2023
WOMEN MAKE AWARDS
PROFILE BOOK
Congratulations to the 2023 Women MAKE Awards Honorees and Emerging Leaders! On behalf of the Manufacturing Institute, I am incredibly proud to celebrate these 130 women who have been recognized by their peers for their tremendous contributions to the manufacturing industry and their communities.

Reading the profiles of Women MAKE Awards Honorees and Emerging Leaders is always a humbling experience and this year’s group is no exception. Their different backgrounds, roles and experiences showcase the broad opportunities for women in the manufacturing industry.

Each one has an impressive story to tell, with countless examples of how they are making a safer, more efficient, more connected and more sustainable world for us all. But perhaps even more impactful than their noteworthy professional achievements, each of these women are making a difference in their communities and the lives of future creators, including young women and girls who might not have otherwise pictured themselves in modern manufacturing.

The data shows: women are our largest talent opportunity. As we work together to close the gender gap in manufacturing, we are excited to welcome the 2023 Women MAKE Awards Honorees and Emerging Leaders to join the alumnae 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 making the future for us all.

We all have a role to play in ensuring gender parity. As you flip through these pages and reflect on the incredible talent within our industry, we hope you also walk away inspired to elevate and empower women in your companies and communities.

Carolyn Lee
President and Executive Director
The Manufacturing Institute
Congratulations from Trane Technologies to this Year’s Awardees!

The Manufacturing Institute's 2023 Women MAKE Awards program honors women across the manufacturing industry who have demonstrated excellence and leadership in their careers. The 2023 honorees and emerging leaders represent the best in manufacturing and reaffirms the industry's strong future.

While these women’s backgrounds and career experiences are diverse, they share a common bond – their commitment to inspire others through their leadership, hard work and dedication to promoting STEM opportunities for women. The Women MAKE Awards’ honorees and emerging leaders – past, present and future – will help lead the way as role models, mentors and industry ambassadors for the diverse and rewarding career opportunities available in modern manufacturing.

This year’s honorees and emerging leaders have consistently pushed the boundaries, and their contributions embody the ingenuity that enables our industry to thrive. This prestigious recognition is just the beginning for these talented leaders. I look forward to seeing these women continue to positively impact manufacturing and our world.

On behalf of Trane Technologies, congratulations to the 2023 Women MAKE class!

Dave Regnery
Chair and CEO
Trane Technologies
Sarah Abrego
Homa Akbarian
María Aleman
Antiquea Allen
Amy AlSahsah
Molli Andor
Lynda Arnett
Heidi Balestrieri
Fiona Bell
Madison Benson
Mindy Berrey
Rhonda Bott
Erin Bowers
Dezarae Brooks
Kayla Brown
Jessica Buck
Sara Burdak, Au.D.
Andrea Caceres
Xia (Carol) Cai
Shelly Cantrell
Leslie Cantu
Jennifer Carroll-McMillion
Maria Cristina Chaidez Navar
Jennifer Childs
Brenda Clarke
Megan Cooney
Jodi Cooper
Nicole Crews
Jaelene Cumba
Carolyn Curran
Lindsey Daniels
Guelsener Demirel

Celanese
Johnson & Johnson
SABIC
AGCO Corporation
Smithfield Foods
Greene Tweed
Ford Motor Company
Exxel Outdoors
Sentry Equipment
Novelis
Pella Corporation
Land O’Lakes, Inc.
The Procter & Gamble Company
Cleveland-Cliffs
Ingredion Inc.
Libbey Glass LLC
Toyota Motor North America
Starkey
O-I Glass, Inc.
BorgWarner Inc.
Kimberly-Clark Corporation
Toyotetsu Texas, Inc
McCormick & Company
Zebra Technologies
Ingalls Shipbuilding, a division of HII
ITAC
Northrop Grumman
ABB
Swagelok Company
The Boeing Company
Materion Corporation
BASF Corporation
3M

Aine Denari
Rozena Dendy
Angela Dodd
Lisa Donnell
Garland Dughie
Carol Easley
Lisa Elliott
Deborah Erzen
Zoe Espinosa
Jill Evanko
Rachael Fiala
Leslie Ann Field
Jennifer Garcia
Christine Garramone
Ana Girardot
Amanda Goetze
Ilse Gonzalez
Mayda Graulau-Santiago
Kimbra Gunselman
Jesi Hall
Jennifer Hamann
Deleria Hammond
Danyal Harris
Wendy Harris
Zöe Hastert
Erika Hernandez

Brunswick Corporation
ExxonMobil Corporation
International Paper
Dow Inc.
Lucid Motors
BASF Corporation
Spirit AeroSystems
BWX Technologies, Inc.
Nike Air Manufacturing Innovation
Chart Industries
ExxonMobil Corporation
Siemens
Hydro Extrusion North America
Toyota Motor North America
Dow Inc.
Boston Scientific Corporation
Abbott
Eaton Corporation
MasterBrand Cabinets
Schweitzer Engineering Laboratories
Union Pacific Railroad
General Motors
Libbey Glass LLC
American Woodmark Corporation
Johnson Controls
Hill’s Pet Nutrition, a subsidiary of Colgate-Palmolive
General Motors
Eastman Chemical Company
Pentair
Intel Corporation
Covestro LLC
nVent
Rockwell Automation
Hallmark Cards, Inc.

* Indicates an Emerging Leader
Molly LeBlanc
Lucy Lee
Jodi Lindow
Rose Luvaas
Sarah-Jane Lynn
Cara Madzy
Emery Magee
Emma Marcone
Christine Marvin
Melissa McTavish
Lindsay Michalski
Kalie Miera
Justina Molina
Jenny Nail
Vinitha Nalla
Lucia Nevarez
Tanya Nigam
Kiára Nováková
Koyinsola Olorode
Samantha Ortiz
Jeanice Padilla
Jenny Paige
Hannah Pearl
Jeannette Pellot
Samantha Petersburg
Laura Phillips
Cheryl Pinkerton
Ingrid Redmon
Sofia Reising
Melissa Rhinehart
Leigh Ann Richardson
Heather Richins
Shannon Rothrock
Summer Saiedi
Shari Saxon-Black
Brandy Schall
LP Building Solutions
Dover Corporation
Cornerstone Building Brands
LyondellBasell
Johnson & Johnson
BASF Corporation
Ashley Furniture Industries, LLC
Siemens Energy
Marvin
Harley-Davidson, Inc.
Dow Inc.
3M
Covercraft Industries, LLC
Oldcastle APG, a CRH Company
Trane Technologies
Ecolab Inc.
The Procter & Gamble Company
Griffith Foods
Phoenix Contact
Chevron Phillips Chemical Company
The Goodyear Tire & Rubber Company
DENSO
Honeywell
Sukup Manufacturing Co.
Pella Corporation
Arconic
Shaw Industries Group, Inc.
Panduit Corporation
Nike Air Manufacturing Innovation
Koppers Inc.
Fresenius Medical Care North America
IBM
Ball Aerospace
National Gypsum Company
Ovintiv USA Inc.
Angel Seabold
Annie Sebastien
Madison Seifert
Alison Seward
Lindsey Shahan
Ariel Shasko
Cathryn Shaw Reid
Maura Smith
Jalyn Smith
Ashley Southwick
Cathy Staelgraeve
Kathleen Szczesniak
Viktoria Tabeleva
Amanda Taylor
Chelsea Terhune
Emily Thomas
Melinda Thompson
Kiomarys Toro
Rashmi Vadilakonda
Katherine Van Strander
Lisa Vanierberghe
Camille Vicencio
Cheryl Vlach
Kaitlin Weston
Kim Woehrle
Kim Woods
Whirlpool Corporation
Pfizer
Kohler Co.
GE Appliances, a Haier company
The Sherwin-Williams Company
Kemnematel Inc.
Bristol Myers Squibb
Toyota Motor North America
GE Aerospace
Owens Corning
General Motors
The Sherwin-Williams Company
Oldcastle BuildingEnvelope
Merck & Co., Inc.
Anheuser-Busch
Emerson
Cornerstone Building Brands
Pratt & Whitney
Trane Technologies
Samsung Austin Semiconductor
Molson Coors Beverage Company
Henkel Corporation
Panduit Corporation
Saint-Gobain/CertainTeed
Arconic
Phoenix Packaging
Sarah stands out as a leader in energy optimization at Celanese, where she focuses on balancing steam systems to minimize energy usage. Combining her technical expertise with a hands-on approach in the field, she has catalyzed inspiring progress within the company. Notably, she led an energy optimization program that the American Chemistry Council honored as one of only 10 national energy efficiency programs to earn recognition for exceptional merit.

Mentoring the next generation of engineers is never far from Sarah's mind, and this passion is evident in her role as a leader in Celanese’s technology training programs. Despite COVID-19 pandemic challenges, she succeeded in outlining developmental activities and training milestones for rising engineers over the first three years of their professional work, resulting in highly productive junior engineers. Moreover, Sarah's dedication to developing a culture of support and collaboration resulted in the expansion of her team to 60% female and 60% minority representation.

Within her community, Sarah's leadership skills produce results just as they do in her work. As a long-term group leader within her local church, she mentors youth ranging from pre-K through high school and has served on the strategic leadership team, employing her same proven ability to develop vision, select deliverables and organize volunteers. She regularly served with Meals on Wheels through the Celanese Foundation to deliver meals to local homebound neighbors, and she volunteers at local area schools within their music and fine arts programs. Sarah truly embodies the Celanese core value of community through her focus on community and schools.

Sarah has emerged as a shining example of an essential leader to rely on in a crisis, using her influence to empower others and pave the way for them to achieve success of their own.

“I am proud to be a woman in the manufacturing industry because I enjoy working with people from a variety of backgrounds and skill sets to solve problems and improve our production. Using engineering principles and calculations to explain observations and predict outcomes while thinking creatively toward innovative solutions is exciting and rewarding.”

Sarah Abrego
Chemical Engineer, Senior Principal Engineer—Process Technology Group
Celanese

“I am proud to be a woman in the manufacturing industry because I enjoy working with people from a variety of backgrounds and skill sets to solve problems and improve our production. Using engineering principles and calculations to explain observations and predict outcomes while thinking creatively toward innovative solutions is exciting and rewarding.”
An unparalleled understanding of engineering and technology coupled with a passion for mentoring and fostering the young women of tomorrow are just a few things that are shaping Homa’s legacy.

Within her medical technology role at Johnson & Johnson, she has served as leader of the product management and the automation team for the cardiovascular business. Here, she has been instrumental in leading the company’s significant transformation by creating a culture that drives innovation and is not satisfied with the status quo.

Homa’s accomplishments have helped enable differentiated innovation for Johnson & Johnson platforms and their customers. To date, she has successfully filed 37 patents and issued another 10 on behalf of the company. Homa also has published nine peer-reviewed papers in scientific journals, positioning herself as a subject matter expert in the field.

Beyond her impressive technical background, Homa has demonstrated a natural passion for fostering and developing the next generation of talent—particularly young women. She has worked throughout her career to deliberately increase female representation and talent within the engineering field. An active member of the Women Leadership Initiative employee resource group within Johnson & Johnson for more than 11 years, Homa remains a crucial part of the sponsorship program, where she coaches several talented young women.

For the past five years, Homa has championed the Johnson & Johnson Woman in Science, Technology, Math, Manufacturing and Design program for California Institute of Technology. She has partnered with Caltech to develop high-impact strategies to increase the number of women enrolling in and graduating with WiSTEM-2D degrees.

As an immigrant woman, Homa has thrived in the STEM field, obtaining a graduate-level education and successfully evolving on her personal and professional journey, positioning herself as a role model and beacon of talent, continuous learning and leadership.

“I am proud to be a woman in the manufacturing industry because we manufacture life-saving products to make a difference in patients’ health and their quality of life.”
“I am proud to be a woman in the manufacturing industry because it means that gender does not limit one’s ability to succeed in a male-dominated field, and diversity in the workplace leads to better decision-making and innovation.”

Lubna, the first Saudi woman engineer to join SABIC, is not only a leader and innovator in her industry, she also is a mentor and role model for those who follow in her footsteps. After graduating from the University of Alabama with a degree in chemical engineering, Lubna joined SABIC in 2015 as a full-time employee through the early engineering development program. Prior to this, she was an intern at the Burkville, Alabama, site. As a senior project engineer, Lubna has led and executed more than 40 capital improvement projects at various manufacturing sites across the regions of the Americas. With high drive and a keen attention to detail, Lubna finds innovative solutions to engineering problems and delivers projects that enhance the safety of systems, improve ergonomics for the operations staff, increase production capacity and extend the life of manufacturing assets.

In pursuit of continuous improvement, Lubna set out to become a certified process hazard analysis facilitator to lead the risk management program in the AMR. As the AMR risk management leader, she facilitated 11 risk workshops, enabling project teams to proactively identify internal and external threats and opportunities and develop the appropriate response plans.

Lubna freely lends her time, knowledge and expertise to mentor other women engineers at SABIC and beyond. In addition to serving as a leader within the SABIC Women’s Network, she has worked with the Society of Women Engineers chapter of Rensselaer Polytechnic Institute to host a campus-wide workshop on microaggressions and unconscious bias.

Lubna’s leadership can also be seen within her community. When the COVID-19 pandemic hit, Lubna stepped up to co-establish a program with Nurture Life to deliver nutritious meals to frontline workers and their families. In addition to serving as a volunteer with Junior Achievement, Lubna has been a guest speaker at a local high school and participated in a program to deliver essential school supplies to underprivileged students through the Ravena-Coeymans-Selkirk school district.
A tremendous teammate and champion of safety initiatives, Maria is a production supervisor for lasers in fabrication at one of AGCO’s farm equipment manufacturing sites. Her leadership was integral when the AGCO Hesston site set a new standard for material stack height in support of a safer work environment. Maria quickly led her team in addressing the issue by rearranging a large outside storage area to meet the standard. Not only did Maria lead her team in addressing the issue, but she also kept the area in compliance thereafter—a testament to her leadership in safety.

Maria learned the intricacies of production from the ground up, having begun her journey at AGCO as a material handler on the production floor and quickly working her way up to production supervisor. This perspective has not only given her a rich understanding of production, but also a unique understanding of the challenges and opportunities facing those she leads. Fostering the next generation of female talent is a passion of Maria’s, and she has become a valuable mentor and confidante to young women in her industry.

