared with Lockheed Martin's commercial and government customers, providing more affordable access to space.

Within Lockheed Martin, Rebekah is a strong advocate for diversity and inclusion. She leads the Lockheed Martin Space Women's Impact Network, where she develops initiatives that recruit, retain and advance women at the company by offering professional development, mentorship and networking opportunities. In this role, Rebekah has worked to strengthen company policies around issues like parental leave, fertility treatment benefits and sexual harassment.

Outside of the workplace, Rebekah dedicates her time to reaching and inspiring the next generation of talent. By partnering with organizations like Girls Who Code, Girls Incorporated and Girls Exploring STEM, she introduces young girls to different aspects of software engineering and manufacturing. She also participates in Lockheed Martin's annual Code Quest competition, where high school students across the world work in teams to solve programming problems. As a program designer, Rebekah creates challenging problems to develop students' knowledge in programming and build excitement around the endless possibilities in software development.

"The beauty in manufacturing is that it touches every aspect of humanity. From the clothes we wear to the rovers exploring Mars, manufacturing is integrated into everything we create. Working in a field whose impact is so widespread allows us to find the perfect intersection of our skills and passions."



Elizabeth Mitchell

**F135 STOVL Chief Engineer
Pratt & Whitney**

“Manufacturing brings the elements of design and quality together and makes an engineer’s work a reality. It’s exciting, it’s tangible, it’s challenging and incredibly rewarding for an engineer.”

Liz sets the bar high for what a manufacturing leader should be. Known as a team player and an excellent leader, she drives for solutions that benefit the whole business, not just her own area. Known for her ability to confront and resolve difficult issues, Liz maintains the can-do spirit needed to overcome any obstacle. This attitude helped her team conquer the challenges of resolving a complicated exhaust system problem. Liz pulled together all the stakeholders and crafted a strategy to prepare everyone for the extensive work required. The team identified several major process improvements necessary for success and worked together to make them happen.

Liz actively mentored supervisors in Hot Section Engineering (HSE)—including female leaders working on stretch assignments. She held regular all-hands meetings and quickly responded to survey feedback, using the data gathered to inform trainings and conversations. Liz easily forms personal connections with those she mentors, and is a trusted confidant. When issues arise, she makes every employee feel their voice has been heard. In her current role of F135 STOVL Chief Engineer, Liz works to maintain these attributes.

Liz is a founding member of the Hartford Professional Chapter of Engineers Without Borders (EWB). Since 2006, many people have joined the chapter and contributed to water resource projects in India, Nepal, Ecuador and elsewhere. Chapter members have made over a dozen trips to partner communities to design, build and monitor systems that significantly improve water availability. Since 2011, Pratt & Whitney has provided numerous grants to EWB and in 2019, United Technologies expanded its corporate partnership with EWB. Liz’s involvement helped make all this possible.

Outside of work, Liz regularly serves as a volunteer for her children’s schools and extracurricular activities. She is actively engaged in her church, where she supports a monthly program for teens.



Christy Morton

**Plant Manager, Burt's Bees
The Clorox Company**

Christy is a supply chain professional whose career has spanned many manufacturing roles, culminating in her current position as a Clorox Plant Manager with over 200 direct employees. In her 27-year career, she has worked in four manufacturing plants with three different Fortune 500 companies. She has a Chemical Engineering degree from NCSU.

In her 12+ years at Clorox, she has proven the value of plant operations to every aspect of the business. Christy's plant is known for its success across an array of key performance metrics. It achieves world-class safety results and an outstanding "zero waste to landfill" record, all while delivering record Overall Equipment Effectiveness (OEE) manufacturing of over 350 products distributed in more than 50 countries.

Christy is a strong role model for plant employees, especially women in manufacturing roles. She has served as mentor for the Supply Chain Leadership and Development Program (SCLDP), a structured rotational program that Clorox uses for select new employees. As part of this program, new supply chain professionals move through various assignments, including manufacturing, sourcing, engineering, quality and logistics. Christy regularly meets with the team to review what they've learned and help them adapt to changing assignments so they can advance quickly. The SCLDP program has had over 30 supply chain professionals (more than half of them female) move through the program in the past few years, and Christy's role has been invaluable.

Christy stands behind the Clorox value of "Do the Right Thing," especially through Burt's Bees, a Clorox company, and its "Greater Good" initiative. She leads the plant in supporting this vision by participating and encouraging others to take part in its community service activities. Burt's Bees is a huge supporter of Habitat for Humanity and members of her team have built houses, playgrounds and community gardens. Her entire plant recently participated in volunteer work at the NC Food Bank, Rise Hunger Now and NC Parks Clean-up.

Christy is married to her husband, John, for over 25 years. They have three children, including twins, who are all currently in college. She has been active in their high school PTSA as well as her church. She enjoys traveling, hiking, boating and running. Christy has completed one marathon, eight half-marathons and numerous 5Ks.

"Working in a manufacturing plant is a way of life. The pace is fast and the challenges are many. The coworkers become like a family. It is where the intangible becomes tangible and where diverse people work together to achieve goals that they individually never dreamed was possible."



Karen Norheim

**President & Chief Operating Officer
American Crane and Equipment Corp.**

“I am passionate about all things manufacturing. As the 2nd generation coming into the leadership role for my family’s company, American Crane & Equipment Corporation, I have sought to solidify the “Founder’s Legacy” while putting my own stamp on the company culture.”

After joining American Crane 17 years ago, Karen was named president and COO in 2019. As a woman in manufacturing, her career progression has been rapid and inspiring—but anyone who knows Karen is not surprised by her success. During those 17 years, she worked tirelessly to advance and promote the industry and company she loves. As executive vice president, she oversaw day-to-day operations of the 180-person facility. She also created a new cultural movement, “GRIT Matters,” which incorporates the three principles that guide American Crane: Perseverance, Heart, and InteGRITy. This newly defined company culture has brought the American Crane family together, resulting in a more collaborative environment and further streamlining efficiency and processes.

Karen is a leader in the manufacturing industry not only because of accomplishments in the workplace, but because of her accomplishments mentoring young people—especially young women. A frequent speaker at schools and professional organizations, Karen is a valuable resource for STEM programs in her region. She began the Eastern Pennsylvania Chapter of Women in Manufacturing (WiM) and quickly developed it into one of the premier chapters for encouraging women to enter manufacturing and developing the talents of women already in the industry through mentoring and peer-to-peer networking. Karen currently serves as Chair of the National Board of Women In Manufacturing.

Karen plays a key role in the Greater Reading Chamber Alliance’s Next Gen Advanced Manufacturing Industry Partnership. This initiative brings local manufacturing companies together to identify and address common challenges and opportunities. Karen’s is a natural leader in the partnership and brings solutions to the table at every meeting.

Karen has published articles on manufacturing and leadership, and in one she talks about how spreading small influences can lead to greater ones—the ripple effect. Karen works every day to be the ripple that builds greater awareness about the manufacturing industry.



Kim Odell

**Technical Services Manager
Marathon Petroleum Corporation**

Kim has spent her entire career at Marathon's refinery in Garyville, Louisiana, where she currently leads a group of 70 process, controls and project engineers. During her 26 years, she has had a hand in many growth projects and played a key role in initiating, justifying and implementing a nearly \$4B expansion that doubled the refinery's capacity. Since Marathon merged with Andeavor in 2018, Kim has shared her experiences and practices with new sites to drive project development across the larger 16-plant organization. As a manager, Kim consistently sets high expectations and motivates employees to achieve high results. At the same time, she is known as someone who listens to her employees and encourages them to try innovative solutions.

As a sponsor of Garyville's Women's Employee Network, Kim advocates for young female leaders. She also promotes discussions of women's issues in the refining industry, both through the network and personally, and has acted as a champion for women's issues as a member of the refinery's leadership team. Young women find Kim both inspiring and easy to relate to, and frequently seek her out for advice and encouragement. In 2019, she was part of a panel on Women in Industry at the American Fuel and Petrochemical Manufacturers summit.

Kim, an LSU graduate, stays connected with her alma mater, serving on an advisory committee for the LSU Chemical Engineering department that is critical to maintaining its accreditation. She has also given lectures and has participated in LSU's XCITE Camp, which promotes females in STEM fields. Kim has contributed to many community activities over the years, but the ones that mean the most to her are the ones that take her into local schools – Kim says if she hadn't gone into engineering, she would have been a teacher.

“Manufacturing – specifically the energy industry – creates millions of jobs for hard working employees, drives nearly every other sector of the economy and produces affordable products that make everyday life possible. I am proud to work for a company, like Marathon, that respects and protects the environment, supports local communities and values its employees. We provide a cost-effective source of energy that elevates lives across the globe. We drive innovation through engineering, and we are inspired by the idea that what we do today can create a better tomorrow.”



Adeola Olubamiji

**Senior Additive Manufacturing Engineer
Cummins Inc.**

“Additive manufacturing (AM) offers a new perspective to manufacturing through the use of digital tools. I am excited about the different value proposition associated to AM and how these can drive efficiency gains, mass customization and improved functionality. This design freedom, the associated benefits and how the new and the old are integrating to help drive manufacturing excellence makes it such a good time to be a manufacturing engineer.”

Adeola has been instrumental in additive manufacturing (AM) development at Cummins. Though the company had been exploring AM for three years without Adeola at the helm, there were no firm plans in place. Adeola developed an AM technology development roadmap and has led the way in its implementation. Along the way, she accomplished feats such as improving Cummins’s laser-printed 316L stainless steel to a quality level that no other company can match through additive manufacturing.

Adeola has become known throughout Cummins as an AM subject-matter-expert and has helped many company teams with AM development. She informally leads and mentors in such areas as design engineering, material science, and simulation and analysis, demonstrating how AM affects those disciplines. She is a tireless worker who gives her time to all who want to learn the basics of AM or who need extra help understanding AM concepts.

Adeola is a passionate advocate for access to STEM education and opportunities, especially for people who traditionally face educational and employment obstacles. She is the founder of the not-for-profit STEMHub Foundation (Canada), which provides free STEM skills development programs with the goal of encouraging girls, members of minority groups and underserved young people to pursue STEM careers. STEMHub has helped thousands of young people, in Canada and also in Nigeria, to find and seize scholarship and employment opportunities, and Adeola plans to build on the program in the U.S. as well.

In addition to her extensive work with STEMHub, Adeola is a board member at the Health & Science Innovation Inc, in Indianapolis, Indiana. Her engagement within this non-profit has brought about hosting STEM outreach as part of the Martin Luther King Day celebration in Columbus Indiana. In addition, she has participated in the Columbus Enrichment Program and in the Pacers STEM Fest showcasing 3D printing. She also hosted the Indy 2019 Young Innovators Quest visit to Cummins for a 3D printing exploration and tour, introducing more young people to career opportunities both at Cummins and in the engineering field overall.