Within her community, Maria is dedicated to making a difference in the lives of others through her regular volunteer work and support of the unhoused through St. Paul’s Lutheran Church in Wichita, Kansas, as well as her work with a ministry supporting older adults through her church. Maria’s view of commitment and her humble view of service drive her to dutifully help the underserved within her community and help her serve as a role model for family. Giving back is important to Maria, and she is often the first one to lead the way when assistance is needed.

In the midst of even the most demanding of circumstances, Maria is the first to be part of the solution, and her colleagues look to her for guidance and answers to challenges.

“I am proud to be a woman in the manufacturing industry because it provides further opportunities for women in a demanding, opportunistic workforce that impacts all aspects of life. Furthermore, it allows women of color to be recognized in an area previously unrepresented.”

Maria Aleman
Production Supervisor
AGCO Corporation
Antiquea Allen
Assistant Plant Manager
Smithfield Foods

“I am proud to be a woman in the manufacturing industry because manufacturing provides me the opportunity to serve as a leader in a space that has traditionally been underrepresented by women, which gives me immense pleasure. I know that I am giving other women the opportunity to see themselves in a career that they may have only dreamed about. The leadership, creativity and problem solving required in manufacturing allows me to showcase my expertise while simultaneously inspiring others.”

Antiquea is passionate about learning and sharing knowledge. Beginning her career as an accounting clerk at Smithfield Foods, Antiquea worked tirelessly to learn the financial aspects of the company and now serves as an assistant plant manager. Drawing on her previous experiences, Antiquea works to ensure Smithfield Foods delivers high-quality protein to meet growing global demand while also promoting a healthy team culture of collaboration and support. Antiquea goes above and beyond to uphold Smithfield Foods’ commitment to responsibility by supporting education, mentorship and workplace diversity.

With the distinct ability to take complex concepts and transform them into digestible communications, Antiquea is a proven leader who has been integral in supporting operational efficiency. Antiquea keenly upholds Smithfield Foods’ culture of innovation to promote sustainable, efficient and successful manufacturing operations. For example, Antiquea led the Bacon Quality Improvement Plan, which focused on improving raw belly quality. The project established best practices for bacon processing and resulted in a 2% bacon yield improvement.

Focused on ensuring that the industry remains in good hands, Antiquea stepped out of her comfort zone to mentor rising college juniors and seniors with an interest in manufacturing. Antiquea has also mentored several Career Foundation candidates within the company and countless other female leaders through the Achieve Mentorship program. Antiquea saw a need to develop a support network for underrepresented talent and became a founding member of the Black Professional Network, which is focused on attracting and promoting Black, African and African American leaders.

Antiquea’s drive to help others extends well beyond her industry. Through Smithfield’s Black Professional Network, she recently participated in the Mayflower Marathon, where she collected food donations for the Peninsula Food Bank. Passionate about supporting others, Antiquea considers it a privilege to give back to the local communities where she lives and works.
With women like Amy leading the way, Greene Tweed can expect a very bright future. Since joining the global manufacturer of high-performance thermoplastics, composites and engineered components a decade ago, Amy has demonstrated an unparalleled commitment to quality, growth and leadership. She achieved her Six Sigma Black Belt in 2001 and became a Master Black Belt in 2007.

Prior to serving in her current role as value stream manager, Amy worked in quality where she was integral to the success of many initiatives ranging from scrap reduction to response time reduction for quality complaints. In addition to holding lean manufacturing and leadership certifications, Amy is a certified quality engineer and certified quality auditor. With the goal of achieving zero defects, Amy has maintained an unwavering commitment to quality and excellence throughout her career.

As a proud member of Greene Tweed’s inclusion and diversity team, Amy has been a tireless advocate for women both inside and outside the workplace. Whether she’s shining a light on career paths available to women in engineering by speaking to local students or acting as a mentor to emerging female engineers, Amy aims to develop and advance the next generation of industry leaders.

Amy also actively participates in the Society of Women Engineers through the Lafayette College alumni program, as well as through the national SWE network, where she serves as a mentor. Amy’s dedication to making a difference can also be seen through the ongoing STEM support she provides to youth of all ages. At a local mosque, Amy provided a four-week STEM class for children ages six to 13, encouraging females to blaze their own trails for a promising future. Whether it’s at Greene Tweed or within her community, Amy is always finding ways to inspire and elevate those around her.

“I am proud to be a woman in the manufacturing industry because women are contributing at high levels, from the shop floor to the C-suite. From Rosie the Riveter until 2023, women have ‘filled the gap’ and stepped up to do what is necessary to keep society functioning with excellence and grace.”
“I am proud to be a woman in the manufacturing industry because I’m choosing to follow my passion for engineering above all societal influences. My passion for engineering and manufacturing has been a key driver in my perseverance and growth in the field. I’m proud that I’m doing what I love and leading as inspiration for others.”

With a fierce dedication to bettering her community and lifting up future generations of female talent, Molli continuously strives for more. As a lead powertrain manufacturing engineer at Ford Motor Company, she leads the implementation of new and modified assembly processes for the nano engine in Lima, Ohio. In this role, she has been responsible for launching several engine programs, including the F-150 and Bronco variants.

Throughout her career, Molli’s achievements and contributions have highlighted her strong technical leadership and ability to devise effective solutions for complex problems. Most notably, in 2021, Molli successfully co-led a team to design an ergonomic assist tool for water pump installation. She was subsequently honored with the 2021 Ford President’s Health & Safety Award for North American Ergonomic Innovation for her team’s achievement.

Inspiring women to achieve their full potential has always been one of Molli’s top priorities. She currently sits on the steering committee for the Women of Ford Manufacturing Engineering chapter to help shape initiatives that support women in manufacturing, and she has been a strong proponent of the Women at Ford employee resource group to support women companywide.

Molli’s leadership and passion for others have drawn her to serve her community through programs like science, technology, engineering, arts and mathematics outreach and the Society of Women Engineers Detroit. Beyond her community outreach, Molli was selected to participate in Ford’s prestigious Thirty Under 30 program, a philanthropic initiative that involves employees applying design thinking towards the development of innovative solutions for the needs of local non-profits. Molli’s team was paired with First Step, a shelter for survivors of domestic violence, and developed a partnership plan with Airbnb to provide temporary housing for survivors. Her team’s commitment to First Step has extended beyond the program and continues to impact its mission.

Molli’s determination to shape the future of manufacturing, advocate for women, and embolden future engineers is an inspiration to all within the field.
In an industry where women managers are scarce, Lynda shines as a true leader—while also helping others do the same. As a manager at Exxel Outdoors, a leading global provider of outdoor recreational and military gear, Lynda champions women’s advancement and has contributed significantly to the company’s success. For example, when Exxel’s U.S. sleeping bag factory was threatened with a permanent shutdown, Lynda traveled to Washington, D.C., to advocate for a crucial change to the U.S. generalized system of preferences trade program before the Department of Commerce, the Office of the U.S. Trade Representative and Congress. Working on a team from Exxel, her efforts resulted in USTR granting a petition that created a more level playing field for U.S. sleeping bag production, saving the plant from permanent closure.

Aware of the training, stable hours, strong benefits and advancement opportunities available to women at Exxel, Lynda promotes manufacturing as a bright career path for the next generation of female talent. Passionate about increasing women’s workplace confidence, Lynda empowers her colleagues when facing frustration during production tasks. As a mentor, Lynda uses her self-created “second vision” technique with her female co-workers to show them they can succeed in their roles. Lynda has also been integral in recruiting untrained workers from other industries as well as single moms reentering the workforce. In addition, Lynda was key in obtaining and administering a training program grant sponsored by Workforce Solutions of Alabama’s Bevill State Community College.

Within her local community in Alabama, Lynda established the Drew Arnett Memorial Scholarship Fund—a cause that could not be closer to her heart. Created to honor the memory of her son Drew, a U.S. Air Force airman who died tragically in a 2009 auto accident at age 19, the fund awards a significant scholarship each year to an outstanding senior from Drew’s alma mater, Phillips High School. In addition, Lynda leads the Annual Drew Arnett Memorial Softball Tournament to motivate local youth—past, present and future—to reach higher and continue their advanced education.

“I am proud to be a woman in the manufacturing industry because I’m showing doubters two sides of success: Women are rising up in manufacturing roles, and quality, affordable products are being made in the USA! So, when anyone says ‘it can’t be done,’ I am here to prove otherwise!”
Heidi embodies the characteristics and spirit of what it takes to be not only an engineer, but also an effective and unpretentious leader.

As director of engineering at Sentry Equipment, a world leader in equipment for the sampling of steam, water, gas, liquid, slurry and bulk solids, Heidi has led several cost reduction initiatives and offered creative solutions to solve manufacturing and warranty issues in fast-paced, deadline-driven environments. By reviewing operations and engineering metrics, Heidi works to identify patterns that lead to opportunities for significant and ongoing improvements. With an energetic, take-charge attitude, Heidi combines her unmatched expertise and experience to support and develop the company’s long-term engineering vision. She has been vital to many product improvements, including engineering redesigns to improve manufacturability of the bulk solid product line and an improved internal data process flow for low-emission, closed-loop gas and liquid sampling systems.

Known as a true change-maker, Heidi has worked tirelessly and selflessly to elevate women in her field. Her passion for supporting youth and women in STEM can be seen within the walls of Sentry Equipment and in her community. A powerful advocate for learning, Heidi freely lends her time to partner with STEM-related organizations to inspire the next generation of learners, leaders and out-of-the-box thinkers.

In addition to holding leadership positions with her local chapter of the Society of Women Engineers, Heidi has volunteered with Girls in Engineering, Mathematics and Science. As a result of Heidi’s leadership, Sentry Equipment has increased the onboarding of female engineers in full-time, internship and entry-level positions.

Recognized as part of BizTime Media’s 2022 class of Notable Women in Manufacturing, Heidi’s impact has been felt throughout Sentry Equipment and the industry. Committed to creating an inclusive environment for women in engineering, Heidi has established social and professional networks of support—all while rising to achieve her own goals and career ambitions.

“**I am proud to be a woman in the manufacturing industry because**
I add a diverse perspective to the design process from concept to finished product, and I inspire and advocate other women to do the same, working towards a better world for everyone.”
Fiona is a tireless advocate and creative leader inside and outside her role as North America’s director of communications and government affairs at Novelis. Within her position, she has been instrumental in the development and announcement of innovative new plants within communities, including a $2.5 billion investment in the first fully integrated U.S.-based aluminum mill in 40 years. Fiona ensures the company’s voice is heard on key issues such as increasing recycling within several states and through her engagement with the Aluminum Association, an industry trade group. Fiona is also a board member for the Georgia Recycling Coalition, a nonprofit that promotes and enhances waste reduction and recycling programs throughout the state of Georgia. In addition, she and her team lead internal communication for the North American manufacturing workforce, keeping them informed and engaged.

Fiona played a crucial role in the establishment of Novelis’ first employee resource group, Women in Novelis, which seeks to engage, retain and develop women in alignment with Novelis’ business priorities. As a leader for WiN, she partnered with others to successfully advocate for parental leave for mothers and fathers at Novelis, expanded uniform options and improved facilities inside the plants. She continues to be a leader for other women at every turn, mentoring others within her organization and community.

In 2019, as part of the Atlanta Women’s Foundation Inspire Atlanta Cohort, whose mission is to be a catalyst for change in the lives of women and girls, Fiona raised nearly $34,000—more than anyone else in her cohort. As a result, Fiona was asked to join AWF’s board of directors, where she continues to help women and girls break out of poverty through critical support like mental health care, career counseling, entrepreneurial grants and childcare assistance.

As Novelis continues to grow and impact the world around it, Fiona’s leadership, innovation and drive for inclusion will undoubtedly pave the way for the next generation of female talent in manufacturing.

“I am proud to be a woman in the manufacturing industry because I have an incredible opportunity to learn from, influence and lead others to help make my company, industry and community better.”

Fiona Bell
Director, Communications and Government Affairs, North America
Novelis
Under Madison’s leadership, productivity levels at Pella Corporation’s Macomb plant have soared. As a production manager working third shift, Madison oversees more than 200 team members producing vinyl windows. Her leadership was instrumental in a major wood-to-vinyl transition at the plant that led to outstanding growth for the organization. The project, which created some 150 jobs, involved integrating more than 100 pieces of new equipment. Taking the lead in training development plans and training initiatives for new team members in their new roles in the vinyl product process, Madison worked to ensure the wood-to-vinyl transition was completed ahead of schedule and on budget—while also enabling year-over-year growth. Because of her leadership, Madison was chosen to play a key role in developing managerial onboarding and the sharing of business best practices during launching stages of one of Pella’s newest plants in Reidsville, North Carolina.

Madison has a gift for connecting with her team and making sure each person knows their contributions are valued. With compassion and integrity, she exemplifies servant leadership. Dedicated to supporting female talent at Pella, Madison has become a personal mentor to one of her female colleagues, meeting with her regularly to develop one-year and five-year plans. Encouraging others to view their work at Pella as a career—and not just a job—Madison takes time to help others consider their own development. She also advocates for Pella’s continuous improvement ambassador program.

When Madison earned her undergraduate degree from Illinois College, she was a first-generation student-athlete from a low-income background. Madison acts as a one-on-one mentor to athletes, providing insight on balancing academics and athletics, while managing stress. Recognizing the importance of providing personal, social and career support to students walking a similar path, she now serves as a mentor within her alma mater’s TRIO Student Services Program—an initiative that remains very close to her.

“I am proud to be a woman in the manufacturing industry because I take pride in being part of a movement that enables women from all walks of life to challenge societal norms by being bold and competitive in leadership roles within nontraditional professions. Identifying talent, building confidence and inspiring one another to accept this challenge have been the most rewarding aspects of leadership.”
Mindy is an innovative leader who is known for her ability to develop and execute complex plans that create meaningful solutions. As senior director of sales, Global Dairy Ingredients, Mindy led one of the company’s most innovative and operationally challenging projects that Land O’Lakes has supported within the milk powders product category since 2010. To do this, she worked alongside cross-functional partners to leverage the engagement of a small group of dairy member owners to test, segregate and genetically verify a stream of fluid milk that could be collected, pooled and dried into a milk powder—without losing the original verified genetic identity. In addition to meeting an unmet need in the global marketplace, the solution generated sustainable financial return to Land O’ Lakes’ dairy members.

Beyond her ability to bring people together to deliver meaningful customer solutions, Mindy has a gift for building highly effective team members. With a natural interest in teaching and developing others, she has facilitated an organic pipeline of talent at Land O’ Lakes—sharing her experience and knowledge freely. In honor of Women’s History Month, Mindy was recognized for the positive impact she’s had on the organization, where she consistently prioritizes the people and teams around her. In addition, Mindy’s unwavering spirit and personal drive are incredibly motivating to all who engage with her.

Mindy’s impact extends beyond Land O’ Lakes and can be felt throughout the U.S. dairy industry, where she has served on the executive board of directors for the American Dairy Products Institute for more than six years. As vice chair, she drove efforts to prioritize talent recruitment and engagement with academic institutions and universities. Assuming the role of chairperson in 2023, Mindy is the first woman to be appointed to the position in the organization’s 100-year history.

“I am proud to be a woman in the manufacturing industry because of the innumerable opportunities to collaborate with and learn from others with incredibly diverse backgrounds, perspectives and experiences.”
Rhonda Bott
North America Fabric Care Manufacturing Capability Leader
The Procter & Gamble Company

“I am proud to be a woman in the manufacturing industry because I like to feel fulfilled every day and challenge myself to think differently. Manufacturing offers opportunities among a wide variety of career paths as well as leadership opportunities to continue to grow, learn and pay it forward to our next generation of upcoming manufacturing women.”

Rhonda is responsible for coaching all of Procter & Gamble’s North America Fabric Care plants on operational excellence. Holding 40% of P&G’s total global business, North America Fabric Care is the company’s largest and most influential business unit globally. Since joining P&G, Rhonda has held positions within various P&G business units including pet food, oral care, grooming, laundry and liquid fabric enhancers (Downy). While serving as an operations manager, Rhonda was one of the first people across P&G to complete her personal qualification on the company’s integrated work systems. Also a global leader for the Loss Elimination and Autonomous Maintenance Work Processes Corporate Network, Rhonda has coached sites across the country on critically important processes and systems. Following her operations manager assignment, Rhonda was selected to serve as a manufacturing capability leader, focusing her in-depth knowledge and capability to support five P&G manufacturing sites.

Rhonda physically travels to each plant regularly to assess, coach and develop capability and talents across North America. In addition to coaching five plant managers, Rhonda is a mentor to younger female managers in operations—many of whom have advanced within the company thanks to her support and guidance. With a passion for supporting and mentoring women in the organization, Rhonda is a role model for the next generation of leaders in manufacturing.

Rhonda is also passionate about giving back to her community—especially in Maysville and Mayfield, Kentucky, where she supports several local causes that are close to her heart. Since being appointed an Honorable Kentucky Colonel by former Governor Paul Patton in 2002, her commitment to her community has only gotten stronger. When western Kentucky was hit by devastating tornadoes in 2021, Rhonda traveled to Mayfield to support P&G’s cleanup efforts, donations of personal care products and mobilize Tide “Loads of Hope” deployment to the area. Additionally, Rhonda has been a sponsor for P&G’s Native American affinity network.
Throughout her time at Cleveland-Cliffs, North America’s largest flat-rolled steel producer and supplier of iron ore pellets, Erin has stepped up to take on many challenging opportunities. After joining the company as a summer intern, Erin was hired as part of the technical team, where she was involved in a number of key projects, trials and feasibility studies at several of Cleveland-Cliffs’ operations.

In her current role as a process engineer at the Tilden Mine, Erin is responsible for an iron ore concentration process that serves as feedstock for steel production. She has played a key role in a number of projects, including the installation of a system to expand by 50% year-round the available inventory of one of Cleveland-Cliffs’ most critical chemicals. Erin was also recently involved in the installation, commissioning and operational integration of new high-pressure grinding rolls and associated circuit—a multimillion-dollar capital project that’s critical to the continued success of the company’s operation.

In challenging times, Erin displays the confidence and humility of a true leader. As a mentor, Erin helped an early-career female engineer develop skills in testing procedures, data analysis and problem solving. To encourage women to join the manufacturing industry, she helped facilitate a tour of the Tilden Mine facility for the Project: Accelerate! initiative. With great enthusiasm for her work, Erin is both an example for others and an advocate for the mining, steel and manufacturing industries.

Also a positive role model within her community, Erin aims to instill self-confidence in children through her contributions to Wigs For Kids—a nonprofit that helps children suffering from hair loss stemming from chemotherapy, radiation therapy, alopecia, trichotillomania, burns and other medical causes. Having provided both monetary and hair donations, Erin hopes to help children regain confidence and feel comfort during life-changing situations.

“I am proud to be a woman in the manufacturing industry because women in the manufacturing industry are rare. Specifically, in mining, the shortage of women is even more prominent. I’m proud to be part of this select group that is working to pave the way for future female leaders and engineers.”
Dezarae joined Ingredion in 2008 as a microbiologist and chemist supporting finished and in-process testing for all goods manufactured at the Bedford Park (Argo) facility in Summit, Illinois. Her roles over the past 14 years involved responsibilities in quality, which included working with customers by facilitating various audits. In this role, she ensured that ISO/food safety and pharmaceutical guidelines were being maintained. She also managed the document control, management of change and non-conformance program.

In 2018, she became the lead for three analytical chemistry labs, ensuring that product was tested in a timely manner with no delay to customers and that all product passed quality specification tests. She further monitored the incoming corn supply by overseeing the mycotoxin program to ensure low levels of aflatoxin, vomitoxin and zearalenone are tested on co-product’s material.

In 2022, she was promoted to senior quality customer engineer for global key accounts. In this role, she oversees specifications for global customers to ensure alignment on growing and changing requirements. She also maintains various internal and external customer portals to include site assessments and customer audits for all regions. She works alongside the global quality management and global sales team to provide the best results for the customer.

Dezarae spends her weekends working as a program director for a nonprofit organization called Girls 4 Science, which helps young girls ages 10 to 18 in the Chicagoland and suburban area gain knowledge about STEM careers. She has been with Girls 4 Science for more than eight years.

She also works as co-lead and a project manager for the Alliance of Black Employees, a business resource group focused on career development and retaining talent.

“I am proud to be a woman in the manufacturing industry because from the start of my career, I have worked alongside women who mentored me and helped me become the woman I am today. In a male-dominated field, I always worked with women leaders who didn’t let the status quo stop them from achieving their goals. I took that to mean ‘the sky’s the limit’ and I could reach whatever goals I set for myself: To learn, grow and lead by example; to follow in the footsteps of the leaders that I admired early on in my career; to never give up and not be afraid to ask questions.”
Key female leader who provides a voice to the future of Toledo’s region, Kayla leads global manufacturing projects across Libbey Glass LLC. Her rich background in manufacturing and engineering has been instrumental in ensuring that projects are completed on time and within budget.

Kayla joined the Libbey team as an intern, working her way up and devoting time inside and outside of work to learn the science and art behind the manufacturing process. She has continued to prove herself as an invaluable asset to Libbey, helping her company to create lean and more efficient manufacturing processes. With strong attention to detail, concise writing skills and effective time management, Kayla has been responsible for more than $9 million in capital projects during her time at Libbey.

With her positive mindset and love for life, it’s no surprise that Kayla finds true fulfillment in serving and mentoring others. As a young female in the manufacturing industry, she is passionate about giving young junior-level contributors a platform for growth and development. She is an active participant in the Engaging People, Inspiring Change organization, which boasts the largest young professional network in the Toledo, Ohio, region, developing future business community leaders.

Her leadership skills have grown to serve her community as well, leading her to volunteer with her local church and the Women MAKE Mentorship Program to prepare and inspire young women. Her background and experiences are undoubtedly working to spur the next generation of leaders within the field. She is also a dutiful servant of her church’s children’s ministry, curating diverse and creative children’s interests and applying them to the complexities and interconnections of religion. Like her service to her work, Kayla serves her community with love and devotion.

“I am proud to be a woman in the manufacturing industry because we are still a minority in the industry, but there are so many opportunities for women to provide great impact in manufacturing if given the chance. This is an industry that America depends on, and we need women to be involved to continue this industry into the future.”
Jess is a passionate and innovative senior vehicle dynamics engineer who has taken ownership of her career at the Toyota Motor North America offices. As a senior engineer at Toyota, Jess oversees development of the ride and handling performance of the next-generation Tacoma. In this position, she provided input from the ride and handling function for a first-of-its-kind, confidential seat technology that required the development of five all-new ride and handling target-setting methods and evaluation roles. Because of her efforts, Toyota is moving forward with the new technology to enhance customer driving experiences.

Jess has made an impact at Toyota and beyond through her involvement in Women Influencing and Impacting Toyota, one of TMNA’s business partnering groups. As a member of the group’s committee from 2019 to 2022, she led annual events focused on topics ranging from career and leadership skill development to design innovation, mentoring and engaging with local middle school students. Passionate about mentoring others, Jess freely lends her time to speak with new team members and co-ops during the onboarding process, providing perspective on career growth and building strong networks through business partner group engagement. In addition, Jess represented TMNA research and development in the 2021 Rebelle Rally, an eight-day analog navigation rally through various terrains in California and Nevada.

While growing her career within Toyota, Jess has not forgotten her community. She volunteers as a grief facilitator for Ele’s Place, a local healing center and a place for grieving children, teens, young adults and their families. Reflecting on her experience of losing her grandfather, she has been able to comfort more than 50 children who have gone through similar experiences. Through this important work, Jess has had an incredible impact on the children she’s counseled, their families and their communities.

“I am proud to be a woman in the manufacturing industry because I believe we are making a difference for younger girls and women who are learning what is possible, what excites them and where they can find careers in that intersection.”

Jessica Buck
Senior Vehicle Dynamics Engineer
Toyota Motor North America
By bringing her clinical and educational background to the manufacturing space, Sara works to ensure that Starkey hearing aids improve the lives of those living with hearing loss. Having struggled with ear infections as a child, Sara’s interest in hearing health was ignited when she discovered how a career in the hearing aid manufacturing industry provides the perfect blend of science, technology, education and caring service to others.

As chief audiology officer and executive vice president of product strategy at Starkey, the largest American-owned hearing aid manufacturer in the world, Sara was an integral part of the research, development and launch strategy for the company’s latest and most innovative line of hearing aids to date: Genesis AI. Completely reimagined from the inside out, Genesis AI marks a new beginning for the hearing industry, featuring an all-new processor, all-new sound, all-new industrial design, all-new fitting software and all-new patient experience. Sara’s team educates thousands of hearing professionals on an annual basis to ensure they are able to achieve the best results when connecting their patients to better hearing.

Within Starkey, Sara has very high team engagement and dedicated team members, which is no surprise, considering her ability to lead thoughtfully and effectively. Overseeing a team of leaders who are predominantly female, Sara proactively supports the professional growth of women in her industry. Also passionate about supporting audiology students, she works to provide soon-to-be audiologists with the chance to hear from industry experts and learn outside of the classroom through a host of Starkey University student initiatives.

By leading Starkey’s partnership with the Department of Veterans Affairs, Sara has helped thousands of veterans receive the most advanced hearing technology available through the VA. A well-known leader across the hearing industry, Sara has participated in and worked alongside numerous organizations, including the Hearing Loss Association of America and the American Academy of Audiology. In addition, Sara volunteers within Starkey’s corporate social responsibility program, Starkey Cares.

“I am proud to be a woman in the manufacturing industry because I am not only able to support the professional growth of women in our industry, but also give the gift of better hearing.”

Sara Burdak, Au.D.
Chief Audiology Officer and Executive Vice President of Product Strategy
Starkey
“I am proud to be a woman in the manufacturing industry because manufacturing has always fascinated me. It is an area with a high degree of dynamism and creativity, and I feel very proud to be able to produce glass containers that have a positive impact on the health of consumers as well as the sustainability of the planet.”

Andrea is a leader of many firsts who has shattered ceilings throughout her career with O-I Glass, a leading glass bottle manufacturer. In addition to being the first female engineer to assume a position in job change, the first female line leader in Peru and the first unit plant manager in Peru, Andrea is the first female to become a plant manager in the Andean region. With a focus on safety and leadership, she is proof of the value that’s created when highly engaged employees can work together safely.

As plant manager of O-I’s Lurin facility, Andrea has driven a number of improvements across key performance metrics, including an increase in O-I’s 2021 results in Gallup’s Employee Engagement Survey, a decrease in the plant’s total recordable incident rate and a reduction in hazardous waste and claims among others.

Andrea is also dedicated to supporting the next generation of women in her industry. With Andrea’s guidance and support, one of her mentees—a female mechanical engineer who joined the plant as a trainee—became the second woman at O-I in Peru to hold the position of a line leader. Andrea is also supporting a mentee in marketing to uphold O-I’s commitment to diversity, equity and inclusion by bringing forth ideas on how to address conscious and unconscious bias. Beyond serving as a mentor, Andrea works closely with interns to help them develop the skills they need to grow and lead in the future.

Within her community, Andrea is dedicated to making a difference. For example, when local students needed technology to learn from home amid the pandemic, she oversaw the Lurin plant’s efforts to donate tablets and laptops. Also committed to sustainability, Andrea and her plant team have organized activities to promote recycling and educate others on how to live more sustainably. In 2022, under Andrea’s leadership, the Lurin plant began taking active steps to help O-I achieve its vision of becoming a zero-waste organization.
Known for her positive demeanor and strong leadership, Carol is an inspiration at BorgWarner and beyond. As an engineering director and true subject matter expert, she has been vital to the development of the turbocharger industry in China. Beginning her career with BorgWarner as a simulation supervisor, Carol now leads a team of more than 90 engineers. One of her proudest accomplishments has been the creation and installment of the China turbo research and development team—a multiyear effort that resulted in the development of highly technical capabilities that are vital to the organization.

In addition, Carol led the team at BorgWarner’s Ningbo Technical Center in launching an organically developed and produced advanced technology that aids in cabin and battery temperature regulation. With a deep expertise in turbochargers and a doctoral degree in metallurgy from the Chinese Academy of Science, Carol is a sought-after executive spokesperson for technology trends covered at industry forums.

Carol is also passionate about advancing the next generation of female engineers. With mentees in BorgWarner’s simulation and design departments, she freely lends her time and experience to help others set and achieve their goals. Also supporting BorgWarner’s overseas exchange program, Carol goes above and beyond to develop rising female talent within a cross-functional, multicultural manufacturing environment. Through the Shanghai facility’s campus recruiting program, Carol voluntarily engages with graduating future engineers to build a strong talent pipeline, while also offering advice and support as they build their own careers.