Jody Piel

**Shift Supervisor
BASF Corporation**

Since beginning her career at BASF in Texas more than 20 years ago, Jody has climbed the ranks within her organization. Shortly after hire, she was promoted to a senior technician position taking on projects that demonstrated her leadership capabilities. As the manufacturing representative for a \$10+ million capital project to replace an ammonia oxidation reactor, her technical abilities were essential. She worked closely with the capital project general contractor to ensure the project met all safety, environmental, budget, operability and duration goals. The upgrade of the ammonia oxidation reactors in the hydroxylamine unit has led to increased raw material yields and lower variable costs. Jody also led the kaizen team and has helped implement solutions that have improved technician work environments, improved EHS performance and led to significant fixed and variable cost reductions. Jody has been an active member of the Freeport EMS and Rescue team that has recently incorporated fire fighting for over 20 years. She is an EMT-B, Rescue and fire team lead.

Jody is a mentor leader at BASF and has a passion for engaging the next generation of talent. She is an active recruiter and participates in the Gulf Coast Community College Petrochemical Initiative POWER (pipefitters, operators, welders, electricians, riggers) conference every year. The conference targets high school and community college students, and women interested in changing careers. Jody explains career options, conducts interviews for internships, and most importantly, shares her personal experiences. She is also instrumental in attracting female process-technology students from nearby Brazosport College to join a BASF internship program and determine whether a process-technician role is right for them. And recently, Jody lectured at Central Texas College near Fort Hood. Her speech encouraged several transitioning soldiers to participate in the accelerated process technician training program at Fort Hood and then work as interns at BASF.

Jody represents BASF at many community events including Women in Construction Forums and Diversity and Inclusion Forums. In addition, she looks forward to representing BASF every year at the Brazoria County Fair.

“This industry has provided me the environment to expand my love of working with my hands while using math, science and deductive thinking to make excellent products. The great extended family is amazing too!”



★ EMERGING LEADER

Lauren Powell

**Senior Engineer, Production Engineering
Toyota Motor North America**

“My passion for manufacturing stems from a desire to have a positive impact on society. Manufacturing is so vast that there are always opportunities to collaborate with diverse groups of people and to learn new methods. It is an extremely rewarding career that consistently challenges me to better myself.”

During her time in Production Engineering (PE) with Toyota, Lauren has been an outstanding asset to the company. One recent highlight was her role in the development of the new 500B Aluminum Slide Door. Using aluminum material is a Toyota first for this structure, and this presented unique challenges. Lauren led the Body PE activity for a cross-functional, international group that came up with innovative solutions, and her contributions were recognized by top management in each group. She also designed improvement initiatives used by her department and by other divisions, establishing her as a go-to person for education and support.

Beyond these contributions, Lauren has served as co-chair of the Division Workplace of the Future and as a Body Production Engineering Department Champion. The latter has been a key role in the success of the One Toyota transition to the new Production Engineering and Manufacturing Center (PEMC). She also served as department leader for the PEMC Open Houses and PE Expos in 2016 and 2018, and she is currently the division’s first representative to the Diversity & Inclusion Champions program.

Lauren embraces opportunities to support women, including co-ops and new team members at Toyota. She has been an active member of Women Influencing and Impacting Toyota and has participated in the PE Women’s Connection Network, with the goal of improving the overall culture in PE so all team members feel included and can perform at their highest levels.

As a leader in Toyota’s PE Ambassador program, Lauren also represents PE at various career events. She has participated in the University of Kentucky’s Engineering Day and the Central Kentucky Girl Scouts STEM Day. Her efforts have encouraged a diverse group of young people to recognize and embrace their talents, helping them build bright futures and improving Toyota’s pipeline of outstanding candidates for future roles.



Bella Qiu

**Operations Director
Jabil Inc.**

Bella's career at Jabil, a manufacturing services company that employs 200,000 people in 100 facilities across 29 countries, has been marked by one success after another. Her leadership skills have inspired teams to tackle numerous daunting challenges, including the major expansion of a Jabil facility in India. In 2019, Bella led the development of a new factory, bringing a smart digital ecosystem to the company's production process and helping advance the entire company's goal to be the world's most technologically advanced manufacturing solutions provider. Thanks to Bella's leadership, this massive project was named a Lighthouse site—a beacon for others to follow—of innovative testing, advanced problem-solving and a center of best practices. It is the first of its kind in the company.

Bella is committed to creating opportunities for young employees. During her time as director, the percentage of female leaders has increased from 8 percent to 48 percent at her site. And the new Lighthouse site created the opportunity for 14 new managers, 42 percent of whom were female. Not only is Bella dedicated to helping new hires, she also ensures good career planning for mid-career employees. Bella has advanced the Female Successor Cultivation program, a resource that offers training and mentorship for female management talent to make sure there is never a shortage of women in the industry.

Bella has built strong connections with local schools in and around Shenzhen. This collaboration has helped bridge an age-old gap between urban and rural areas and gave students the chance to develop career aspirations they never had before. Bella also serves on the Bao'an People's Congress, a province-specific organization that gives community members a voice on issues relating to their future. She plays an active role in developing proposals to enhance the well-being of people in her community.

“Manufacturing is the basic and key step to provide high-quality products to customers all over the world to benefit them.”

“Manufacturing can provide more people with jobs and create chances to help more people to change their life.”



Cynthia Reid, P.E.

Staff Engineer II
Parker LORD

“Manufacturing brings everything together. The manufactured product reflects the entire team’s dedicated abilities. All can take pride in the final product because all contributions - marketing, research, analysis, design, process development, training, material specification and handling, tooling, maintenance, operation, validation and documentation - combine to produce the best product possible.”

Cynthia’s 40-year career at LORD has been marked by a commitment to excellence. In every one of her roles, she has made a significant impact. As lead designer for many turboprop mounting systems, she built the foundation for reliable design, efficient manufacturing and customer value. In Sustaining Engineering, Cynthia developed methodologies and processes that allow for the quick response to production and customer issues. In Value Engineering, she worked with suppliers, manufacturing, quality and design to identify and implement improved manufacturing methods for high-volume products, reducing costs and improving quality. And Cynthia led the Legacy Committee during the decommissioning of two facilities and consolidation into a new one. Her passion for the company’s past influenced the facility design to integrate its nearly 100-year history into the new facility.

Cynthia is a committed advocate for women in engineering and has been both a formal and informal mentor to countless female engineers, interns and summer students. Cynthia was leader of a Women in Business Mentoring Circle, reaching young talent at multiple LORD locations. In 2016, she received the Vision and Passion Award from Penn State Erie for her dedication to Math Options, a STEM program focused on reaching high-school girls. Cynthia has also mentored young women for many years through the Society of Women Engineers (SWE), hosting numerous SWE networking and training events.

In 2008, Cynthia created the LORD STEAM Day career event for a local elementary school. Since then, she has grown the program from 80 students to 600, four volunteers to 75, and even enlisted the help of a helicopter crew. She created a framework where students rotate through 16 interactive STEAM demonstrations and stations. Since 2008, Cynthia’s work has enhanced the lives of over 3500 local students. Each year, she receives many requests asking her to “Pick our school next!”



Genayee Richards

**Section Manager-CSM Dept.
AK Steel Corporation**

With 14 years in manufacturing at AK Steel, Genayee brings key expertise and leadership to the company's Middletown Works steelmaking operation. Every coil of steel that is shipped to customers from Middletown Works is processed through the Green Coil / Hot Roll department where Genayee is the section manager. To move coils that weigh as much as 40 tons each takes collaboration to develop workable plans, and often requires implementing changes as the day progresses. Genayee motivates her team and helps them develop new strategies to achieve AK Steel's objectives. And when her operations expanded recently to in-source coil tractor operators, Genayee led the charge to hire and train 20 new employees, providing the tools needed to seamlessly and safely take over the work.

Genayee is an active member of AIST (Association for Iron and Steel Technology) and her photo was chosen by AK Steel and AIST to represent manufacturing employees at the 2018 AIST Convention, one of the industry's premier technology events. She also participated in the Women of Steel Leadership Conference, the YWCA and the Urban League Leadership Conference. Genayee works closely with new shift managers to coach and help develop their skills, and mentors employees when they need support. Before joining AK Steel, Genayee spent three years active in duty in the U.S Navy and three years in the Navy reserves. Her sense of purpose and drive help inspire the women and men she works with.

Genayee is an active leader in SELF (Support to Encourage Low-income Families), a Middletown, Ohio, service program and in AK Steel's own community outreach, AK CARES. Both she and her husband are entrepreneurs whose passion is purchasing neglected houses and turning them into clean, affordable homes. This deeply satisfying work is helping the neighborhood create a renewed pride.

"I am passionate about being afforded the opportunity, as a woman, to be a part of the decision-making processes in manufacturing that helps our economy thrive. I am also passionate about leading my team to success and satisfying our customers."



Lara Richerson

**Engineering Manager
Siemens Energy, Inc.**

“There is such satisfaction in creating the pathways to tangible products that would not exist without our efforts.”

Lara is a passionate professional and proven problem solver. She has led the engineering team at Siemens’ Charlottesville facility through nine new product introductions in the last five years—a time when the facility transitioned to supporting large engine programs and yearly shipment volume increased by 700 percent. Lara was largely responsible for the success of the new products and the growth of the facility to meet customer demand, through such projects as insourcing manufacture of product support tooling. Lara put together the business case and then developed the capability to build the tooling in house, which provided significant cost savings, reduced tooling revision lead time and facilitated rapid engineering improvements.

Also a strong mentor to the young female engineers in her facility, Lara provides opportunities to lead high visibility, interdisciplinary projects and ensures that her mentees receive recognition for their successes. She also leads by example, teaching them how to be better project managers, better coworkers and better advocates for their customers. Many of the young production operators rely on her not only for advice but to have their voices heard by management. Her position and her open door policy have led to a corporate culture where employees feel comfortable bringing up issues that they otherwise might not have raised to management.

Lara has been a driving force in her facility’s volunteering efforts in the community. Most recently, team members have volunteered at the local food pantry and helped provide meals at a homeless shelter. Events like these have spurred many team members to take on other volunteer work on their own. Lara has also built strong relationships with area schools, providing hands-on manufacturing experience for local university students. Currently, she is hard at work on an apprenticeship program that will have Siemens workers taking part in manufacturing technology courses at a local community college.



★ EMERGING LEADER

Alyssa Roque

**Engineering Project Manager I
Fresenius Medical Care**

Alyssa joined Fresenius in Feb 2017, straight out of the Navy and completely new to the civilian workplace, but she quickly learned the workings of a large medical device company and has already made significant contributions to improving products and processes.

In her first year with the company, Alyssa implemented a more efficient process to generate, review and close out non-conformances, leading to a reduction in their number and duration. Alyssa has led the implementation and sustainment of the continuous improvement program within her product line, which has resulted in an efficiency increase of over 30 percent within nine months. Her efforts have also helped reduce process fallouts by 25 percent, resulting in a savings of almost \$1 million.

Having faced significant challenges during her career as a young female naval officer, Alyssa is determined to support other women in male-dominated organizations. She was a key team member in organizing the recent Fresenius Women's Summit, which welcomed more than seventy participants from plants and sites across North America. Alyssa organized every detail and led valuable conversations during which she shared her stories of pain, hope and triumph. She has also participated in the local STEP Forward event, speaking to other women about her experiences in manufacturing.

In addition, Alyssa has served as a First Robotics mentor for a local team of high school girls. She invested much time and energy in supporting the rookie team as they tackled the concepts of project management and mechanical engineering, and applied those concepts toward their robot challenge. Throughout their First Robotics experience, the girls looked up to Alyssa as a role model and benefited from her advice and encouragement. The team was awarded the Rookie All-Star Award at their Regionals event and even went on to participate at the National Championship level.

“I love working with people and processes, and manufacturing is the crossroads of both. You cannot work in a vacuum; you must engage and bring out the best of others to work through projects and challenges. I see the impact of our work in production and that is rewarding.”



Michelle Ross

**Director of Supply Chain, Commercial & Off-Highway
The Goodyear Tire & Rubber Company**

“I started my career in manufacturing, working for a small automotive supplier. I loved being able to see how something came together from the nuts and bolts into a very tangible product. And as an Industrial Engineer, I will always appreciate that manufacturing is process-oriented and data-driven.”

Michelle is an energetic supply chain leader and team builder who embraces inclusive people-driven processes to drive results. At Goodyear, she has led several initiatives to sustainably improve overall business performance and profitability. For example, when U.S. military budget cuts eased, Goodyear Aviation experienced an increase in orders and had difficulties keeping up with requests. Michelle led a cross-functional team to increase equipment capacity with minimal investment by refurbishing a piece of equipment in a warehouse. This led to an increase in military sales volume of 12 percent and helped the business exceed its earnings target. Customer service improved and backorders reduced significantly. Michelle used the results to recognize other team members, nominating her colleagues for Goodyear Chairman Equity Awards.

Michelle has served as president of the Goodyear Women’s Network (GWN), whose mission is to attract, develop, motivate and retain women at Goodyear. She also created an additional advocacy committee to complement GWN’s standard programs. Under Michelle’s leadership, the committee conducted research and benchmarking of best organizational practices to support women in the workplace and gathered feedback on workplace engagement with an emphasis on working parents. Michelle’s team packaged their findings into a management presentation and provided recommendations. As a result, several improvements to Goodyear’s policies were made.

Michelle led an initiative to develop a scholarship fund for local female high-school students entering STEM careers. To do so, she worked with a small team to create a 501(c)3 non-profit Fostering Young Women in Excellence Scholarship Fund (FYWESF). Five scholarships have been awarded since the fund’s inception and each year the winners are invited to Goodyear’s campus for mentoring. Michelle has also been involved with Goodyear’s STEM Career Day programming for high school and middle school students. She attended the event when she was in high school and credited it with inspiring her to pursue a degree in Industrial Engineering.



Kristin Roth

**Program Manager
Rockwell Automation**

Kristin is an accomplished engineer with a proven track record leading complex product developments across global locations. As program manager at Rockwell Automation, she directs project scope, budgets, schedule and risk to deliver products on time and on budget. In addition to engaging the development team and business leadership, Kristin's ability to accommodate cultural differences between global resources has improved collaboration across the organization. Among other projects, Kristin has led the efforts to standardize internal development tools, which simplifies the process of implementing toolkits in new designs and ultimately helps Rockwell Automation deliver new products faster with more consistent behaviors and higher quality.

Kristin has been an active mentor in the community since joining Rockwell Automation. She has served as the treasurer, community outreach co-chair and most recently president for the Rockwell Automation Milwaukee chapter of the African-American Professional Network. In this role she coordinated and participated in activities such as mentoring grade school and high school students. As both a woman and a person of color, Kristin is uniquely qualified to help young women see themselves in engineering professions and help them realize there is a place for them in the industry.

Through her various leadership roles within the African American Professional Network at Rockwell Automation, Kristin has organized multiple volunteer events and fundraisers, including Toys for Tots campaigns. But her greatest community contribution may be in the many mentoring activities she has organized. Because of the confidence she projects and her caring attitude, she is an outstanding role model for young women interested in an engineering career.

“Manufacturing is a huge industry that is constantly evolving and touches everyone. It offers many opportunities for growth and a chance to pursue different career paths.”



★ EMERGING LEADER

Laurel Rowe

Lead Scientist
Parker LORD

“I am passionate about manufacturing because I enjoy seeing customers use products or solutions I helped engineer. I get to work with many different people across my organization and there is always an opportunity for me to learn something new.”

Since joining LORD Corporation in 2016, Laurel has made a lasting impact through various technical contributions. While serving as a research chemist, her work contributed to the significant growth of LORD’s thermal management portfolio and future projected sales, including the development of two new products with current sales approaching \$2 million. Laurel also excelled when working directly with LORD’s largest automotive customer. She stepped up to help solve an issue where LORD’s product was experiencing failures during simulations. On a tight timeline, Laurel worked with a cross-functional team to engineer a more robust material. Her outstanding work not only fostered customer loyalty but fixed a problem that could have caused serious issues for vehicle owners.

Laurel has risen quickly in the ranks at LORD. In addition to continuing with her own work expanding LORD’s adhesive portfolio, she recently assumed the role of lead scientist, managing six technicians and junior scientists who are developing next-generation solutions to support LORD’s growth in the electric vehicle market.

As a mentor, Laurel willingly lends her time to develop others. For instance, while working with summer interns, both of whom were women, not only did she provide day-to-day direction, she exceeded typical mentor duties by arranging for the interns to network cross-functionally. Post-internship, Laurel continues to support these young women. One is completing her college degree; the other is now a full-time LORD employee.

Laurel also represents LORD at WakeEd Partnership, a nonprofit that connects community schools to local businesses to provide real-world learning. In discussions with a school principal, Laurel learned that current STEM initiatives were failing to impact the school’s large Hispanic population. She reached out to one of her colleagues in Mexico, who agreed to video chat with a group of students in Spanish, improving communication and program effectiveness. Because of this success, the school is now seeking to connect more global companies with its minority students.



Evelina Rurek

**Director of Operations
Ashley Furniture Industries, Inc.**

Evelina joined Ashley Furniture in 2014, bringing many impressive credentials in manufacturing. Since then she has been involved in the design, building and implementation of robotic cell automation controls on the manufacturing floor, using her Lean Six Sigma training to achieve impressive results. When creating Ashley's Advance Casegoods Assembly department, she hired, trained, promoted and led a workforce that grew from three employees to eight supervisors, including four women, and more than 100 floor associates in less than two years. At first, her team was producing 50 units a week on one assembly line. Today, they produce 18,000 units a week with 13 assembly lines. Through Evelina's leadership, the facility is on track for another year of over 30 percent growth with more opportunities to grow and develop future leaders. Leading by example, she dedicates long hours to helping her team solve problems instead of simply demanding results.

Having directly mentored over 50 people in Ashley's North Carolina facility, Evelina has personally championed and promoted many of her colleagues. She coaches them from the production lines to positions as parts carriers, production leads, quality auditors, supervisors and managers. When one of her employees mentioned she was going to school for IT, Evelina contacted the Ashley IT recruiter and coached her employee on applying for a summer internship. Evelina is also involved with the Society of Women Engineers (SWE) and the Polish American Engineering Association.

Evelina's passion for manufacturing is contagious, and she loves tutoring students in the community in math and physics and sharing her own early struggles. She gently encourages the persistence necessary to learn "the principles" and teaches them that once you look past the equations, "engineering is just as creative as art and design." Evelina also serves on the Board for Ashley's Angels and regularly contributes to this charitable organization that helps families in need during the holidays.

"There is something truly special about being a Maker. To see a manufacturing process take raw materials and turn those inputs into a product is almost like watching magic; magic that is composed of science, technology, process teamwork, continuous improvement and a vision to be the best."



★ EMERGING LEADER

Ashley Sandlin

**Operations Foreman
Marathon Petroleum Corporation**

“My passion for manufacturing is rooted in working through the intricacies of the process and leveraging a team to drive results. I enjoy contributing to a safe working environment and promoting a culture of continuous learning.”

In her time as an operations foreman at Marathon Petroleum, Ashley has worked hard to optimize the most profitable and arguably the most complex process unit within the refinery. In one recent undertaking, she used her technical dexterity and communication abilities to frame out a plan, collaborate with decision-makers and help implement the final plan, ably troubleshooting along the way. The resulting optimization has improved profitability by more than \$1 million per year over several years, with minimal expense to the company.

Based on such accomplishments, Ashley has gained the trust and respect of her colleagues at the plant. She is also regarded as a natural and emerging leader there, especially among women. The Women’s Network at Marathon Petroleum, established through Ashley’s leadership, has become a major initiative at the site, empowering female employees to speak up and get involved. Ashley also leads the Women’s Network Book Club, where participants learn from and discuss books about management, leadership and other areas of interest. The Women’s Network has grown steadily under Ashley’s leadership, even attracting male employees who want to participate in and learn from the discussions as well.

Through mentoring new hires and co-ops at Marathon Petroleum, as well as through her volunteer work recruiting engineers through the Texas A&M chapter of the National Society of Black Engineers, Ashley also has a great success record with attracting, nurturing and retaining great talent.

Ashley gives a lot of time to causes that are close to her heart. Some, including regular United Way campaigns and an annual “Adopt a Family” Christmas project, are done as part of Marathon Petroleum volunteer initiatives. Her charity work also includes advocating for voter registration and fundraising for a program that reduces youth homelessness in the community.



Mary Beth Seasholtz

**Technology Principal
Dow Inc.**

Mary Beth is well known in the chemical industry and has played an integral role throughout her 27-year career at Dow. Perhaps most notably, she was an early developer of advanced multivariate technologies, having the foresight to see the opportunities inherent in process chemometrics and hiring talent that proceeded to set Dow's analytics apart. Her initial idea has since delivered hundreds of millions of dollars to Dow in vetted value/ROI. She is also responsible for introducing Enterprise Manufacturing Intelligence (EMI) to Dow, and as technology leader, she continues to develop new analytics tools through the Manufacturing 4.0 program.