Throughout her tenure at BorgWarner, Carol has made a difference in both her company and her community. Recognized internally for her outstanding talent and impact, she is also a participant in the BorgWarner Women’s Forum. Whether she’s volunteering for fireside chats to connect with recent graduates and interns or leading the problem resolution committee to help resolve tough technical issues for key customers, Carol’s impact can be felt across the organization.

“I am proud to be a woman in the manufacturing industry because it is a great honor for me to be recognized as a woman leader in engineering. I’m so pleased to be part of the group that recognizes women for excellence in the manufacturing industry.”
As plant manager at Kimberly Clark’s largest adult and feminine care product manufacturing facility in the U.S., Shelly led the plant through a major transformation. When Shelly joined the facility in 2020, engagement was at an all-time low and plant performance was poor. Since then, she has been directly involved in a number of stellar achievements, including the installation and start-up of three new production assets, a 20% improvement in employee engagement and an 80% reduction in employee injuries in 2022. Shelly also demonstrated outstanding leadership amid the onset of the COVID-19 pandemic when she worked to protect her team, supply chain and the business at large.

Passionate about creating a healthy, diverse workplace culture that’s fully engaged, Shelly is a role model for employees across the organization. With more than 20 years of experience in manufacturing and operations, she is a sought-after mentor to female leaders and engineers across the organization. Shelly embraces her role as a mentor with the same energy and enthusiasm that she brings to all aspects of her leadership. In a time when it is becoming increasingly difficult to attract diverse talent in her industry, Shelly remains dedicated to showing the next generation of leaders how rewarding and exciting careers in manufacturing have proven to be.

Shelly has made a difference not only at Kimberly Clark, but across her local community. With Shelly at the helm of her facility, her plant was recognized as “The Most Generous Union Workplace” by the United Way in 2021. From providing meals for the Pillars warming shelter to actively participating in blood center drives and engaging with local schools, Shelly is an exemplar of servant leadership.

With passion, empathy, humor and the desire to deliver results, Shelly shines—both in her work and her community contributions.
Leslie is the first female across all Toyotetsu locations to be promoted to an assistant vice president level of management—a testament to the vision and inspiration she brings to others.

When Leslie joined the company in 2016, Toyotetsu was in a dire situation and lacked the leadership skills needed to improve both working conditions and profit. But Leslie was able to stabilize a turbulent labor situation, efficiently and effectively. In 2018, Leslie recognized the need to increase and evolve the workforce and took the initiative to partner with local officials to develop a second chance program. The program offers individuals with a prior conviction opportunities for work, providing them with tools to help them achieve success outside of employment. Due to the program’s success, a special new hiring initiative is now in the works, one in which Leslie will be focused on establishing an apprenticeship program for people with intellectual and developmental disabilities.

Leslie is a strong supporter of female talent across Toyotetsu. In addition to sharing her ideas and advice with newly promoted or hired females, she has helped steer the human resources department during times of transition. Always available when someone reaches out to her with an issue, Leslie is a trusted confidante to her colleagues. Leslie has also been integral in growing the Alamo chapter of the Texas Federation for Advanced Manufacturing Education that, thanks to her guidance, has one of the highest rates of female involvement nationally.

Leslie is a champion and advocate for women, her industry and her community. In addition to serving as chair of the Workforce Solutions Alamo board and as president of the TX FAME Alamo chapter, she participates in various other advisory committees at the city and state levels. Leslie actively supports several workforce development efforts in the San Antonio region and has been a speaker at numerous conferences and events focused on sharing best practices and engaging other companies to join these ground-breaking initiatives.

“I am proud to be a woman in the manufacturing industry because we are creating amazing career opportunities for the next generation of female leaders. The manufacturing industry is diverse, progressive and dynamic. Therefore, it’s important that young women receive support and mentoring from today’s leaders to encourage them to explore our industry. I hope I can help influence the next generation of talent by sharing my journey.”
“I am proud to be a woman in the manufacturing industry because I can be many things with a role in the manufacturing industry: teacher, leader, public speaker, coach, strategic thinker, innovator, cheerleader and friend. While a career in manufacturing is challenging because it requires a strong knowledge of what is happening right now and a comprehensive vision of the future, it also is tremendously satisfying because it’s where value is added and the contributions to success are distinct and tangible.”

With quiet strength and selfless leadership, Jennifer is committed to providing a voice for underrepresented people in her company and community. As senior manager of diversity, equity and inclusion at McCormick & Company, she constantly goes the extra mile to make a difference within her company and the lives of others.

In her current role, Jennifer runs a variety of development programs designed to remove corporate culture barriers faced by ethnically diverse and female talent. In her more than eight years at McCormick, Jennifer has personally helped mobilize eight U.S.-based and five global employee ambassador groups, rolling out a strategic plan that aligned them to advance workforce, work environment and marketplace corporate initiatives.

Jennifer is passionate about helping other women succeed, as evidenced through the women’s leadership program she runs at McCormick. More than 100 women have completed the program over the past three years, and she has personally coached and mentored more than 50 women, helping them and others to navigate personal organizational challenges. Her work with these women and other employees has led to process improvements within the company that align with employee engagement, talent retention and leadership development. Many of the women and members of the employee ambassador group consider her a trusted advisor.

Jennifer is an advocate not only for women, but also for people with disabilities in the workplace, as well as members of the LGBTQ+ community. She was instrumental in launching the company’s disability employee group and continues to serve as the community advocate for policy changes regarding the hiring of people with disabilities. She also worked with the marketing department and members of the LGBTQ+ community to redesign one of McCormick’s best-known products during LGBTQ+ Heritage Month, resulting in the product selling out for weeks. Jennifer’s compassion for others is evident in both her work and community.
Known as a global lean six sigma leader at Zebra Technologies, Cristina has been a transformational leader throughout her career. As director of manufacturing and test engineering, she is responsible for implementing Lean Six Sigma to drive operational excellence with global suppliers and new company acquisitions.

This past year, Cristina was the winner of the 2022 Manufacturing Leadership Award for “Leading the Adoption of Industry 4.0” at Zebra Manufacturing Suppliers. Her leadership in Industry 4.0 implementation with tier 1 suppliers resulted in $1.96 million in savings. In addition, Cristina led green packaging initiatives that resulted in $1.2 million in savings and a 4.3% non-biodegradable packaging reduction.

Throughout her career, Cristina has served as an inspiration to those around her, particularly among young women as she finds great satisfaction in seeing her mentees achieve their career aspirations. By sharing her own career story, Cristina aims to help younger women build the confidence they need to pursue advancement within the organization, guiding and encouraging them to take on bigger challenges and hone their skills. She constantly looks for opportunities to network with other women outside of Zebra to learn of those who are interested in Lean Six Sigma and Industry 4.0.

Cristina’s mentoring of other women extends to her global community. As a bilingual Lean Six Sigma Black Belt, she serves on Zebra’s Leadership Advisory Council and Inclusion and Diversity Council for Global Supply Chain and Repair, bringing a global perspective to I&D initiatives and acting as a voice for women in primarily male-dominated fields. Cristina’s collaborative leadership style, ability to establish strong relationships and success and expertise in operational excellence are an inspiration for many young women in manufacturing and have led her to be well-respected by the greater part of the global supply chain and repair community.

“I am proud to be a woman in the manufacturing industry because the manufacturing industry has given me the opportunity to do the things I’m passionate about. Being in manufacturing has allowed me to design efficient and effective processes, optimize resources and collaborate with diverse people. Working with different organizations and people around the world has helped me to develop myself and it has given me the tools I need to teach others.”
After graduating from the U.S. Naval Academy, Jennifer was among the first Navy servicewomen permitted to serve onboard a combatant ship. She now serves the country in a different capacity as director of engineering at Ingalls Shipbuilding, the largest supplier of U.S. Navy surface combatants. In her role as director, she leads a team of approximately 500 engineers, designers and test engineers. In addition to interpreting requirements and designing ship attributes and onboarding systems, her team supports the construction and testing of three classes of Navy warships, as well as the Coast Guard National Security Cutter program. With Jennifer at the helm, a team consisting of more than 200 engineers and designers coordinated with the Navy and fellow shipyard Bath Iron Works to develop the design and manufacturing products of the country’s first Flight III destroyer at Ingalls.

Throughout her career, Jennifer has succeeded in environments where she was among a small percentage of women and, in some cases, she was the first woman to hold various roles. Recognizing her responsibility in paving the way for the next generation of females, she actively mentors women across the company, empowering them to thrive in a male-dominated industry. A champion of developing and growing future leaders, Jennifer has helped open the door for women at Ingalls and beyond. Through Shipbuilder Women Engineers, one of Ingalls’ many employee resource groups, Jennifer volunteers for STEM events in her local community, including Engineering E-Week, workshops for STEM teachers, career days, high school outreach and more.

Prior to COVID-19, Jennifer was an active member of the Ingalls cycling team and participated in several yearly charity rides, including RideYellow for cancer charities, the Tour de Cure for the American Diabetes Association and Ride2Recovery. In addition, Jennifer has volunteered at the American Heart Association’s Heart Walk, the Bacot-McCarty Silent Auction, regional and state science fairs, Saving Our Sisters and Battle on the Bayou kayaking events.

“I am proud to be a woman in the manufacturing industry because I am part of a team of shipbuilders that are designing and building some of the most capable and survivable ships for our nation’s military, and I hope other women are encouraged to pursue careers and leadership roles within the industry.”
Her exceptional leadership and high drive for results put Brenda in a league of her own. Starting as a process engineer at ITAC, Brenda’s technical competence and ability to execute elevated her to the position of department manager for ITAC’s Mechanical and Process group. After six years in a department manager role, Brenda advanced to serve as director of engineering, overseeing ITAC’s Mechanical/Process, Civil/Structural and Electrical/Controls groups. In this role, she used her process improvement background to enhance the quality of technical deliverables, while maintaining or increasing profitability by leading the effort to document and standardize engineering processes. These improvements have been critically important as ITAC undergoes rapid growth.

Brenda began proactively recruiting interns and new grads at college career fairs, and soon an expectation was established for each engineering discipline to hire a new grad every spring. Her drive to increase the technical rigor and improve business practices at ITAC, along with bringing on new talent, has led to significant growth in the engineering team and a record year for revenue and profitability in 2022.

Brenda pays it forward with mentorship for young women in her industry and beyond. As ITAC’s first female technical manager, and now director, she is a natural role model and advocate for women. Her push for recruiting younger talent led to a formal mentorship program at ITAC, along with bringing on new talent, has led to significant growth in the engineering team and a record year for revenue and profitability in 2022.

Brenda’s dedication to shaping the next generation of women in STEM can also be seen in her community. Recognizing the need for an organization dedicated to supporting, promoting and inspiring women in manufacturing, Brenda worked with a team of individuals to create the Women in Manufacturing Virginia chapter. As WiM Virginia’s chair, Brenda helped lead the team in executing their four pillars of focus: mentoring, professional development, youth outreach and events and community engagement.

“I am proud to be a woman in the manufacturing industry because of the progression the STEM and manufacturing industries have made towards being more inclusive to women, and I hope that my leadership helped contribute to that advancement within the companies I have worked.”
To this day, the Make: community, and its Make: Zine, continues to provide great inspiration and opportunities for growth to the STEM community.

**EMERGING LEADER**

Megan Cooney
Manager, Additive Manufacturing Engineering
Northrop Grumman

“I am proud to be a woman in the manufacturing industry because I collaborate with brilliant team-players to solve complex technical challenges previously thought impossible to advance cutting-edge applications and improve our warfighter readiness.”

A true servant leader, Megan is the lead of the Additive Manufacturing group at Northrop Grumman Mission Systems, working to transform how advanced radio frequency and electro-optical/infrared sensors are built through the use of AM. Focused on providing positive reinforcement and recognition as often as possible, Megan works to ensure her team feels valued, challenged and included. On the technical side, Megan’s leadership was evident when she created a framework to operate in a high-rate production environment that did not exist before. She also developed and pioneered the first high-visibility and program-deliverable AM components, which have been tremendously valuable to the development, proliferation and vision of AM at Northrop Grumman Mission Systems.

Dedicated to ensuring her team is poised to have vibrant, impactful careers, Megan regularly lends her time to develop and support others. She aims for her team to know there is no limit to what they can be or achieve, instilling confidence in individuals. A truly diverse and inclusive leader, Megan focuses on building up the people on her team to be the very best they can be. She also works with local universities, including the United States Naval Academy, to demonstrate what it means to be an engineering leader in the defense industry and show other women that there are no limits.

Within her Baltimore community, Megan is actively involved in the Girls Empowerment Mission of Maryland, a mentoring program for young girls. As a mentor with Living Classrooms, Megan mentors local high schoolers, regularly meeting with them to provide support and advice. Finding deep personal value in this endeavor, Megan realizes the importance of offering young girls a connection with someone they can depend on as they navigate the challenges of growing up and finding their independence.
Collaborative and creative, Jodi is an example of the importance of thinking outside the box and exploring diverse ways of thinking while being conscious of the end-goal and considerate of others. Within her role as manager of communications at ABB, she designs her work with her customers in mind. She remained notably customer-focused during a corporate transition as ABB adopted the name of its global owner, ensuring that distributors and partners continued to receive the same guidance, products and branding to which they were accustomed without disruption. Jodi has a keen understanding of the needs of her clients, an understanding that has gained her the utmost respect.

Jodi takes an individual, hands-on approach to mentoring each member that serves on her team, crafting their development, efforts and projects based on their unique talents. This allows each person to get the individual support and resources they need and deserve from their manager.

Following the tragic loss of her daughter, Emily, to SIDS in 2009, Jodi became dedicated to raising awareness by founding the Peacock Strides for Babies in Memory of Emily “Peacock” Ware, a 5K run/walk and one-mile family fun run that benefit the CJ Foundation for SIDS. Through her efforts, Jodi has been a confidante and advocate for other families dealing with grief and trauma. She also dutifully serves her community as a member of the board of Ronald McDonald House Charities of the Carolinas and is personally active through her church, Meals on Wheels and the United Way. Whether it's within the walls of ABB or across her community, Jodi always puts others first and is a constant reminder of the importance of service.