Mary Beth regularly shares her experiences and knowledge with groups and individuals. Besides supporting women's career development through Dow's own Women's Innovation Network and other employee groups, Mary Beth hosts a televised series geared toward young professionals in which she interviews senior Dow technical contributors about their careers. Mary Beth also supports young women who want to go back to school for advanced degrees by helping them focus on their precise goals and ensuring they select the best program to achieve them.

Mary Beth drives positive change both inside and outside of the workplace with her vision and "can do" attitude. For example, she recently led an effort to revitalize neglected ball fields in her neighborhood. She convinced the township of the benefits and then worked with civic and private organizations to make her dream a reality. Mary Beth also successfully led an unlikely coalition of lakefront property owners to build a handicap-accessible ramp to a new fishing pier. Helping commercial landowners understand that not only was the ramp important, it would help their businesses—she arranged for the township to manage the funds she secured for the project. In the end, the whole community pitched in.

"I am excited to reproducibly make something that is useful for family, neighbors and society. Within the manufacturing environment, I want technical people to be successful with little frustration. Data and knowledge should be readily available and easy to contextualize, so brainpower is spent on excellent decision making, not searching and formatting!"



Kathryn Shuler

**Vice President, Energy and Operations Management
Air Liquide**

“Manufacturing is a major part of our country’s economic strength and delivers opportunities for innovation and continuous improvement. This environment has challenged me and provided many avenues for growth over the course of my career.”

Katie is known as a dynamic leader and high performer at Air Liquide. In her current role, she is responsible for the safe and efficient operation of more than 2,000 miles of pipeline, which requires meeting the real time needs of customers while competitively sourcing energy for the asset portfolio. Because both customer needs and energy prices fluctuate rapidly, it is fast-paced work that requires a well-coordinated team. Katie makes sure hers is prepared by challenging them to develop a variety of scenarios based on financial optimization, while keeping safety and risk at the forefront of each decision.

Katie joined Air Liquide in 2001 as an Air Liquide Leading Excellence (ALLEX) participant, which allowed her to enhance her knowledge of the company and gain a variety of skills, thanks to the mentoring she received. Now Katie pays it forward by mentoring other female ALLEX participants in and out of the workplace. She is also an active participant in Air Liquide’s women’s networking and leadership resource group, ALWIN, and she volunteers at college job fairs, helping recruit top engineers. Her STEM background as a chemical engineer and the personal experiences she shares have proven invaluable in attracting top talent to the company.

When Katie was a young student, she was unsure of her skills and her path in life. Then a high-school chemistry teacher came along who had a profound effect on her and helped boost her confidence. The teacher made such a difference in her life that she knew she wanted to help other students in the same way. The Junior Achievement Program provides the perfect opportunity for her to engage with young girls and use herself—a working mother with a fulfilling, full-time career—as an example of what can be achieved if you believe in yourself.



★ EMERGING LEADER

Lauren Speaker

**Principal Material Excellence Engineer
GE Appliances, a Haier Company**

During her seven years with GE Appliances (GEA) and through her roles of increasing scope and responsibility, Lauren has shown herself to be a dedicated and ingenious talent. As a Senior Lean Enterprise Specialist, Lauren helped GEA make huge strides toward major distribution and fulfillment goals. For example, her work defining strategy and implementing new deployment transportation methods has led to significant reduction in lead times and \$20M in inventory reduction for the company.

In addition to working as an engineer and encouraging women and girls to consider similar careers, Lauren acts as a mentor to women both inside and outside the company. She is actively involved with inspiring organizations such as Women in Manufacturing (WiM) and Women in Operations (WiO). In one role as a WiO co-leader, Lauren organizes two interactive events each year for female participants from GEA, local high schools and colleges. She also serves as a Women's Network MyConnections coach, in which she is currently mentoring thirteen women as they work toward their professional development goals. Additionally, Lauren volunteers with GEA organizations that support employees both personally and professionally, including the company's LGBTQ affinity network, GEA Pride.

Lauren has made a deep, ongoing commitment to GEA's involvement in the Red Cross Home Fire Campaign. This initiative partners with fire departments, volunteers and community organizations to install smoke alarms in the homes of low-income individuals and families. For the past four years, Lauren has led pre-canvassing efforts to educate Louisville residents on fire safety, most recently serving as a team captain. Through her efforts and those of many other volunteers, the Red Cross Home Fire Campaign canvassed thousands of Louisville-area homes and installed thousands of smoke alarms, saving the lives of at least nine people.

"I am passionate about turning ideas into products that positively impact our daily lives. People are the best part of manufacturing – everyone from associates to managers, bring their talents together to create the next generation of appliances that enable happiness and well-being in every home!"



Melissa Stiegler

**Director, Hygienic Business
Emerson**

“Manufacturing is improving our health, safety and the environment like never before and I am excited to be a part of it. The products I currently manage, help Life Science companies more efficiently produce medicines used to improve the lives of people across the globe.”

Melissa is a forward-thinking engineer with 15 years of experience driving product development and integrating multiple business units across the global Emerson organization. Among her many achievements, Melissa developed a wireless acoustic transmitter designed to improve customers’ steam usage by monitoring their steam traps and pressure relief valves. She also developed software to facilitate data interpretation and determine the state of the steam traps. The result is a product that reduces the number of times operators must go into the field, keeping more people out of harm’s way. Melissa takes pride in the fact that she has been able to make a difference in how the industry does business. Most recently, as head of Emerson’s hygienic business, she has helped her team launch four new products, with three more set to launch soon.

Melissa has taken on a leadership role in Emerson’s efforts in diversity & inclusion. As a founding member and board member of Emerson’s Women in STEM Employee Resource Group, she actively mentors both female and male engineers. Since her freshman year in college, she has been an active member of the Society of Women Engineers (SWE), holding leadership positions at the sectional and national level. She is also a member of the Twin Cities Engineering Industry Advisory Board (IAB) through Minnesota State University at Mankato, which provides more opportunities for mentoring.

In her community, Melissa is an active volunteer in her local school district. She serves as a school liaison for the Parent Communication Network, a room parent for two classrooms and plans the elementary school science fair. She is a member of the Edina School District Technology Advisory Team, which provides input on the use of technology in classrooms. She also lends her time to managing her son’s hockey team and leading her daughter’s Girl Scout troop.



Maria Alejandra Sucre

Site Engineer
The Procter & Gamble Company

Maria Alejandra has been a valued Procter & Gamble employee for 15 years in Latin America, working in various manufacturing fields in different countries. Among her major accomplishments is leading a multifunctional team to deliver a 40 percent increase in diaper production capacity in record time, delivering a 75 percent schedule reduction. This boosted the company's profits significantly while meeting or exceeding all safety, quality assurance and cost goals. Maria Alejandra is also the company's regional expert in the implementation of new initiatives and project start-up systems, where she has reduced construction execution by 15 percent and improved startup execution by 20 percent.

As someone who has achieved a successful work-life balance in the manufacturing field, Maria Alejandra is a role model to female managers at her Tepeji plant in Mexico. Currently 54 percent of managers there are female, and Maria Alejandra is the most senior. Because of that, she has taken it upon herself to understand what the less experienced female managers need to be successful. She is involved in the Women Managers Work team, which is tasked with enabling the development of females in the company. Maria Alejandra has been active in the team sessions and has translated their learnings into actionable steps for both male and female managers.

Maria Alejandra's community activities include implementing sustainable projects at the factory, actively participating in P&G-sponsored citizenship activities and participating in community activities at her children's school. She led the implementation of equipment to enable recycling that helped the Tepeji plant be certified as a zero-waste-to-landfill site. She has also led several projects to reduce the plant's water usage footprint. And as a mother of two, she is very active in her sons' school community efforts, especially Families Helping Families, which supports a nearby low-income school financially and with facility improvement projects.

"I am passionate about manufacturing because you have the opportunity to design and fabricate products or goods that improve people and the lives of families. When you work in manufacturing, you can see the outcome of your work in a tangible way and get the very satisfying pleasure of saying 'I made that!'."



★ EMERGING LEADER

Megan Supan

**Operations Development Specialist
Smithfield Foods, Inc.**

“I am intrigued by all manufacturing processes; how numerous pieces are orchestrated at the right time to take a product from raw state to a finished product a consumer can purchase. The fast pace and continued innovation each day keeps me engaged, inspired and in a constant state of learning.”

Megan has been vital to the progression of operation changes at currently ten Smithfield Foods’ facilities. Most recently, she strategically led a three-month project to transfer an entire production department, consisting of over 50 products and various equipment, from one facility to five others. This required constant communication and complex coordination to meet the project deadline. Under Megan’s leadership, the project met not only its deadline but its goals of significantly reducing cost and aligning products in the specializing facilities.

Megan’s friendliness, helpfulness and confidence make her a great role model among more than 400 employees at the Wichita facility. For instance, when the Wichita team was having difficulty in completing a crucial transition, Megan recognized the problem needed organizational management, took the initiative to bring the team together and provided guidance that resulted in a smooth transition. Always willing to patiently explain each step of a task, Megan not only covers the technical aspects—she helps people better understand the overall importance of a project and the vital roles they play in it. She is a true change agent who engages all aspects of the business and facilitates effective, innovative projects that propel Smithfield forward.

Megan has proved herself a valuable team player in many company-led community functions, including an employee appreciation cookout at the Wichita facility. Beyond collaborating on the event logistics, she actively engaged everyone in attendance, showing sincere gratitude for their hard work. In addition, she and the Wichita team extended their volunteer reach into the larger community during the holiday season by distributing hams to those in need. This was only a small portion of the over 22 million servings donated across the United States in 2019 as part of the company’s Helping Hungry Homes® initiative which focuses on alleviating hunger and helping Americans become more food secure.

By participating in holiday giving, Megan’s passion for helping children in food insecure homes has grown. She now participates in making bags for Food 4 Kids, a program established by The Kansas Food Bank. This program discreetly distributes pre-assembled food bags to food insecure children each Friday to provide nutrition and calories on the weekends.

Although Megan has lived in Wichita for only a short time, she continues to seek more volunteer efforts through her church and other civic organizations.



Rebecca Tallon

**Director, Water Treatment Technologies
A. O. Smith Corporation**

Becky leads the water treatment technology team at A. O. Smith's Corporate Technology Center. There, she works with the company's water treatment groups around the globe, identifying causes and solutions to problems in manufacturing and implementing new processes related to technologies she develops with her team. Becky successfully managed the launch of the company's water treatment products in North America and helped shepherd three newly acquired water treatment companies into A. O. Smith's family of businesses. With every acquisition, Becky used her market knowledge to identify the products most likely to add value to A. O. Smith's portfolio. Through her efforts, Becky has helped make A. O. Smith a burgeoning water filtration leader in North America.

Becky is among the first women to sit on the Water Quality Association's (WQA) Women in Industry Advisory Council (WIN) and is a formal mentor with the organization. She also serves on the advisory board for the professional graduate program at the University of Wisconsin-Milwaukee's School of Freshwater Sciences, where she connects with female students and offers insights on navigating a male-dominated industry. Through her work on the National Science Foundation's (NSF) Water Equipment and Policy Center (WEP), Becky mentors and provides hands on guidance to graduate and postdoctoral students in their research and product development pursuits.

Becky contributes to her community through her continuing efforts to create water quality standards and technologies for the public and through her commitment to supporting young students, especially girls, interested in science and engineering. Recently she helped educate K-12 teachers in local schools on how to promote STEM in their classrooms and shared engaging STEM and water-related lessons they could use. And every year, Becky judges a three-day regional youth robotics competition that involves working with high school robotics teams on their technical work, business plans, product development and teamwork.

"Manufacturing transforms research into reality."



★ EMERGING LEADER

Emily Tanasse

Mechanical Engineer
3D Systems Corporation

“I am passionate about contributing to the rapidly evolving additive manufacturing industry because of its potential to revolutionize the way we conduct successful and personalized medicine.”

Emily is a vital member of the Bioprinting team at 3D Systems, where the focus is on 3D printing the human lung, a technology that could revolutionize lung disease treatment. As Emily says, “By 3D printing lungs, we can artificially create a structure identical to the recipient’s original anatomy and infuse the organ scaffold with their own stem cells with the hope it will be 100 percent biocompatible.”

During her short tenure at 3D Systems, Emily has already developed valuable new print process techniques for characterizing how hydrogel resins perform on different printing platforms. Currently, she is working closely with one of the company’s biotech partners to print high-resolution geometries representing different sections of the lung, aiding in tissue engineering research.

Though still a young professional herself, Emily is already working to engage and encourage the next generation of technical engineers. For instance, with a few of her 3D Systems teammates, Emily helped a local fifth-grade class with a product design project. Under the 3D Systems team’s tutelage, the students proposed and made prototypes for new products; the team then provided feedback about how the designs could be improved for marketability. After completing the project, the class visited the 3D Systems San Diego office, where Emily and other team members explained how they became engineers and shared why they liked working in 3D printing. In 2019, Emily also joined fellow team members from 3D Systems’ Young Employee Resource Group to serve as judges for the Greater San Diego Engineering and Science Fair.

Outside of work, Emily volunteers with the San Diego chapter of Engineers without Borders (EWB), an organization focused on building a better world through engineering projects that empower communities to meet their basic human needs. She also volunteers with Voices for Children, which provides volunteer Court Appointed Special Advocates to children in the foster care system. For the past four years, Emily has also participated in Swim Across America (SAA), which funds life-saving cancer research. In 2019, she participated in the SAA two-mile open-water swim and with Emily’s help, the Seattle event raised more than \$500,000 overall for the Seattle Cancer Care Alliance.



★ EMERGING LEADER

Sarah Tannahill

Account Manager
INEOS Olefins & Polymers USA

Upon beginning her career at INEOS, Sarah quickly took charge of a technically complex market segment, delivering key process improvements. This work included utilizing Six Sigma tools to improve critical testing for products. She also played a key role in bringing a new product line to market within a technically demanding and high barrier-to-entry segment. After initial technical setbacks and limited product adoption for this line, Sarah helped drive cross-functional teams to find solutions over multiple years, ultimately leading to a significant increase in high-value sales volume.

Sarah encourages other talented women to consider a career in the chemicals industry. She is active in on-campus recruiting for INEOS, advising students on available career paths and interviewing strategies. Sarah has also served as a STEM mentor to girls in local elementary and high schools.

Her leadership has extended into team-building achievements for INEOS. In 2018, she took on a company-sponsored challenge to spend six days in the Namibian desert, covering 335 kilometers by running, hiking and mountain biking. Sarah then spent the following year mentoring the next wave of INEOS graduates to take on the Namibia challenge. She encouraged women participants to tap into their innate mental grit and strength of character—qualities that translate well into their careers—and helped foster camaraderie and networking between female engineers across multiple sites.

Sarah has a passion for utilizing fitness to support and enhance her local community as well. She volunteers with the INEOS “Go Run for Fun” health and well-being initiative and has coordinated charity tournaments for the Houston Ultimate Frisbee Community. For the past two years, Sarah has also led corporate cycling teams to raise money for local charities during the Tour de France.

“I’m passionate about manufacturing because of the unique complexity and challenges posed by working with physical assets to create diverse products. It is exciting being on the ground floor of technology innovation that will ultimately result in positive, tangible changes to society and the consumer experience across multiple markets.”



Theressa “Nikki” Taylor

**Business Unit Leader
Philip Morris USA**

“Manufacturing has a major impact on the economy. This field allows the opportunity to supply the needs and wants to consumers all over the world. This drives my passion for manufacturing.”

Nikki has earned the respect of her colleagues at every stage in her career at Philip Morris, distinguishing herself as a leader of the quality department after first proving herself on the production floor. She is fully versed on all aspects of the manufacturing process, so whenever a quality issue arises in production, Nikki shares her knowledge and knows the right people to talk to in order to correct the problem. Recently she led the effort to coordinate Certified Quality Auditor training with the American Society for Quality for her department, recognizing that by securing the training for her colleagues and not just for herself, the entire business would benefit. As a result, many employees are now certified, creating opportunities for them as well as value for the company.

Nikki is an excellent role model for women in manufacturing and believes in helping everyone achieve their goals. As someone who rose from an hourly production position to a salaried analyst role, she knows the importance of paying it forward and does everything she can to advance her colleagues’ careers, including arranging trainings that can increase their skills and help them rise through the ranks.

In addition to volunteering at a women’s shelter, Nikki is an active member of Altria’s Women in Manufacturing (WiM) Employee Resource Group, which focuses on community outreach. This year she suggested that the group partner with Housing Families First, a non-profit program that offers homeless families the tools and support to sustain a long-term housing solution. Nikki took the lead to engage with the non-profit and learned what their biggest needs were. She then coordinated with her fellow WiM members on a donation drive to collect food items and led efforts to fill snack bags for the children in the program. For this, Nikki’s leadership included working the assembly line throughout all three shifts.



Lorie Tekorius

**President & Chief Operating Officer
The Greenbrier Companies**

Lorie's rise to the top of Greenbrier, a multinational freight railcar and marine barge manufacturer, began 25 years ago. As a top executive, she has restructured and developed the company into one of the two largest freight railcar manufacturers in North America. Lorie's success as chief financial officer was followed by her being named chief operating officer in 2018 and president in 2019, the first woman in the company's history to hold each of those roles. With her strategic mindset, she has managed two large-scale acquisitions, global diversification and expansion into foreign markets, and the integration of thousands of new employees.

As COO, Lorie launched the company's first-ever mentoring and internship program as well as a company-wide training strategy. Her efforts have gotten attention both inside and outside the company; she was a featured speaker at 2019's Mentoring Mondays in Portland, Oregon, an event that promotes equal pay and mentoring in the business community. Additionally, she gave the keynote address at the 2019 League of Railway Women conference, where she spoke about the importance of creating an inclusive, engaging workplace and developing the next generation of female leaders in what has been a traditionally male-led industry.

Lorie directs Greenbrier's community-giving strategy, which has distributed nearly \$1 million to organizations in the Portland community. For example, in 2017, she led Greenbrier's decision to pledge \$400,000—its largest single charitable gift to date—to Providence Heart Institute's Play Smart program, which provides youth with free screenings to discover underlying heart issues that can lead to serious problems later in life. Lorie's partnership with Providence has paved the way for other Greenbrier employees to become involved with the Heart Institute, bridging a strong partnership between the organizations and supporting healthy communities overall.

"I am passionate about manufacturing because it is what keeps global economies moving forward. American manufacturing businesses support highly skilled, living-wage jobs for more than 12 million people, and that number is expected to increase in the coming years. Additionally, manufacturing provides trillions of dollars to the U.S. market, promoting a strong international trade environment and a more united, healthier global economy."



Katy Theroux

Executive Vice President and Chief Human Resources Officer
Cornerstone Building Brands

“My passion is summed up in three words: People, Product and Pride. I love coming to work each day because of the pride our people have for the products we make and the impact those products have in our communities. With this commitment, anything is possible.”

Katy has built her career by focusing on driving results through people. As chief human resources officer for Cornerstone Building Brands, she currently oversees human resources for 21,000 employees at more than 80 manufacturing, distribution and office locations. Before the NCI Building Systems and Ply Gem merger that created Cornerstone Building Brands, Katy led Human Resources and Marketing at NCI Building Systems and established organizational core values that define how employees work with each other to achieve the desired culture. Throughout her career, working in technology, service and most recently manufacturing companies, Katy has often been the only woman at the table. As a result, she is committed to creating opportunities to increase diversity at all levels. Under her leadership, Cornerstone has over 25 percent diversity within its leadership team - more than double the industry average.

Over the years, Katy has implemented formal and informal mentoring programs to give women in emerging leadership roles access to senior leaders. In this way she helped create opportunities for these women and improved senior leaders' visibility. In 2001, Katy joined the Board of Trustees of Philadelphia's Peirce College, where more than half the students are nontraditional and female. In 2011, she was elected board chairman, the first woman in that role. During her tenure as board chairman, Katy worked with the college president to increase board diversity and ensure that all students get the support they need to attain their goals.

Katy is committed to helping everyone achieve their goals and obtain access to a quality education. At Incarnate Word Academy (IWA) in Houston, Katy participates in the advisory board for the Young Leaders Program, which provides students at the all-girls academy the opportunity to develop leadership skills. Approximately 25 percent of students participate in the program and graduate better prepared for a life of meaningful service.

Katy has been married for almost 30 years and is the mother of six children. She is a life-long runner and has completed nine marathons.



★ EMERGING LEADER

Sarah Tommelein

**Manager, Operations
Whirlpool Corporation**

Since she joined Whirlpool Corporation's Amana operations as an industrial engineer in 2018, Sarah's influential leadership has been far-reaching. As a professional maintenance specialist, she made a significant impact on reducing machine breakdowns, creating a preventive maintenance plan, and improving inter-team cooperation. After her move to Workplace Organization, that area became a benchmark for the facility, in no small part due to Sarah's efforts. Recently, Sarah was moved again to Focused Improvement, where she's helped reduce production losses, eliminate inefficiencies, and improve quality results. Projects Sarah has led and/or supported have saved Amana more than \$1.3M.