“I am proud to be a woman in the manufacturing industry because I get to be part of a team that provides solutions. Because the challenges of customers vary, I can be a constant learner about industries, products and the community around me, allowing me to grow professionally and in what I can give back to others.”
Nicole is passionate about creating a culture of inclusion wherever she goes. This is evident through her work at Swagelok Company, a $2 billion, privately held developer of fluid system products, assemblies and services that perform in the world’s toughest applications. As manager of global diversity and social impact, she leads global diversity, equity and inclusion efforts to create lasting cultural change and help others serve as advocates for change. Nicole’s 17-year Swagelok career has been marked by her compassion, expertise and persistence, as well as her continued drive to make a difference in her company and beyond.

With an unrelenting drive to promote inclusion, Nicole consistently seeks opportunities to mentor the next generation of leaders. Driven by a sense of responsibility to help others achieve their full potential, Nicole established Swagelok’s executive sponsorship program, creating opportunities for historically underrepresented talent to work directly with senior executives. Nicole also mentors aspiring female talent through College Now, a nonprofit that provides Greater Cleveland students with guidance and access to funds to prepare for and graduate from college. Always ready to play the role of mentor, coach, support and ally, Nicole has built a broad network through community partnerships, board leadership and engagement.

Nicole generously shares her time and wisdom with those in her community. As the leader of Swagelok’s community engagement programs, she partners with organizations to promote early talent development and education and advance opportunities for historically underrepresented groups in the workplace. She also guides charitable contributions and community volunteer programs on behalf of the organization. Nicole’s passion for giving back goes beyond her organizational work. As a proud mother of twins on the autism spectrum, Nicole serves as board chair emeritus and chair of the diversity task force for Milestones Autism Resources and is the current board chair for Employers Resource Council.

“I am proud to be a woman in the manufacturing industry because I believe that it is my responsibility to ensure that women of all backgrounds and experiences are empowered to bring their best authentic selves to work, while achieving their full potential. As we increase representation, we increase innovation and creativity. It is a win for the industry and gender equity.”
Jaelene started at The Boeing Company as an industrial engineer, helping build the first factory layout for tooling, work zones, product and personnel flow. In this role, she reviewed resource availability to develop and maintain a daily constraint-based schedule for critical path analysis to support the production of the Boeing-built core stage for NASA’s Space Launch System Artemis rocket, that will soon land humans in the lunar south pole and carry-on deep exploration missions to Mars. After transitioning to a manufacturing operations manager role, Jaelene lead the effort to build the product with safety and first-pass quality, while also leading lean engagement activities for process improvements. Now a production engineering manager, she focuses on delivery sustainment and cost-effective growth. For her outstanding leadership and contributions, Jaelene was recognized with a Boeing Defense and Space Operations Innovation Award and earned the NASA Space Flight Awareness Management Award.

Leading with integrity comes naturally to Jaelene, who is committed to fostering a culture of respect, diversity, inclusion and transparency. Through Women in Manufacturing and Boeing’s Women Inspiring Leadership business resource group and Jump Start Program, Jaelene serves as a mentor for the next generation of female leaders. From conducting one-on-ones and job shadowing sessions to connecting women with opportunities to grow their careers, her impact has been felt by many.

Giving back is a priority to Jaelene, within Boeing and her community. Jaelene was one of the first members of the New Orleans Diversity Council as well as one of the first leads for Boeing REACH, a business resource group focused on building the future of Boeing by accelerating employee engagement, development and performance as well as building within the community. Through REACH, Jaelene helps collect donations for the Louisiana Second Food Harvest Bank, local back-to-school drives and the Salvation Army’s “Angel Tree” program. Jaelene also helped create Rocket Day, where volunteers help inspire hundreds of children to learn about aerospace and rockets through hands-on activities.

“I am proud to be a woman in the manufacturing industry because I am proud to be a woman engineer bringing amazing ideas to reality via manufacturing to help enhance many lives. I am passionate about my work because there is always a new challenge that requires cross-functional collaboration. It is fulfilling to be able to use my critical-thinking skills in a team environment to leverage knowledge and provide the best engineering solutions for tough problems, improve processes for building higher-quality products and increase customer satisfaction.”
“I am proud to be a woman in the manufacturing industry because society-benefiting technology and products depend on feasible, reliable, cost-effective ways to produce. Manufacturers solve complex problems to make these technological advancements a reality.”

From technical service engineer to key account manager to product manager, Carolyn has mastered the craft of each role she’s held within Materion Corporation, a global supplier of specialty materials. As a key account manager, Carolyn successfully executed substantial price increases with some of Materion Performance Materials’ largest customers. Her leadership resulted in a $1 million increase in VA sales. In her current role as a product manager, she has continued to expand the profitability of the wire business by working closely with operations, supply chain, process engineering and finance to explore and support initiatives to lower the cost of production. By maintaining close alignment with various functional areas, Carolyn has a line of sight to further year-over-year margin improvement for the product line. With a calm, composed demeanor, Carolyn remains focused when solving problems and navigating complex challenges that involve tough negotiations with the external customer base.

A great role model to the next generation of female talent, Carolyn has participated in numerous activities to strengthen Materion’s recruiting efforts and promote the company to rising engineers. In addition to working with human resources to recruit for Materion’s summer internship and co-op programs, Carolyn has attended many career fairs and conducted follow-up interviews with young engineers. Carolyn strongly encourages both full-time employees and interns to be involved and to grow within the organization. She has been integral in helping Materion create a robust talent pipeline.

Carolyn is committed to giving back and changing her community for the better. In addition to her active involvement in the Gesu Parish, she is passionate about volunteering. From doing arts and crafts with seniors in underserved communities to volunteering at the Cleveland Food Bank and beautifying landscapes, Carolyn selflessly lends her time to make a difference.
As a process safety specialist within BASF’s environmental, health and safety site services, Lindsey works to ensure safe, effective and sustainable production within plants across the U.S. While serving as one of the first lead engineers responsible for production in two units at BASF in Geismar, Louisiana, Lindsey’s leadership resulted in a 10% increase in production. In her current position, Lindsey’s area has further bolstered already-robust safety measures to ensure an even safer work environment, resulting in 90% fewer incidents. Also serving as the lead for BASF’s process hazard analysis tool, which is used at more than 70 BASF sites, Lindsey created and delivered vital training courses for her peers and colleagues to ensure successful application of the tool.

Lindsey recognizes the importance of engaging the next generation of female talent and is dedicated to helping others succeed. She frequently volunteers her time to mentor employees in the professional development program, as well as recent graduates of the program, offering mock interview sessions to help them build confidence when applying for new opportunities. In addition to promoting STEM to young women of all ages through classroom demonstrations and hands-on experiments at area schools, Lindsey pays it forward through her participation in BASF’s FLAME (Female Leaders Advancing Manufacturing Excellence) program.

Beyond her day-to-day work responsibilities, Lindsey is a dedicated leader within her community. While she was president of the Emerging Professionals and Friends employee resource group, she created a comprehensive learning program and networking opportunities for summer interns. She has also been recognized with a “UNITED 40” award from the United Way, honoring the power of an individual 40 years of age or younger who is striving to make a positive and lasting impact on the community. When help is needed, Lindsey is the first to volunteer in supporting her community—and she encourages others to do the same.

“I am proud to be a woman in the manufacturing industry because I love working in a dynamic environment where we all work as a team to safely deliver products that improve the lives of people around the world.”
Strong, fearless and never afraid to question the status quo, Guelsersen’s impact has been felt across the Europe, Middle East and Africa regions. Within 3M, Guelsersen directly contributes to the company’s Healthcare Business Group growth strategy, while also supplying the medical field with high-quality products. Over the years, she has become an expert in the manufacturing of health care and dental products, as well as lean standards for optimizing production. For example, Guelsersen optimized focus factories in Seefeld, Germany, to reduce lead time of value streams by 45%, improve service levels to above 93% and reduce the worldwide complaint rate by 38%. While serving as plant manager of technical ceramics in Kempten, Germany, Guelsersen optimized the facility and delivered an operating income that amounted to $4.1 million greater than expected.

As co-founder of 3M’s diversity and inclusion committee in Germany, Guelsersen is raising awareness and representation for underrepresented groups, including women in STEM. Aware of the challenges of being female in a male-dominated industry, she has devoted countless hours to coaching, developing and elevating other women. Through her role as chair of the Women Leadership Forum in 3M’s EMEA region, Guelsersen coaches women to instill confidence and recognize biases and inspires them to achieve their own career ambitions.

Guelsersen is also committed to making a difference within her community. For example, she has played a key role in organizing activities through the German American Exchange, supporting families in need with financial aid, organizes charity events and works to represent children’s interests. In addition, Guelsersen has garnered donations, supplies and support for those affected by the war in Ukraine. From encouraging EMEA plant leaders to support site donation procedures to offering her own home as refuge to Ukrainian friends, Guelsersen’s compassion has been felt by many.

“I am proud to be a woman in the manufacturing industry because with my skills, I support the production of goods that make people’s lives better and smarter. At the same time, my way of leading is people-focused. That way I make a difference inside and outside of manufacturing.”
As the first woman to hold the position of Brunswick Boat Group president, Aine has engineered growth for her company and increased opportunities for women in her industry.

Aine began her career at Brunswick Corporation in 2020, bringing more than 20 years of experience in engineering, operations, strategy and business leadership. As president of Brunswick Boat Group, she is responsible for the largest boat portfolio in the recreational marine industry, including 14 manufacturing locations, 18 boat brands, 650 models and 7,000 employees globally. In her first full year of leadership, Aine increased Brunswick Boat Group’s revenue by 30% and its operating margin by 40%. She delivered capacity expansions at all manufacturing facilities and launched 80 new boat products, which were recognized internationally with more than 20 top industry awards for their innovative impact.

During her previous roles in the automotive and industrial industries, she was executive sponsor of women’s resource groups at ZF and Ingersoll Rand, growing them to broad global membership. At Brunswick, she is also the executive sponsor for the Society of Women Engineers and the Brunswick’s Resource Group for Hispanic/Latinos for Leadership and Advancement.

Always one to lead by example, Aine is dedicated to coaching and mentoring young women and encouraging them to pursue careers in STEM. Through Brunswick’s Women on Water employee resource group, she freely lends her expertise, experience and encouragement to positively impact rising female talent. As a widely respected female engineer and leader, Aine is not only a fantastic asset to Brunswick Corporation, she’s also a role model for the next generation of leaders.

Aine is also passionate about making a difference in her home country of Ireland. She sits on the advisory committee of the Ireland Funds, a philanthropic organization that raises funds and supports a variety of charities, including organizations focused on helping children, education and health services. Having grown up in Ireland, Aine holds this important role close to her heart.

“Aime Denari
President, Brunswick Boat Group
Brunswick Corporation

“I am proud to be a woman in the manufacturing industry because I am proud to be part of an industry that delivers world-class products, technologies and innovations that make people’s lives better. Together with my incredible women colleagues, I have the privilege to help support and shape the experiences and aspirations of future generations of women and help them achieve their career goals.”
Quick to accept any challenge of any magnitude, Rozena leads a world-class team focused on maximizing society’s fuel supply within her role as manager at ExxonMobil Corporation’s Beaumont Refinery, one of the company’s largest and fastest-growing integrated manufacturing sites in the world.

Rozena leads her team with expectations of “extreme ownership” within each person’s role—a successful tactic, given that her refinery achieved record-breaking utilization rates in 2022, topping 380,000 barrels of crude oil daily. She attributes this achievement to the open Let’s Talk monthly dialogues she holds to encourage individuals to seek innovative solutions to existing challenges. Her leadership will undoubtedly continue to shine as she supports the start-up of the $2 billion Beaumont Refinery expansion project in 2023.

As the first African American woman to lead the Beaumont Refinery, Rozena is passionate about nurturing interest in STEM careers among women, underrepresented groups and students in all grade levels. She serves as a speaker for the company’s Introduce a Girl to Engineering Day with Beaumont Independent School District and has supported the Golden Triangle Chapter of the Texas Alliance for Minorities in Engineering’s competitions to advance minority participation in STEM.

A firm believer in the importance of taking an active role in difficult times, Rozena understands that public confidence is won through responsible performance. Three months into her current role, extreme weather plunged southeast Texas into frigid temperatures, forcing ExxonMobil to temporarily shut down and leaving nearly all residents without access to electricity or potable water. Quick to respond, Rozena organized and oversaw the distribution of bottled water to community organizations and committed her facility to activate its three cogeneration units to export power back to the grid and restore electricity to 140,000 homes.

Applying the philosophy of “blooming where you’re planted” to all her endeavors, Rozena encourages a spirit of resilience in others and is working to make the world a better place.

“I am proud to be a woman in the manufacturing industry because in my 20+ years in the energy industry, I’m proud to be part of an incredible team working to safely produce the products essential for modern life. As a woman in manufacturing, it’s exceptionally meaningful to help inspire and motivate young women to pursue a rewarding STEM career that will strengthen and diversify our talent pipeline.”

Rozena Dendy
Reinery Plant Manager
ExxonMobil Corporation
A scientist by trade with a passion for manufacturing, Angela serves as a front-end innovation process manager at International Paper’s Innovation Center. Within her role, she is responsible for innovating fluff pulp, a renewable fiber used in absorbent hygiene products. As an advocate for IP’s Vision 2030, Angela is dedicated to sustainability in manufacturing, encouraging teams to embrace new technologies to create more sustainable products. Angela was instrumental in the introduction of a new tool designed to reduce waste across the project portfolio management platform, and she recently achieved her black belt in IP’s Manufacturing Excellence program, which is based on lean six sigma and drives deliberate improvement of processes.

When Angela joined the IP Innovation Center in 2006, she was one of the only senior women scientists. Since then, she has become a role model and advocate for young female scientists and is deeply committed to their development. She assisted in the creation of Women in Science and Engineering, a networking group that provides women a forum to discuss the challenges and hardships of the field and offers them education and mentoring resources. Angela constantly strives to continue the conversation among her colleagues about how to be better allies to women in the industry and help remove barriers that hinder women’s ability to establish themselves as experts in their field.

Within her community, Angela is an active volunteer with FareStart, a Seattle nonprofit committed to educating those experiencing poverty about the work and life skills necessary to succeed in employment and in life. Through her work with the organization, Angela plays a part in transforming homelessness, hunger and poverty into human potential. She is aware of the fine line between security and poverty and finds great fulfillment in helping people gain the skills they need to develop long-term success in life, both inside and outside the workplace.

“I am proud to be a woman in the manufacturing industry because I am passionate about working with our customers to understand their true needs and addressing them through sustainable and outcome-based innovation. From ideation to commercialization, I enjoy collaborating with team members across IP to develop and manufacture safe, quality and reliable products people depend on every day.”
“I am proud to be a woman in the manufacturing industry because manufacturing is filled with opportunities to influence change and create a pathway for future innovators and diverse problem solvers. A lot has changed for women across my career of 30+ years. It takes intentionality and hard work to make an impact every day, but it is the highly collaborative people I love the most.”

At her core, Lisa strives to leave everything she touches—people, processes and products—better than she found them. Driven by continuous improvement, Lisa never settles for “good enough.” She defines more than 30 years of success in manufacturing by living out her values every day.

Within her role as technical expertise and support turnaround director at Dow, Lisa pushes her team to utilize various innovation tools to streamline processes and make work more effective, efficient, economical, and—most important—safe. Her current focus is on the reduction of scaffolding. Her team has diligently worked to find ways to complete approximately 50% of elevated work without scaffolds, significantly reducing exposure to potentially life-changing injury or fatality events. Lisa is passionate in her conviction that everyone supporting Dow turnarounds and projects should go home uninjured.

In the male-dominated field of turnaround maintenance—known for its long, grueling hours—Lisa has emerged as a role model for females in the field, overcoming biases that others have faced and becoming a mentor to women throughout the organization. She was responsible for developing a documented case for change that is used around the company to encourage potential female leaders to become turnaround managers. Aside from her work within Dow’s employee resource groups, Lisa has developed many mentor/mentee relationships, working to connect them with relevant people and advocating strongly for their success.

Within her community, Lisa has faithfully supported Brazoria County Pregnancy Help Center and contributed for 25 years to the Angleton Women’s Study Club as a member and, in 2006–2007, as president. These organizations aim to pass on a legacy of hope, tradition, heritage, humanity and philanthropy in the community by working to cross generational boundaries.

With exceptional people skills and excellent leadership qualities, Lisa sets innovative visions and inspires others to help her achieve those visions for the betterment of her work and her community.
Garland Duggi
Director, Vehicle Integration
Lucid Motors

A longtime team member at Lucid Motors, Garland shines in a unique role at the intersection of design, testing and product feedback as the director of vehicle integration. Early in Lucid company history, she was responsible for several foundational initiatives, including defining how Lucid numbers its parts, organizes them in CAD and releases engineering changes. Her teams are typically the first points of contact for issues across validation and manufacturing. Notably, Garland led the team that built the cars that set records at Laguna Seca and won the Motor Trend Car of the Year Award. Outside of her normal responsibilities, she organizes company bike-to-work and sustainability initiatives. From technicians to technical specialists, Garland has a talent for bringing people together to solve problems collaboratively.

Garland is inspiring the next generation of female talent in her community to be “fearlessly curious” through her work with Science Olympiad, a program that teaches students to approach STEM problems boldly and logically. As head of her Science Olympiad program, she encourages more than 100 students each year to embrace their “inner nerds” in a supportive environment. The program she leads allows parent volunteer coaches to interact with their teenagers and gives high school students leadership opportunities to mentor middle school and elementary students. In this community, the students often remain engaged in the program following graduation. Beyond her work with students, Garland advises her colleagues across the company, providing encouragement, guidance and support to women in all stages of their careers.

Within her community, Garland founded and currently serves as president of Castro Valley Science, a 501(c)3 organization that works to build scientific literacy through organized science camps, free public science-related talks and activities and sponsorship of Science Olympiad competitions at the elementary through high school level. The program has distributed thousands of dollars in college scholarships to local high school students. Her efforts earned her a “Friend of Education” award from the Castro Valley Educational Foundation in 2017, as well as a volunteer award from the Castro Valley Unified School District in 2021.

“I am proud to be a woman in the manufacturing industry because women provide a unique perspective on making things: practical, social and emotional. They make and guide important decisions with incredible, yet silent strength, and the world is finally starting to recognize our impact.”
Carol Easley
Operations Director, Polyol North America
BASF Corporation

“I am proud to be a woman in the manufacturing industry because manufacturing is a dream career. It has afforded me many personal opportunities to learn and grow, as well as the chance to help others succeed in their careers, especially women. It’s the ultimate team sport which lets everyone join in to make a difference together.”

Carol has thrived in manufacturing for more than 30 years, demonstrating the care and commitment of a true leader. Since earning a degree in mechanical engineering from Tulane University, Carol has expanded her knowledge and experience through her work in chemical, process and production engineering. As polyol operations director in North America, she impacts the business’s bottom line via smart planning and execution of operations, turnarounds and capital investments, resulting in significant cost savings. Known for her humble and personable leadership, Carol has also implemented organizational change across the region that optimized business and customer support.

Carol shines in the way she approaches people, projects and problems—and her colleagues agree. She earned impeccable feedback on survey results gathered from team members, peers and supervisors, proving her position as a trusted, caring and valued leader. She uses her leadership to uplift and elevate others. Providing open, honest and accessible communication, Carol pays it forward by mentoring young women in manufacturing. No matter the challenge someone is faced with, Carol is willing to lend her time and experience to share what she has learned over the years. Carol is also shaping BASF’s commitment to diversity, equity and inclusion through her role as an executive sponsor of BASF’s African American Employee Group. Recognition is important to Carol, and she takes pride in celebrating the accomplishments of others—no matter how big or small.

Within her community, Carol is actively involved in several meaningful efforts. In addition to volunteering for many STEM programs for future leaders, she contributes her time, money and resources to organizations such as the Capital Area United Way, the Greater Baton Rouge Food Bank and the American Heart Association.
Beginning her career at Spirit AeroSystems as one of two female engineers in her department, Liza has risen through the ranks to the role of operations engineering manager, where she has employed keen project management skills and continuous improvement knowledge to lead several noteworthy projects. One such project, Project Stand-Fast, aims to provide a stable supply of kitted foams through partnership with a non-profit organization to promote cost and production efficiency, as well as offer inclusive job opportunities for the community.

Liza is a champion of diversity, inclusion and equity within her company, as well as her community. At Spirit, she is involved with a variety of employee business resource groups such as SWEPT (Spirit Women in Engineering Professions & Technology), RISE (Retain and Inspire Spirit Employees) and the Good Neighbor Fund. Her leadership in these endeavors helped to organize the 2022 Kids Engineering Expo, a free event that sought to inspire girls and boys to use their imaginations through a spectrum of STEM-related concepts and activities. In her community, she serves on the leadership council for the Wichita chapter of the Society of Women’s Engineers and is involved with employee business resource groups. She remains committed to inspiring children to become the next generation of inventors, beginning with STEM education.

Attributing much of her success to the strong mentors that have guided her throughout her professional career, Liza is driven to give back by doing the same with the next generation of engineering professionals. She does so in a variety of ways, working with local student chapters and career fairs at Wichita State University, Spirit AeroSystems and SWE to mentor the next generation of female talent and give aspiring engineers the support and tools they need to navigate roadblocks and achieve their goals.

“I am proud to be a woman in the manufacturing industry because I get to mentor the next generation of female talent and give aspiring engineers the support and tools they need to navigate roadblocks and achieve their goals within the manufacturing industry.”
With deep experience in manufacturing and quality engineering excellence, Deborah serves as program manager at BWX Technologies, a leading supplier of nuclear components and fuel to the U.S. government. She leads multidiscipline teams across the organization to ensure that critical high-priority components, including pressure vessels, heat exchangers and pressurizers, are delivered to the U.S. Navy for naval nuclear reactors used in submarines and aircraft carriers. Within her crucial role at BWXT’s Nuclear Operations Group–Barberton facility, she manages schedules and ensures on-time deliveries that enhance the nation’s strategic defense requirements.

Throughout her decade-long career at BWXT, Deborah has played an active role in mentoring the next generation of female talent. As a mentor in BWXT’s Emerging Leaders program, she has helped mentees define their career goals by assessing their aspirations, strengths and weaknesses. Her quick career advancement and advocacy for women in STEM have inspired her mentees to pursue manufacturing and leadership roles at BWXT. Deborah actively invests in rising talent through her work as lead instructor for Crucial Communications, a training course designed to help employees navigate difficult conversations that facilitate their career development. Her mission to support women at BWXT and in her community has led to a more diverse manufacturing workforce and leadership group.

Deborah volunteers and participates in several mentorship programs within her community aimed at inspiring students interested in STEM careers. She is a mentor in the iCARE program, which focuses on mental health awareness and helping local youth develop capabilities for success in the workforce. She also volunteers as a panel judge for a FlexFactor engineering design competition sponsored by Lorain Community College in Elyria, Ohio, that works to showcase the promise of STEM careers to K–12 students. Through her mentorship and guidance, Deborah has opened career pathways for students and employees and encouraged other leaders to participate in their community.

“I am proud to be a woman in the manufacturing industry because I believe that diversity in manufacturing broadens the opportunity for step-change advancement in products and technology by offering alternative skills and perspectives.”
Zoe’s outstanding technical performance, ingenuity and agility have been hallmarks of her career with Nike Air Manufacturing Innovation, the team behind the cushioning technology in some of the most iconic and beloved footwear on the planet. From troubleshooting equipment to analyzing data and creating continuous improvements, Zoe is directly involved in the manufacturing of Nike Air products, working every day to further accelerate Nike’s culture of innovation.

In her first year as a process engineer, Zoe created a plan to improve how a particular product is manufactured—tackling a process that no one thought could be changed—resulting in a 20 percent increase in overall equipment effectiveness. Since then, she has continued to be an inspiration to others to challenge themselves and create new possibilities.

Zoe’s curiosity and passion for sharing knowledge extend to her team, where she is a peer coach to Air MI interns. In her community, Zoe has served as a FIRST® LEGO® League program coordinator, mentoring youth through STEM learning and exploration, and she eventually became chapter president for her FIRST® Alumni & Mentors Network. She also works closely with design and mechanical students, teaching best practices for computer-aided design and machining.

“I am proud to be a woman in the manufacturing industry because I love the challenge of using creativity, teamwork and technology to move our processes forward. Being able to work on and drive innovative new ideas that support our manufacturing process and people are rewarding experiences.”
As the president and CEO of Chart Industries, Jill transformed a globally dispersed and divided engineering and manufacturing organization of 5,100 employees into a profitable, cohesive and collaborative enterprise. In just four years, she strategically repositioned Chart as a key beneficiary of the clean energy transition by capitalizing on the company’s core competencies and making strategic investments to provide complete solutions across The Nexus of Clean™—clean power, clean water, clean food and clean industrials, regardless of molecule. Under Jill’s leadership, Chart’s sales doubled in four years.

From the shop floor to the C-suite, Jill serves as a dynamic and engaging leader to employees across the organization. She respects and values the culture, identity and experiences of every individual, knowing that it strengthens Chart’s success and sustainability. Jill is a champion for the women of Chart, as well as across the manufacturing industry. As the executive sponsor of Chart’s Network of Women employee resource group, Jill aims to influence cultural change for the advancement, professional development, advocacy and empowerment of women. With Jill at the helm, female representation at Chart has reached an all-time high across several groups, councils and committees. Likewise, Chart’s board of directors is 57% female, diverse and is led by a chairwoman.

To honor her commitment to serving and supporting the global communities where Chart team members live and work, Jill established the Giving Back program. Through this annual initiative, the company matches employee donations to charitable organizations up to $250 per person, in addition to offering each team member one paid day off to support an initiative that enhances their community. Jill and Chart were also recognized as one of the most generous companies in Georgia (U.S.) in the 2022 “In Good Company” report from goBeyondProfit.

“I am proud to be a woman in the manufacturing industry because it gives me the opportunity to empower other women—and men—to pursue their dreams and achieve success in an industry that is critical to the future of the world and contributes to our everyday lives. Not only are we promoting diversity and inclusion in the workplace, but we are also increasing innovation in the industry and making the world a better place.”
As project engineer in Guyana Subsea Controls, Rachael supports ExxonMobil’s deepwater investments, managing the design and delivery of more than $500 million of subsea equipment across multiple projects.

After joining the company in 2018, Rachael founded a first-of-its-kind ideation platform across the central project management organization within her first year. With Rachael leading the way, more than 100 ideas were generated within one month. As a project engineer for major capital projects, Rachael streamlined an approach to define project objectives and strategically align integrated project teams. This approach was implemented on the Bacalhau and Yellowtail projects, as well as across the deepwater project portfolio.

Rachael goes the extra mile in everything she does, including her efforts to recruit, develop and mentor others. In 2019, she led a six-month onboarding program for more than 50 newly hired engineers, equipping them with 100+ hours of training to establish a “safety first” mindset. And in 2020, when many onboarding and training programs were temporarily suspended due to the pandemic, Rachael established a Future Leaders program to continue mentoring and providing resources to nearly 50 early career employees in her organization. As the youngest member of ExxonMobil’s University of Texas recruiting team, Rachael is passionate about recruiting female talent from her alma mater, where she also served as a peer assistance leader for the Women in Engineering Program. As the president of ExxonMobil’s Organization for New Employees, Rachael founded a new committee focused on skills development that provided events and resources to more than 300 early career professionals in its first year.

Rachael aims to give back to her local community by supporting the United Way of Greater Houston. From helping to establish an annual auction event with transformational senior executive leaders to inspire ExxonMobil employees to raise money, to volunteering at an after-school program for low-income children, to stepping in at the Houston Food Bank, Rachael is always looking for ways to connect with and support her community.

“I am proud to be a woman in the manufacturing industry because in addition to having the opportunity to contribute to and change society, I have the opportunity to change the way in which we do so. I feel proud and lucky to have a chance at paving a better path for the women that will come after me.”
Leslie leads by example at Siemens, where she currently oversees the project management team and system test groups for the company’s fire safety products business. Her leadership has also been integral in relocating the Florham Park research and development labs to Parsippany, New Jersey. In addition to implementing a CMMI maturity level 3 process through the organization’s scaled agile framework transformation, Leslie led the development of a new automated test process that will allow employees to perform more exploratory, scalability and corner case testing. Leslie is also planning a new flexible and modular approach to fire system testing, which will utilize about 40% less space in a new facility with an approach that will provide for new development testing methods.