Amana is currently implementing World Class Manufacturing (WCM) globally, and Sarah is a champion of its tools and methodology and coaching female engineers and co-ops in their application. In training sessions, she uses a combination of techniques to match differing learning styles. Sarah's exceptional ability to prepare models and curricula have both educated and engaged her colleagues.

Through her involvement in National Manufacturing Day and year-round activities, Sarah is a champion for careers in manufacturing. She has given safety presentations at area schools, created hands-on activities for students visiting Amana and served on a career panel to encourage and attract area students to jobs in manufacturing.

Sarah also donates her free time to other causes. Each year, she helps arrange a Whirlpool golf tournament in support of both the Ronald McDonald House and the University of Iowa Children's Hospital. She also recently participated in an Amana Habitat for Humanity build, where she was one of the first to volunteer and spent a long hot day hauling lumber and hammering in nails. Sarah's strong work ethic and her deep desire to give back to the community clearly motivated her colleagues that day- just as she inspires and motivates them every day at Amana.

"I am passionate about working in Manufacturing because it gives me the opportunity to collaborate with a diverse group of people and use cutting edge technology to solve problems. The shop floor is where we create products that make an everyday difference in people's lives."



Dianne Townsend

**Production Manager, Military Department
Exxel Outdoors**

“I love manufacturing because I simply love making things! Manufacturing enables women to strive and thrive, right along with men. It’s an incredible feeling to know we’re building goods that the world finds valuable, and encouraging people to open their minds about the importance of manufacturing to America.”

Dianne’s commitment to both American manufacturing and the U.S. military has led her to a vital role in expanding Exxel Outdoors’ Alabama factory. She has been a key team member in building its new Military Department. Diane was crucial to the department’s ability to launch within one year, exceeding expectations in producing its sleeping bag, tent, and field craft poncho lines. Dianne brings multiple capabilities to her position, including sample-making, reverse-engineering and planning. She is a leader in developing the best performance gear to protect troops who camp in remote locations under the harshest conditions. And to meet U.S. military requirements on American-made materials and labor, Dianne handles inputs from hundreds of U.S. suppliers and sets up systems to maximize efficiencies.

“Cut and sew” is one of the oldest factory jobs for women. Dianne has elevated the position by showing Exxel’s female workers that it can be a specialized, technical profession that offers a bright career path.

Dianne was involved in hiring staff for Exxel’s new department at a time when sewing operators were in short supply. The company was forced to recruit from its own ranks, who had simpler skill-sets than what is required for military gear production. When many of them balked at moving to the military department, Dianne inspired them with a sense of responsibility and conveyed how essential it is to develop new skills. She gave them the courage and confidence to reach higher.

As a single mother who has raised many children and grandchildren, Dianne finds it hard to make time for organizations outside of work, but she has a special talent for helping people through the poetry she writes. With her words she has comforted many who have faced hardships similar to hers, consoling them through their own dark hours and inspiring them to keep moving forward.



Elizabeth Umberson

**Vice President, Materials Management
ZF North America, Inc.**

Elizabeth has contributed for over 25 years to the success of ZF, a top global automotive supplier. In 1999, she became the company's first female plant manager at its facility in Gainesville, Georgia, where her expertise helped pave the way into leadership roles for other women in the company. In 2010, when ZF diversified, Elizabeth was charged with establishing a production facility for wind turbine gearboxes. Given two years and a \$100 million budget, she led a team that secured suppliers, identified a location, hired 230 employees and successfully launched a high-quality product that led the industry in reliability for wind turbine gearboxes. Most recently, after ZF's TRW acquisition, she played a key role in the successful integration of materials management in North America—a challenging task that required a complete change within both organizations.

As a female leader in the automotive industry, Elizabeth is committed to growing diversity and believes that a diverse workforce delivers better results and capitalizes on different ideas, perspectives, viewpoints and experiences. Elizabeth has mentored employees for years, often focusing on young women. She is a frequent guest speaker at internal leadership development programs and participates in a company program that pairs leaders up with high-potential employees. Elizabeth also is active in ZF's Women's Resource Group, which provides resources and facilitates peer-to-peer support for more than 550 participants in the Detroit area.

As a plant manager in Georgia, Elizabeth established a culture of giving and led her employees by example, serving on the boards of several non-profits, including the United Way, the Northeast Georgia Health Systems and the Chamber of Commerce. Today, to further encourage giving throughout the company, she supports ZF Gives, which includes both grant-giving and employee giving days, where employees volunteer on projects such as a Habitat for Humanity house, an experience that benefits everyone involved.

“People should be passionate about manufacturing. It is a cornerstone of the global economy. Employees within a company collaborate to design, prepare, sell and manufacture a product. It is exciting to see the entire creative process result in a tangible product; and nothing has the multiplying effect on jobs that manufacturing does.”



Collene Van Mol

**Health Services Manager
Martco LLC | RoyOMartin**

“Manufacturing is the backbone of our American economy and allows so many people the opportunity to work with dignity to fulfill personal dreams and aspirations. The men and women of the manufacturing workforce are strong, resilient and innovative. As an occupational health nurse, I am passionate about keeping them healthy, well and at work.”

Collene plays a vital role at RoyOMartin by ensuring employees’ physical and mental health and well-being. As the first nurse hired by the company in 2001, her role was to build a comprehensive occupational-health and safety program for employees at its five wood-products manufacturing locations. She quickly made a positive impact on injury incident rates. Within five years, the company-wide incident rate had decreased from 4.87 to 1.13; in 2018, it was 0.56. Collene also launched a wellness program that today has a participation rate of 78 percent and provides incentives for employees who set and meet personal wellness goals. In addition, Collene co-chaired the implementation of a primary-care and wellness center where employees and dependents can be seen for all primary-care needs for \$12 per visit. This created both significant health plan savings and more importantly, a more health-conscious workforce.

Collene is passionate about occupational-health nursing. She has directly mentored five staff nurses and was the founding president of Central Louisiana Occupational Health Nurses. In 2014, she initiated the awards and recognition committee for the State of Louisiana Association of Occupational Health Nurses (LAOHN), specifically to find ways to recognize and encourage young OHNs. The Nightingale Award was established for nurses who have practiced fewer than 10 years as an OHN; there have been five recipients to date. In 2018, Collene received a Lifetime Service Award from LAOHN for leadership, mentorship and proven excellence.

Collene has served on many state and local boards and committees related to worksite wellness and community-health efforts. She enjoys working with other nurses, employer groups and business leaders to share strategies for worksite wellness program development and the benefits of onsite health centers and the powerful impact these can bring to a company, to an individual employee or to a whole family as they embrace lasting, healthy change.



★ EMERGING LEADER

Carolyn Vanous

Sourcing Manager
3M

During her tenure at 3M, Carolyn has led over \$14 million in cost reduction initiatives across fifteen global manufacturing plants. She spent two years working in 3M's Center of Expertise in Singapore, where her responsibilities included managing the raw material procurement for a manufacturing plant located in Thailand. In this role, she initiated and led several multinational projects to qualify new materials which resulted in a 26% manufacturing cost reduction for the site. Carolyn moved back to Minnesota to lead the sourcing team for a 3M acquisition that manufactures fall protection equipment, where she supported the ramp-up production of 45 SKUs spanning four global manufacturing sites. She worked with suppliers to develop capacity models and led dual-sourcing with the plants to meet aggressive timelines. Due to this project, sales increased by over 500 percent compared to the operational plan.

Carolyn is a strong advocate and leader of 3M's corporate resource groups. As a recent college graduate newly employed at 3M, Carolyn was a founding member of the company's "New Employee Opportunity Network" (NEON), an organization that helps connect new employees across the company. The personal and professional connections made within NEON are invaluable to new employees in building their network within 3M. Carolyn is also a co-founder of a Women's Leadership Forum (WLF) chapter that serves 3M's flagship Fall Protection site in Red Wing, Minnesota. This group provides structured trainings on leadership styles and opportunities at 3M, enabling its members to position themselves for success. Additionally, Carolyn spent four years as a United Way team Lead and Committee member, leading and supporting semi-annual volunteer events for colleagues to contribute back to the community.

Remembering her positive cross-cultural experiences at 3M in Singapore, Carolyn joined the Board of Directors of a Minneapolis-based nonprofit called Xperitas. Xperitas partners with local communities around the world to promote cross-cultural understanding amongst high school and college students through authentic immersion programs. As a supporter of environmental initiatives, Carolyn has served as vice president of the Minneapolis chapter of Net Impact, an organization that promotes sustainability within corporations.

"Manufacturing transcends borders and cultures; it's extremely gratifying to be part of an industry where I can work on complex challenges by collaborating with colleagues and supply partners around the world. I love the dynamism of each day and am proud to support products that positively impact people's lives."



Wendy Wildenberg

**Systems Technical Lead
Flint Hills Resources**

“Continuous production processes are exciting as we can fully engage to innovate, create, learn, keep learning, collaborate on teams to resolve important issues, share knowledge, mentor other leaders and make improvements to both be a great community asset and to meet and exceed customer’s expectations.”

Wendy has been a significant contributor to Flint Hills Resources for over 25 years. As an expert in the field of hydroprocessing technology, she has led or contributed to successful optimization activities and large capital investment projects at multiple facilities across the country. Wendy was integral to the development of an innovative technology to produce renewable biodiesel product. Discovering critical relationships between operating variables and stream components led to significant improvement in yields and increased capacity. Wendy combines her practical experience, technical knowledge and strong relationships with industry peers to document and implement best practices that have contributed to a strong process safety performance at FHR.

Wendy has an outstanding reputation within the petrochemical processing industry and has successfully developed an effective approach that she shares through direct mentorship of young engineers. She has a special gift of using stories and familiar analogies to create visual effects with her audience that lead to more intuitive and retained understanding of complex or technical concepts. Her best practices, rules of thumb, and applicable learnings have been shared with hundreds of engineers, operators and maintenance leads over many years.

With her husband, Wendy established and leads a church where she provides continuous support to its members locally and extends her outreach to impoverished communities. Wendy provides emotional and practical support to young mothers in difficult situations, focusing on personal development, crucial life skills and parenting abilities aiming to achieve the goals and confidence necessary for them to lead independent and fulfilling lives. With the help of her family and congregation she has also created a family-friendly program to encourage awareness of practical science in daily life. Through her “Moments in Science” series she is encouraging children and their parents to see life through a scientific lens and promoting future STEM-oriented talent to tackle challenging opportunities.



★ EMERGING LEADER

Allison Williams

Engineer II
WestRock

Allison's talent and drive have been evident from her first days as a co-op at WestRock. Now a full-time engineer with the company, she further demonstrated these qualities this year during a project at WestRock's mill in Demopolis, Alabama. Allison spearheaded the installation of a new headbox, a \$12 million project involving 150 people. Not only did she plan and manage the installation and work with the operations group on its startup, she led the electrical and mechanical equipment purchases—no small feat for someone who specializes in engineering rather than purchasing. Overall, it was a feat that the most tenured engineer might have struggled with, but Allison handled it expertly and with extreme poise and confidence. In addition to championing the headbox project, Allison has also led eight additional capital projects and assisted with several others.

Having been a WestRock co-op, Allison is glad to engage with upcoming talent. She never turns a co-op down when they need assistance, no matter how busy she may be. She regularly hosts co-op sessions in her office and ensures that all questions and concerns are thoroughly answered. Allison also sees to it that the co-ops are fully engaged with different mill activities so that they receive a well-rounded experience.

Allison's mentees frequently note how well Allison helps them make sense of difficult concepts and processes. Lately, she has extended this skill into a volunteer position teaching courses at the University of West Alabama. In this role she assists the university in bridging a gap between professors and engineering students so that they can receive an excellent and uninterrupted professional education.

In addition to these many responsibilities, Allison is a founding member of the Demopolis Young Professionals (DYP). As a founding member, she has helped them with initiatives such as coordinating with the West Alabama Food Bank to provide weekend meals for food-insecure children. To date, the DYP has raised nearly \$9,000 toward this program.

“Manufacturing is rewarding, yet challenging. Designing and managing a system that directly improves the efficiency and quality of a finished product gives one a sense of accomplishment.”



Emily Williams

**Continuous Improvement
Lindsay Corporation**

“Manufacturing naturally drives passionate people toward a common goal. I am energized and hopeful going to work every day knowing what we build feeds people and keeps them safe across the globe. Bringing opportunities to women to feel this same way is beyond rewarding.”

Emily has distinguished herself as a natural leader at Lindsay Corporation. Since joining the company, she has taken on and proven herself adept in a variety of roles. As materials manager, she decreased indirect labor expenses, managed the planners and schedulers toward 98 percent on-time delivery and decreased year-over-year inventories by 24 percent during the company’s busiest quarter. As plant manager of Lindsay’s road safety unit, Emily drove the company’s first 366-day accident-free streak. And as head of continuous improvement, she supports Lindsay’s North American as well as its global plants on their lean journey, driving cost savings, process improvements and labor efficiencies.

Emily is passionate about identifying and mentoring future female manufacturers and leaders. She chairs the Women in Manufacturing Nebraska chapter board, where she brings women in the company and the community together for networking and training opportunities. Emily volunteers for speaking engagements with STEM teachers in the local public schools and frequently shares her personal story of transformation from a young woman without a compass to a leader in manufacturing. She has worked with Millard Public Schools on their 2021 STEM curriculum, partnered with the Lindsay Holy Family School’s female students in grades 7-12 for potential mentorship and internship opportunities, and most recently has served as mentor for Beadle Middle School’s all-female 6th- and 7th-grade industrial tech classes.

Emily spends a lot of time and energy volunteering in her community. In 2019 alone she worked on a local Habitat for Humanity project, headed the company’s Cystic Fibrosis Charity Walk and Fund Drive, and was Lindsay’s representative at the Youth Emergency Services Dance for a Chance event, where she was able to raise \$10K for homeless youth in the Omaha area by staying in motion on the dance floor.



Kim Williams

**Vice President, EH&S, Regulatory and Security
Ovintiv Services Inc.**

Kim joined Ovintiv (formerly Encana Corporation) as a 19-year-old Chemical Engineering student and spent her early career learning the business from the ground up in a variety of engineering roles including Production, Reservoir, Development, Facilities and Strategic Planning. In 2010, she took on her first formal leadership role and was promoted again only two years later. As a newly minted senior manager, Kim helped her teams navigate some of the Canadian oil and gas industry's darkest days. She led the Canadian Operations portion of Ovintiv's portfolio transformation, accomplishing over \$5B in property divestitures. In the next few years, she further proved her combined talents for building teams and achieving results, and in 2019 she was named Encana's first-ever female vice president of environmental health & safety, regulatory affairs and security.

Kim makes it a point to regularly schedule time with young engineers, geologists, and geophysicists. Her ability to help them separate bias from fact, as well as her quick sense of humor have made her a highly sought-after mentor. Kim specifically encourages young females not to wait to be asked to demonstrate their abilities. Her advice to them is to take the initiative, learn the business from the ground-up and demonstrate leadership from any chair in the organization – and to everyone starting out, male and female, she recommends buying an instant pot.

Kim is known for giving back in the areas she serves. In the past two years she has hosted many "Volunteer with Kim," events throughout Canada and the U.S. The events have drawn volunteers from across Ovintiv in efforts that have included revitalizing historic buildings, renovating an art studio and performing maintenance and repairs at a ranch. Kim also believes strongly in the power of music. She serves as principal oboist in two Calgary bands, both of which perform concerts in the community throughout the year.

"I'm proud to work in an industry that manufactures energy, bringing together the brightest minds, the best technologies and nurturing continuous innovation. Reliable and affordable access to energy improves opportunities for education, healthcare and equality - it makes modern life possible for all."



★ EMERGING LEADER

Michelle Wilson

**Quality Engineering Manager
Shaw Industries Group, Inc.**

“Manufacturing allows me to combine my passions for developing people and streamlining processes to achieve bottom-line results. I love helping remove obstacles for our people to ensure they have what is necessary to do their jobs safely and effectively. The fast-paced environment and constant change stimulates learning and growth.”

The outstanding leadership abilities Michelle demonstrated in her early work at Shaw led to her promotion to the position of quality engineering manager at the age of 24. She continues to make significant contributions, including efforts that have led to impressive savings for the company. In one 2018 instance, her work-encompassing two high-volume product speed-ups to maximize asset utilization generated \$.75M in productivity savings. Another instance involved Michelle leading extrusion trial efforts and in-plant management for a raw material conversion that saved \$2M annually. Michelle’s skills do not stop with process assessment; she has also led the development of three new commercialized extrusion products, allowing Shaw to meet customer needs at a higher level.

In her role as quality engineering manager, Michelle has transformed her department by bringing out the best in people. For instance, her ability to build trusting relationships has turned several underperformers into motivated, meaningful contributors.

As a member of Shaw’s Mid-Level Leadership Development program, Michelle has spent significant time coaching associates, one of whom said he learned more from her in only four months than he had learned in nineteen years with the company.

Michelle is always looking for opportunities to interest and encourage young women in the STEM fields. As a member of the Society of Women Engineers (SWE), she has participated in “Women in Engineering” panels at University of South Carolina and at the University of Tennessee. Also, for the past three years she’s spent most of her free time coaching girls’ youth volleyball, and she enjoys turning that work into an opportunity to share her love of science, working math and physics concepts into practices. This led to a high compliment from one of the players, who told Michelle, “We learn more from you than we do at school!”



Nancy Wilson

CEO

Morrison Container Handling Solutions

Nancy Wilson is the CEO of Morrison Container Handling Solutions, in Glenwood, Illinois, a recognized leader in the packaging machinery manufacturing industry, providing custom designed container handling systems, timing screws and change parts for national and international companies since 1971. Since assuming full ownership and operational responsibility from husband and founder Nick Wilson in 2012, Wilson has driven growth strategies that position the company to be at the forefront of industry innovation now and into the future.

An active member for over a decade of PMMI, the leading global resource for the packaging and processing industries, Wilson was elected to the Board of Directors, where she helps drive the strategic plan for the industry and foster success in the global marketplace for member companies.

Wilson is passionate about education as she believes this was the difference maker in her life and is what is needed for so many people in our nation today. Wilson As the chairperson of PMMI's Future Workforce Committee, she led the group in establishing \$500,000 in matching funds to help members work locally to build the future manufacturing workforce. Additionally, Wilson is a Member of Purdue University Northwest Chancellor's Advisory Board, and she works with local high schools for workforce development through her leadership in the Calumet Manufacturers Industry Sector Partnership. Wilson is recognized for her unwavering commitment to growing and developing the roles women hold in today's workforce. During her 25 years at Ford Motor Company, Wilson was active in many diversity efforts, a member of the Diversity Council and established herself as a mentor to foster the development and advancement of women. Wilson is a charter member of the Executive Council of PMMI's Packaging & Processing Women's Leadership Network (PPWLN), a group that serves to recruit, retain and advance women's careers in the packaging industry.

Additionally, she was recently appointed to the Board of Directors for the newly developed Southland Development Authority, launched as a vehicle of growth for the economy of Chicago's South suburbs. These affiliations allow Wilson to work within the community to develop ways to enrich the local economy while remaining true to her passion for developing the next generation of our nation's leaders.

Born and raised on a farm in Ohio in 1960, Wilson earned a BS in Marketing from the University of Toledo in 1983, and an MBA from Michigan State University in 1993. The Wilsons live in Downers Grove, Illinois, and have five children and eight grandchildren. When not at Morrison, you can find Wilson with her grandkids, in the garden, or on the golf course.

"Who doesn't like to build things? Especially things that don't already exist. We have the opportunity to design and manufacture custom equipment every day to meet the specific needs of our customers, all while providing enriching, well-paying jobs in our community!"



Paula Wood

**Director of Global Safety Implementation
International Paper**

“Manufacturing continually challenges me. No two days are the same. It’s an environment where you can continue to learn, grow and contribute no matter where you are in your career. Manufacturing offers great careers that provide opportunities to collaborate with people at work and in the surrounding communities. At the end of the day, there’s a feeling of accomplishment. That feeling is what I strive to share with others.”

Paula began her career with International Paper (IP) as a process engineer in 1997 at the former IP Augusta, Georgia mill. Her career path has provided her the opportunity to hold several manufacturing roles at four different IP facilities. Her most recent role was mill manager at IP’s Global Cellulose Fibers mill in Franklin, Virginia. Paula is known for her commitment to doing the right thing, in the right way and for the right reason. Under her leadership, the Franklin, Virginia mill saw a 45 percent improvement in safety near-miss reporting and achieved a record of exceeding mill performance for 12 consecutive months. Paula is an advocate for continuous and deliberate improvement, which she believes improves engagement and inspires young engineers to choose manufacturing as a career. In the fall of 2019, Paula transitioned into her current role, director of global safety Implementation, where she leads a team who support safety program implementation at manufacturing and converting facilities.

As an active member of IP’s Global Manufacturing Diversity and Inclusion team and the Women in IP Mentoring Board, Paula mentors other women by helping them successfully navigate their careers in manufacturing. Aside from mentoring, Paula is improving the IP culture through her work on the retention and work-life balance teams. Recently, she worked on the team who rolled out IP’s improved new parent benefits. IP hires more than 100 engineers each year, and Paula’s perspective as a career manufacturer and a working mother is highly valued and helps IP attract more young women to work for the company.