Like her work and dedication to Siemens, Leslie gives her all when mentoring her colleagues who are seeking certification as project management professionals. Providing support and encouragement for them to achieve their goals, Leslie fosters a relaxed, informal environment when mentoring her co-workers—often lending advice and encouragement during “walk-and-talk” sessions. Always on the lookout for new techniques and female talent, she is also an active member of the local New Jersey chapter of the Project Management Institute.

With a passion for serving others, Leslie is determined to make a difference in her community. At the start of the COVID-19 pandemic, she gave her time, resources and heart to help others. From taking steps to ensure employees with underlying conditions could work from home, to providing seniors with transportation to local vaccination sites, to supporting a local food bank, Leslie’s selfless contributions were felt by many. She has also supported the Breast Cancer Pink Ribbon and the Red Dress Heart Association women’s funds, while encouraging others to do the same.

“I am proud to be a woman in the manufacturing industry because as a leader for Siemens Fire Safety, my teams have reorganized workflows, introduced new processes and delivered new products to the market with the knowledge that there are people alive today that owe their lives to our ingenuity and dedication.”

Leslie Ann Field
Project Management Office Manager
Siemens

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Jennifer Garcia
Senior Environmental Engineer
Hydro Extrusion North America

A critical member of Hydro Extrusion North America’s environmental compliance team, Jennifer is a natural-born leader with high expectations for herself, her teammates and those she mentors. As an environmental engineering expert, she works closely with Hydro’s manufacturing operations to ensure operational flexibility is balanced with strict environmental regulations. She has developed a unique ability to translate complex environmental requirements to operational teams and collaborate with regulatory agencies to build relationships and credibility. Recently, Jennifer negotiated with state agencies to obtain the permits needed to support a $30-million capital investment—a feat that required more than two years of carefully overseen negotiations.

Jennifer’s strong leadership skills allow her to lead by example, and she has become a natural role model to her colleagues and those she advises. She cares genuinely about her interactions with others and makes a point to deliberately engage other women to promote inclusion, diversity and retention. She has been a member of the Women in Environment group for several years. She serves on the professional development board, where she helped to relaunch the WIE mentoring program by engaging a diverse panel of women leaders to facilitate conversations about how mentoring propelled them into their field.

As a working mother, Jennifer serves her community through her children as an active volunteer for the Girl Scouts, mentoring young girls on money management and communications during their renowned cookie drive. Through her efforts, cookie sales supported the troop during the pandemic, and donated the leftover earnings to community organizations. She also volunteers at her children’s school, coordinating fundraisers that provide full grocery bags of food for school families and families in need.

Jennifer’s well-rounded contributions to her company, her community and her family, along with her belief in people, have made a lasting impact on the people she encounters and the causes she supports.

“I am proud to be a woman in the manufacturing industry because I love contributing to manufacturing while maintaining commitments to sustainability and the environment. The diversity in the people I work with and problem-solving opportunities in manufacturing keep me motivated and inspired.”
With more than 30 years in the automotive industry, Chris has made it her mission to support the women of Toyota in achieving their own potential and to be an advocate for inclusion.

As general manager in Toyota North America’s Purchasing Division, Chris leads a team of 40 that handles sourcing, buying and continuous supply of all powertrain components assembled into vehicles built in North America. She is also responsible for 130 suppliers, with an annual buy of $5.7 billion, and supports Toyota’s transition into electrification. Chris’ leadership and innovation created a structural change at Toyota that integrated the commercial and technical divisions of the purchasing organization, allowing Toyota to continue to receive high-quality, competitive parts and components. Working alongside her peers, Chris helped solve an organizational challenge that resulted in a 10% reduction of headcount per the normal project standard and a cost reduction of $30 per vehicle. Because of her efforts, Toyota has sustained its position as Working Relations Index #1 for the past 11 years.

Chris shines in her mentorship and is a trusted confidante to many. Willing to share the headwinds she’s faced as a female in the automotive industry with openness and candor, Chris is a sounding board for other women. Devoting several hours every week to her board positions and mentoring, Chris is an advocate for women within Toyota and across her industry. She continually aligns herself with organizations to promote universal female progress in STEM roles in manufacturing, including as an executive member on the Inforum automotiveNEXT board, a corporate roundtable member on the Center for Automotive Diversity, Inclusion and Advancement; a WBENC board member; and the diversity and inclusion Regional Diversity Council champion.

Chris also serves as an executive board member and the vice-chair of Inforum automotiveNEXT, an Inforum industry group that focuses on strengthening the talent pipeline for automotive by removing barriers for women and inspiring leaders through mentorship, networking and learning opportunities. To shed light on the skills and attributes needed to succeed in the automotive industry, Chris co-led a live student mentorship program impacting more than 80 students.

“I am proud to be a woman in the manufacturing industry because my interest in manufacturing started as a design engineer in automotive and has continued throughout my career. In Supply Chain management, my team and I work closely with our supplier partners to ultimately support all our manufacturing plants. Problem solving upstream, with collaboration across our enterprise, is incredibly rewarding. I also appreciate the additional opportunity to focus on diversity and inclusion as a driver of innovation in our processes and products.”
Known early in her career for her technical expertise, Ana has emerged as a leader and inspiration to women and Hispanic and Latino employees at Dow and beyond. Since joining Dow full-time, she has become an indispensable leader capable of meeting unique challenges. For example, in the aftermath of Hurricane Ida, Ana was brought in to lead repairs of two interconnected flare systems. Her leadership was integral in dividing tasks among her team safely and efficiently, and her successful integrations and repairs earned her team Dow’s SEED award for the creative approach and delivery of the project.

Ana has been fortunate to have strong female mentors throughout her career, and she has paid attention to the nuances and unique successes of their mentorship. She carries this legacy through the mentoring of her female co-ops, guiding them through milestones and conflict resolution based on their talents and skills. As an active participant in Dow’s Women’s Innovation Network, Ana has operated as mentee in the WIN+5 program, which is designed to expand one’s personal network. Due to those strong influences at the beginning of her career, she is passionate about being a similar role model for the next generation of female engineers at Dow.

Ana also aims to empower young Hispanic and Latino students within her community, encouraging them to see past perceived limitations and pursue fulfilling careers. Within Dow, Ana is active in the Hispanic and Latino Network, and she serves as the site implementation leader, where she leads the site steering team to build a network for Hispanic and Latino talent. Externally, her mission is to foster relationships with students in the local community. She has supported Tulane University and University of New Orleans students through her relationships with the Society of Hispanic Professional Engineers chapters. She is proud to have personal relationships with many students, and through her work, she has helped them through professional development, job searches and career-defining moments.

“I am proud to be a woman in the manufacturing industry because I can provide a different perspective and approach to problem solving. I have seen women challenge the status quo in this industry, and I am proud to work and grow alongside them.”
Amanda is a creative problem solver and change champion who embodies what an emerging leader should be. For more than six years, Amanda has worked to improve the quality and product performance of medical devices in various quality engineering and manufacturing engineering roles. Amanda directed a team of manufacturing engineers and technicians responsible for the maintenance and continuous improvement of single-use scopes production lines. With Amanda’s guidance, this cross-functional team has become highly effective and adept at solving complex problems. Amanda’s impact has not gone unnoticed, as she was recognized by her peers with an Outstanding Achievements in Quality Engineering Partnership Award in 2019.

Amanda has led several complex scrap improvement efforts that resulted in significant savings and capacity increases on two scopes production lines. Two high-impact projects that she led required robust testing strategies and cross-functional collaboration. These projects resulted in $4.8 million annual savings.

Amanda not only finds solutions, but she also encourages others by sharing her knowledge and expertise with care. Through positivity and accessibility, she regularly coaches her team and is invested in ensuring her team’s overall performance and continued development. She also coaches engineers as a corrective action and preventative action mentor and has served as a member of the change and validation review board at her site.

Amanda’s impact goes beyond her work at Boston Scientific. As president of her local section of the Society of Women Engineers, Amanda inspires 50+ members to host vibrant events that support women in their advancement of STEM careers and inspire girls to pursue STEM careers through outreach events. In addition, Amanda makes a difference in her community by volunteering in the Big Brothers Big Sisters mentoring program. She was awarded the 2020 Owen County Big of the Year for her strong relationship with her mentee and her support of the agency’s mission.

“I am proud to be a woman in the manufacturing industry because I enjoy leveraging my creativity, collaboration skills and unique perspective to solve complex problems with diverse teams. I find fulfillment in knowing the work I do to manufacture medical devices improves the quality of patient care every day.”
Ilse’s unique ability to unlock her team’s talent for optimal results has encouraged tremendous growth at Abbott’s Alinity laboratory in Dallas, Texas. Since her transition to instrument manufacturing supervisor, manufacturing defects and human error rates have decreased by 32% and 75%, respectively, as a result of her leadership and resource allocation. Ilse oversees the delivery of monthly manufacturing of Alinity Instruments, purpose-built for blood and plasma screening. She has a keen eye for talent, as well as new manufacturing technologies that continue to improve the lab’s efficiency. Though her career is young, her leadership has developed immeasurably during her time at Abbott and will undoubtedly continue to grow as her manufacturing network expands.

Ilse quickly gained the respect of her peers through her work to build an inclusive manufacturing culture and perpetuate the advancement of women in the workplace. She was nominated as the Women Leaders of Abbott chair for her collaboration efforts with the WLA and W-STEM chapters of Women in STEM to host networking events for high school and college interns to inspire interest in STEM careers. Ilse also participated in a site mentorship program, where she mentored a female manufacturing assembler outside of her organization, and she often encourages others in Abbott to join the mentorship program to expand growth opportunities for her staff, many of whom are recent college graduates.

During the COVID-19 pandemic, Ilse sacrificed her weekends by volunteering to package COVID-19 test kits to increase availability to consumers across the Dallas–Fort Worth community in the midst of supply chain challenges, illustrating her commitment to her community. She also led Dallas operations in the annual 2021 Abbott Employee Giving Campaign to increase donations to charitable organizations, and she serves as the Abbott Dallas site safety committee officer. As Ilse’s career continues to unfold, her commitment to the protection of human health, safety and the environment—within Abbott and her broader community—will continue to make an impact.

“I am proud to be a woman in the manufacturing industry because I am able to work towards a culture of inclusiveness, equal opportunities and help educate others to become allies and promote manufacturing environment careers to girls and women to increase diversity and innovation.”
Mayda Graulau-Santiago, Ph.D.
Human Resources Manager
Eaton Corporation

“I am proud to be a woman in the manufacturing industry because this is a recognition that represents all women who are contributing to an inclusive society in my areas: art, business, education, health and many others. Also, it represents a recognition of all men and women who believe in and support the women who are honored here today, because there is no success without the collaboration of others.”

Mayda holds a doctoral degree in industrial and organizational psychology from University of Puerto Rico—Rio Piedras. For more than 20 years, she has worked along leadership teams, transforming organizational cultures in various industries. She has successfully implemented workforce-development plans designed for people to reach their maximum potential within organizations.

She joined Eaton in 2022 and immediately made a difference by engaging employees in transformative organizational teamwork. Through her leadership, more than 60 development opportunities and 40 promotions were implemented, and women earned 40% of all leadership positions at the Arecibo site.

Her commitment to inclusion and diversity goes beyond her role at Eaton. Mayda also collaborates with local and national nonprofit organizations to promote education of young girls in STEM careers. She has delivered lectures in public schools, encouraging young girls to be imaginative and believe in the transformative power of education. In addition, Mayda is committed to enhancing mental health in Puerto Rico, where she currently collaborates with a local nonprofit organization by providing youth counseling services.
Innovative, passionate about customers and always looking for new ways to make improvements, Kimbra is a seasoned leader who drives strong business results within her role as leader of product, marketing and customer service at MasterBrand Cabinets.

Kimbra’s talent for problem solving, coupled with her inquisitive nature and ability to view problems from multiple angles, allows her to identify unique, often overlooked opportunities. When she identified a strategic global threat within the cabinetry industry, Kimbra developed and launched a new product line to compete with global, low-cost manufacturers—a product that ended up being the most successful product launch in the company’s history. She continues to advocate for creative solutions to challenges as a lean value stream mapping facilitator and finds satisfaction in bridging the gaps between customers and the manufacturing shop floor.

Kimbra also finds joy in mentorship as she helps shape the next generation of diverse talent within her industry. She launched a sales and marketing recruiting and training program to source, hire and onboard future manufacturing leaders, and she co-chaired creation of the MasterBrand Impact Women’s Leadership Council in support of diversity initiatives. She currently acts on the advisory council of Young Women Lead, an organization dedicated to transforming girls’ lives through empowerment and leadership, and she serves as a one-on-one mentor, providing numerous women with solid advice, a listening ear and a belief in their abilities to help them strive for more. Kimbra has always advocated for women leaders across multiple settings, and she enjoys empowering women to reach their full potential.

Within her community, Kimbra has volunteered 25+ years with Junior Achievement, a national organization committed to promoting financial literacy, work and career readiness and entrepreneurship. She has taught classroom engagement programs across multiple cities and states. She believes her work with this organization helps to fill a key curriculum gap in schools while paving the way for the next generation of leaders—a cause that is close to her heart both personally and professionally.

“I am proud to be a woman in the manufacturing industry because thinking creatively about customers and building cross-functional teams that thrive on overcoming challenges to deliver safe, high-quality products are my passion. The manufacturing cycle is never complete, and I love the continuous opportunity to collaboratively adjust and iterate on processes that drive value with both production operators and customers alike.”
Brimming with intelligence, creativity and technical know-how, Jessi is a force in the manufacturing industry who shines as senior director of vertical integration at Schweitzer Engineering Laboratories. She was selected by the SEL executive team to research and propose a strategy for securing a steady flow of printed circuit boards, which are vital components in the company’s manufacturing process. Her team’s recommendation is resulting in a brand-new PCB factory in Moscow, Idaho. She now leads a vertical integration department of more than 150 employees dedicated to manufacturing components for devices that protect, monitor and control electric power systems. Through the PCB factory project, Jessi has remained passionate about breaking barriers for women seeking decision-making roles, broadening U.S.-based manufacturing and improving the reliability of electric power through increased product quality.

Perhaps the most notable parts of Jessi’s leadership are her drive and her openness to sharing her success with others. In all she does, Jessi is a strong advocate for young rising talent—from elementary school students to new colleagues—and underrepresented groups in need of career guidance and networking opportunities. She was a key founder of SEL Women in STEM, which has grown to more than 300 members. Her involvement extends to SEL’s K–12 education and university relations outreach programs, as well as the SEL WiSTEM Mentorship Program, through which she mentors colleagues across the company.