Paula not only makes an impact for the future of IP through safety leadership and mentorship, but she is well known for her passion about giving back to the communities she works in. As operations manager at IP’s Bogalusa, Louisiana mill, she volunteered with the United Way, the Louisiana Northshore Food Bank and helped local schools learn about papermaking and preparing for transition into the workforce. In Franklin, Virginia Paula quickly connected with and encouraged the local schools to apply for grants. When it was brought to the mill’s attention that the local food pantry was critically low on food and supplies, with Paula’s support, the mill stepped in and collected the largest donation the food pantry had ever received.



Kelly Wright

**Environmental Manager
Clarios**

Kelly oversees Clarios’s environmental programs at both its Battery Assembly plant and Distribution Center in Middletown, Delaware. Her work has helped Clarios (formerly Johnson Controls Power Solutions) grow in both its physical expansion and its relationship with the community. Kelly was the point-person when the company began discussions with town and state officials about a multimillion-dollar manufacturing expansion. As host of a public hearing with the state environmental agency, she helped turn a vocal group of concerned citizens into community partners who are supportive of the plant’s growth and environmental initiatives.

Kelly works with Clarios’s Operational Leadership Development Program (OLDP) to recruit and retain the next generation of skilled employees. She helps to train all OLDP candidates on environmental and regulatory learning targets and provides additional support to the program’s female participants, discussing issues such as career development, self-advocacy and finding the right professional/personal life balance. Kelly also serves as a mentor for the Lerner Executive Mentoring Program at the University of Delaware, a program that matches student mentees with executives whose professional backgrounds are complementary to the students’ career objectives.

Kelly volunteers with the local school district’s STEM Council to increase STEM activities and initiatives. As a volunteer, she judges the annual STEM Fair and consults on curriculum ideas. In addition, Kelly initiated and hosted a tour of Clarios’ manufacturing facility for local engineering educators and school administrators to develop project-based learning activities for high school engineering students. Kelly also works to bring Clarios into the classroom by coordinating teams of engineers to visit the local high schools and evaluate the projects and presentations of their engineering students. As vice president of the Appoquinimink Board of Education, Kelly enthusiastically supported the district’s decision to add a school of skilled and technical trades to their high schools’ careers pathways. Kelly is passionate about keeping the manufacturing trades alive and believes that offering trade-ready skills in school will produce confident and capable young workers who are prepared and eager to be a part of manufacturing’s future.

“Being a part of the story of manufacturing is a great honor! From the engineering processes, to ensuring compliance with the regulations and standards, to the important communications, support and teamwork that must continuously be happening throughout... I’m thrilled to share it all every chance I have!”



Robyn Young

**Senior Staff Engineer
Kennametal Inc.**

“Manufacturing offers a broad variety of challenging and rewarding jobs that fuel our competitive drive. Every day I get to collaborate and learn from people, at every level of our business, around the world. Whether it’s solving complex issues or implementing new processes, we work together to deliver exceptional value to our customers.”

Robyn has held many positions at Kennametal over the last 20 years, helping contribute to growth by successfully leading multiple product launches, process improvements and capital installations. Since assuming the position of senior staff engineer, she has worked with different cultures and has consistently demonstrated her skillset to benefit multiple plants across several business units. Robyn’s experience and knowledge have made her invaluable to Kennametal at every level, from communicating on the shop floor to reporting to executive leadership and teaching the next generation to be sound project leaders.

Robyn was recently able to mentor various program engineers from one of Kennametal’s China facilities, as they visited Germany and the United States to gain experience in manufacturing procedures. Robyn’s best practices knowledge and experience model has also been extended to help other company locations.

Robyn’s passion for manufacturing and mentoring extends into the community. She routinely hosts students interested in touring Kennametal’s manufacturing facility and takes the opportunity to promote the many benefits of a career in manufacturing. For 10 years, Robyn has served on the advisory committee for the Computer Integrated Machining program at a local community college and has provided input on safety in the machining classroom, equipment purchases and curriculum development. She also supports the program by conducting on-site assessments for the National Institute for Metalworking Skills (NIMS) program accreditation. Outside of her professional interests, Robyn is active in the local United Way and works with her church on various projects to support the local community.



★ EMERGING LEADER

Meg Zehringer

**Manufacturing Management Trainee
National Gypsum**

As a Coast Guard veteran with a degree in civil engineering, Meg is the perfect fit as a manager for maritime projects at National Gypsum. While she is still early in her career with National Gypsum, her skill, tenacity and innovation are already improving the company's handling of material logistics.

After only a few weeks with National Gypsum, Meg was named as the project engineer to help reopen an inactive plant, with a specific focus on improving the infrastructure of the dock. Meg expertly managed design issues, materials sourcing, contractor challenges and more. She also displayed hands-on engineering savvy when she identified an issue with one of the buoys; she redesigned the mechanism that would anchor the buoy so it was more effective. Meg's work has been vital in improving supply chain optimization and has resulted in significant cost savings.

In addition to her regular job duties, Meg is working to enhance a National Gypsum initiative to recruit and retain former military members. She hopes that the expanded program will encourage more veterans to consider manufacturing as a career path, when leaving the military. Meg is also working to optimize National Gypsum programs aimed at recruiting women with STEM backgrounds with the intent to greatly expand the number of women in STEM within National Gypsum. Outside of work, Meg volunteers her time to help fellow veterans, especially those transitioning from the military to civilian life. As a member of several local veterans' groups and the Coast Guard Academy Alumni Association, Meg supports veterans leaving the service with building their resumes and finding positions within companies that support veterans. Meg is always willing to offer words of encouragement and to share her own challenges in transitioning to civilian life. She says, "Leaving the service can be stressful. I want these veterans to know they are not alone, and that support is available to them." Over the summer, Meg also worked with LinkedIn and a group of veterans to create an online course called 'Grit: How Teams Persevere to Accomplish Great Goals' to help companies, especially those in manufacturing, identify the tools needed to build effective teams that are able to persevere and dig deep to accomplish collective goals.

In addition to her work with veterans, Meg has served as a STEM tutor for middle school students, helping them with engineering projects like building bridges and designing hovercrafts. Meg also acts as the primary Coast Guard Academy Admissions partner for the Charlotte area, where she works throughout the year with local congressmen/congresswomen and high school counselors to mentor and develop high value candidates, with an interest in STEM, for potential admission into the U. S. Coast Guard Academy.

"To me manufacturing means innovation. Manufacturing companies that want to stay on top of their respective markets must always find ways to maximize the efficiency of their plants, personnel and production line equipment. This drive to constantly improve processes is what drew me to the industry upon leaving the military."



Kelly Zhu

**Manager, Supply Chain Management
BorgWarner Inc.**

“Manufacturing is full of challenges and freshness in daily work. We need continuous improvement with rapidly changing technologies, costs and customer preference to stay competitive. Here we always meet diverse people and learn from each other to be better each day.”

Kelly began her career as a warehouse supervisor in BorgWarner’s plant in Ningbo City, Zhejiang, China. Since then she has taken on roles with increasing responsibilities in multiple functions. Kelly’s hard work and energy motivate everyone around her, which led to her being selected as a certified trainer in an internal program called Shop Floor Intelligence Institute - Front Line Leadership Development. Team leaders use this 14-course platform to learn the skills needed to direct and drive 5S activities, and Kelly helps train them. Kelly’s role was critical as she helped to engage different levels of people to learn from each other and apply cross-functional ideas to their current roles. At the same time as she was doing this, Kelly also completed her MBA studies at Zhejiang University.

Kelly is an exceptional role model to employees across the organization because of her strong business skills, confidence and inspirational personal story. Highly respected for her straightforward way of communicating, she is an active member of BorgWarner’s internal training program, where she focuses on providing people with training and certifications that will prepare them for careers in the automotive and manufacturing industries. Kelly is always available to mentor and is passionate about helping women, particularly young working mothers. With her words and actions, she strives to inspire and support them in balancing the demands of working and being a mother.

Kelly volunteers with a Junior Achievement program in collaboration with her plant in Ningbo. Through this program, the business and education sectors deliver innovative business and economics programs in schools from the elementary to the university level. The programs focus on three areas: work readiness, principled entrepreneurship and financial literacy. Kelly’s special interest is teaching elementary school children, and thanks to her patience and skills as a storyteller, she has inspired hundreds of young people.



Jessica Zirkelbach

**Senior Manager, Site EHSS Leader
SABIC**

Jessica has earned a reputation as a team builder in her decade at SABIC. She sees her greatest achievement, thus far, as being the time she led a team in a successful \$65 million facility refurbishment, a job that seemed almost overwhelming at the outset but that safely produced good products ahead of schedule. Not only did her team gain a huge sense of accomplishment, but their efforts paid off in SABIC's improved manufacturing operational excellence, customer experience and business results. This is typical of Jessica's work. She is known for encouraging teams to study issues and welcoming out-of-the-box thinking that creates positive disruptions in SABIC's operation. Recently promoted to a senior leadership position, Jessica is currently the EHSS Leader for SABIC's largest manufacturing facility in the America's region. She is leading initiatives to improve EHSS culture with an overall goal of driving environmental and safety to best-in-class status.

Additionally, Jessica leads SABIC's Early Career Engineering Development program (SEeD) for the America's region, where she is responsible for cultivating the company's talent pipeline for engineering capabilities. Jessica aims to increase diversity overall, including diversity of engineering disciplines and educational institutions, along with more traditional measures. She is continuing a SABIC track record of attracting female engineers to SEeD, sustaining more than 35 percent gender diversity year over year. In a previous role as a hub leader for SABIC Women's Network in Mt. Vernon, Indiana, she increased women in hourly team leadership positions by 20 percent.

Also active in her community, Jessica currently leads a Girl Scout troop where her focus is on teaching confidence and leadership. Jessica enjoys putting on science demonstrations at local elementary schools as part of the SABIC Discover Science program which impacts approximately 2500 children annually in the Evansville area. She is a founding member of the Evansville Tristate Women in Science, Technology, Engineering and Math (twiSTEM) network, whose mission is to provide professional development, networking and outreach opportunities for women already in STEM fields and to encourage others to pursue careers in STEM. By supporting women in STEM-based careers, she is not only helping individuals succeed—she is helping families and her community. Jessica is a wife and proud mom of 2 beautiful little girls.

“I love working in teams, collaborating with great people and learning from others. I love that every day brings a new challenge, allowing me to use my competitive drive to make things the best they can be for others. I love the satisfaction of accomplishment I feel when my team improves a process for others.”

Event Sponsors

Platinum Sponsors



Gold Sponsors





www.themanufacturinginstitute.org

Connect with Us