Jessi is passionate about promoting STEM within her community. She serves on advisory boards for Gonzaga University’s operations and supply chain management program and Washington State University’s School of Mechanical and Materials Engineering, providing mentorship, career advice, guest lectures and project feedback. She also participates in events such as Introduce a Girl to Engineering Day, STEAM (science, technology, engineering, arts and mathematics) Nights and SEL’s annual kids conference, Getting Ready for Engineering and Technology Day.
A highly respected and visible leader, Jennifer represents Union Pacific across the industry. Since beginning her career with UP in 1992 as a member of the corporation's audit staff, Jennifer has served in various positions including associate vice president of investor relations, leading communications with investors through the early stages of the “Rail Renaissance.” Prior to her current role, Jennifer served as senior vice president of finance, responsible for treasury functions as well as financial and capital planning. In 2020, Jennifer was appointed executive vice president and chief financial officer, becoming UP’s first female CFO. Her leadership was critical in helping shareholders navigate changes in operating methodology to a precision-scheduled railroading approach. As CFO, Jennifer also led her organization and shareholders through the COVID-19 pandemic, recognizing the importance of communication, employee engagement and transparency with shareholders.

Jennifer’s efforts to build a highly engaged, inclusive team have not gone unnoticed. In addition to consistently seeking feedback and listening to employees across the organization, she follows up with action—contributing to meaningful change at UP. Jennifer’s employee engagement initiatives have led to the introduction of a robust onboarding experience for new team members, the implementation of a Finance Customer Centricity Scorecard that directly connects key finance work to internal customers and links to UP’s strategy, and an increased cadence of department-wide staff meetings and town halls. Employees consistently provide feedback about how connected people feel to the pulse of UP and finance, which is a direct result of Jennifer’s leadership.

As the company champion for the United Way of the Midlands campaign, Jennifer led efforts to raise more than $1 million for the organization in 2022. She also spearheaded UP’s “Finance Serves Day,” a community service initiative that invites finance employees to serve alongside Jennifer in citywide volunteering events in partnership with United Way of the Midlands. Her membership and executive sponsorship for LEAD (Lead, Educate, Achieve, Develop), UP’s women’s initiative and her prior work as a board member and advocate for the Women’s Center for Advancement are just a couple of the ways Jennifer is increasing her impact.

“I am proud to be a woman in the manufacturing industry because it is an opportunity to advocate for women’s initiatives and be an example for future women leaders.”

Jennifer Hamann
Executive Vice President and Chief Financial Officer
Union Pacific Railroad
With more than 20 years of manufacturing industry experience, Deleria has led change in every role she has undertaken at General Motors. She currently serves as a shift lead in the Romulus Powertrain Technical Support Operations Group. There, she leads cross-functional groups of engineers and maintenance employees supporting production of GM’s 10-speed rear wheel drive transmission. She has embraced many roles throughout her career at GM. As a continuous improvement project leader, she has led projects that eliminated safety risks while improving productivity. In total, she planned and executed more than $9 million in capital products, resulting in more than $3 million in annual productivity savings.

Passionate about promoting women’s excellence, Deleria chairs the General Motors Romulus Women in Manufacturing affinity group, leading discussions and creating spaces for women to share impactful experiences and receive support from other women. The group also promotes STEM interest in school-aged female students by hosting plant tours to share information on the plant’s manufacturing process as well as offering hands-on activities.

Deleria also has served as chair of the Professional Managers Network, which showcased women leaders as speakers during monthly meetings to increase awareness of the many paths to leadership positions.

Outside of GM, Deleria supports her local community through volunteer roles that support STEM fields, including her mentorship of FIRST Robotics, as well as SAE World in Motion activities in K–8 schools. She is also active in the Detroit Rescue Mission at its men’s shelter and has held a leadership position in the City Airport Renaissance Association. All these activities give a voice to the underrepresented and provide leadership opportunities for the next generation of talent.

“I am proud to be a woman in the manufacturing industry because as a manufacturing employee at General Motors, I have had an opportunity to work in many roles. These roles have allowed me to be creative, build relationships and accomplish many goals. I am proud of the knowledge I have gained and the future positive impacts it will allow me to make.”
Danyal is a human resources executive, strategic creator, activator—and an inspiration. From going the extra mile to drive diversity, equity and inclusion efforts globally to mentoring the next generation of talent within Libbey, Danyal embodies the qualities of an empathetic, progressive leader.

As a member of Libbey’s senior executive leadership team, Danyal equips leaders and organizations with the tools they need to develop inspiring work environments where people can perform at their best and deliver as their true authentic selves. She focuses globally on delivering people and performance synergies to impact Libbey’s overall service, culture and profitability. Her positive attitude has helped to create a more welcoming environment in which Libbey “makers” can embrace who they are and thrive every day.

As a champion, a cheerleader and a mentor for many women within Libbey, she has personally mentored several rising female leaders, advocating and sponsoring female development, advancement and equality. Likewise, she encourages a culture of empathy, growth and support, and her mentorship has enabled many female Libbey associates to achieve their goals for advancement and development, both personally and professionally.

Danyal has been a driving force behind launching and elevating Libbey’s first-ever affinity or associate resource group: PRISM (Proudly Respecting Identity and Sexuality as Makers). PRISM (United States) and PRISMA (Mexico) are the first affinity groups created for Libbey’s Americas region. Danyal’s efforts to advance the LGBTQIA+ community and Libbey’s representation through PRISM have made Libbey a safe, inclusive and accepting space.

Danyal’s impact extends beyond Libbey and into her community where she serves as the Northern Ohio advisory board president of the Ohio Diversity Council (state chapter of the National Diversity Council). Additionally, Danyal has been active in volunteering for the United Way, Big Brothers Big Sisters and the Make-A-Wish Foundation of America.

“\textit{I am proud to be a woman in the manufacturing industry because this country thrives on the value created by millions of makers. It is with great passion and persistence that I lead and ensure our manufacturing workplaces represent the communities we live in and the customers we serve.}”
Wendy began her career with American Woodmark as a payroll clerk 22 years ago. Since then, she has risen to the challenge of becoming controller of a 650-employee plant in 2020, providing consistent leadership, mentorship and a drive for continuous improvement. Under her leadership, operational efficiencies within Wendy’s plant improved by 35% over a two-year period—a remarkable feat that increased profitability and improved compensation for hourly employees. In 2022, Wendy was promoted to the role of group controller, where she has made a positive impact identifying and correcting common deficiencies for individual plants. Utilizing a collaborative approach, she has provided outstanding support and financial accountability for eight large manufacturing plants, facilitating the timely shipment of tens of thousands of quality kitchen cabinets every week.

Within American Woodmark, Wendy works to empower the next generation of female talent to take control of their destiny and to operate outside of their comfort zone for personal and professional growth. At the conclusion of her tour as plant controller, her entire financial team consisted of high-performing women—a testament to her influence and leadership. Due to her impact, Wendy was hand-selected to be a participant on a corporate team designed to improve female representation in operational leadership positions throughout the company. While Wendy is dedicated to developing both women and men equally, she has consistently served as a strong role model for emerging female leadership.

Wendy’s impact also extends to her local community, where she has supported many worthy causes and charitable organizations. From participating in 5Ks and golf scrambles to raise awareness and funding for breast cancer early detection and treatment, to volunteering to serve meals at a local rescue mission, Wendy upholds American Woodmark’s commitment to building strong community connections. She also has supported the ALS Association, the Boys & Girls Club, the Gas City Chamber of Commerce and more.
Through her work at Johnson Controls, Zoë is fighting to make the world more safe, sustainable and inclusive. Having served in leadership roles in operations, program management and sales, Zoë now leads a team that sells and delivers fire protection solutions that make facilities safer.

Perhaps most notably, she led the foundation of a Women in the Field initiative at Johnson Controls dedicated to building community, allyship, equity and inclusion for women across the organization. Her initiative directly addressed the inherent inclusion challenges that women face as a part of the nondominant group within the company. Since the group’s inception in 2021, Zoë has grown the initiative to include executive sponsorship and a leadership team. As a result of her leadership and impact, she was invited to serve as a vice president of the Women’s Global Network, a companywide employee resource group at Johnson Controls.

Zoë has mentored countless women across the organization. Recruiting and engaging female leaders onto her staff, leading them to perform at the highest level and supporting women-to-women mentorship and networking sessions in local and national industry organizations are just a few of the ways that Zoë gives back and uplifts others. Through reverse mentorship roles, she helps guide her senior leadership team to focus on and accelerate their own diversity, inclusion and engagement activities with courage and conviction.

Also a leader within her community, Zoë’s local impact can be felt in many ways. As a chair on Tosa Pool’s nonprofit operations committee and a member of the board, Zoë believes deeply in the importance of early childhood swimming education. In addition, she has driven community outreach programs and increased the adoption of sustainable practices across her home city of Wauwatosa, Wisconsin, as an appointee to the Wauwatosa Sustainability Committee by the city’s mayor.

“I am proud to be a woman in the manufacturing industry because I’m making this career path more accessible for future talent—like my daughters.”
“I am proud to be a woman in the manufacturing industry because there are so many opportunities to grow professionally and personally. In manufacturing, there is always something new to learn, which feeds my natural curiosity. I can be as busy as I want to be. As a woman in manufacturing, I bring a different perspective and help where I can. I love the mentorship I can provide to other women and the influence I have to set the example.”

With a passion for continuous improvement, Erika has progressed through positions in operations, engineering and EHS at Hill’s Pet Nutrition Emporia, Kansas plant, where she has led the site safety team as EHS manager. In each of her roles, Erika has been able to apply her skills learned through the Greenbelt certification process to deliver improvements to the overall safety, quality, and efficiency of plant processes. Notably, Erika has led efforts including: a heat stress project that added conditioned air to improve the environmental working conditions in key process areas; a capital project to upgrade kibble storage bins to improve product flow; and several initiatives to address material loss opportunities throughout the plant.

Erika has consistently shown a passion for helping others through her dedication to training and mentoring, as well as by creating a safe work environment for those in her facility. She has helped integrate countless new female engineers into the Emporia plant by providing perspective, guidance and support on how to manage teams and keep up with operational processes. She connects quickly with others and builds trust by sharing her past experiences, holding space for each person to enable them to grow and be successful in their own roles.

Erika frequently volunteers her time to support efforts led by her church to provide food and nutrition to the underprivileged within her community. She also coaches youth sports through the local recreation commission. Additionally, for the past three years, she has been a key organizer of the annual Emporia Plant Hispanic Heritage month celebration, which highlights Hispanic culture to educate employees and promote diversity and inclusion through partnerships with community vendors, speakers and organizations like Hispanics of Today and Tomorrow. The success of Erika’s involvement in this event has led to it being implemented at other Hill’s facilities, spreading awareness and inclusion beyond her local community.
Not everyone can say that their work has the ability to save lives and pave the way to a more sustainable future—but Alison can.

During Alison’s five-year career with General Motors, she has always played an integral role in company initiatives that positively impact both the industry and humanity. In March 2020, Alison led the dimensional department for an initiative that committed resources to increase the production capacity of critical-care ventilators to save patients suffering from COVID-19. After completing this critical assignment, Alison moved into another career-defining accomplishment. To help pivot the transportation industry to a more sustainable future, Alison established GM’s first-ever Ultium RESS assembly operation—a key enabler to getting everybody in an electric vehicle as the Ultium platform powers EVs of every type and at every price point.

Inspired by her mother’s experience in manufacturing, Alison strives to make a difference for women in her industry. Alison became the engagement lead of GM’s early career development program for manufacturing engineering. In this role, she coordinates experiences to help peers build professional skills and increase their business understanding and ensures that all team members have equal opportunities to participate and the resources to succeed. She also dedicates time to help women experiencing professional “firsts”—whether they are undertaking their first role out of college; they are having difficulty understanding a new process; or they need general support throughout challenging initiatives.

Beyond her work with GM, Alison makes time to support her local community. She recently became a certified therapy-dog handler with her yellow Labrador retriever, Pippa. Together, they spent hours in a yearlong training program so they could bring joy and emotional support to senior homes throughout the Oakland County community.

In all that she does, Alison’s willingness to embrace new challenges and take steps toward a more sustainable future, can be seen—a testament to positive impact and leadership.

“I am proud to be a woman in the manufacturing industry because empowering women in STEM leadership creates role models for other women to explore a traditionally male-dominated field. This diversity is crucial to enabling progress and addressing challenges creatively.”
Amy Hooper
Director
Eastman Chemical Company

“I am proud to be a woman in the manufacturing industry because I am influencing the materials and processes that produce products the world uses daily. Our industry acts responsibly, protecting both our environment and the safety of our employees. It is challenging and rewarding to collaborate as a team utilizing simple building blocks to solve some of the most complex problems.”

Amy is not only a director at Eastman, a global advanced materials and specialty additives company, she’s also a builder, leader, mentor and champion for women in her industry.

With a degree in chemical engineering from Louisiana Tech University, Amy has more than 25 years of manufacturing industry experience. She has held several traditional engineering roles throughout her career including process improvement, technical staff and technical service. Her leadership was integral in the safe shutdown and restart of the hydrocarbon cracking and cogeneration facility after winter storm Uri in February 2021, providing proactive planning that assured safe recovery of the unit with no injuries. She is also responsible for tenant operations at Eastman’s second largest manufacturing site.

Engaging the next generation of female talent is her joy as she actively mentors engineers in manufacturing, technology and engineering and coaches individuals to set and achieve their goals. As a certified bluepoint master coach, Amy utilizes her coaching skills across the organization. In addition to serving as a champion for the catalyst employee resource group for women, Amy is an advocate for education and allyship on inclusion and diversity in the workplace. Also an active alumna of Louisiana Tech University, Amy has spoken at several Society of Women Engineers events to raise awareness and provide encouragement to the next generation of female engineers.

Amy’s impact on her community speaks to her heart for others. She is a leader in her local community church, volunteering in the youth group for numerous years and supporting multiple events from holding food drives to feeding the hungry. Likewise, she has sponsored several in-home youth retreats to provide educational and leadership support for girls. She is also a member of the Leadership Longview class that designed, secured funding and built a teacher’s lounge at Safety City, an interdisciplinary social study and science curriculum that works with children to develop respect for community laws and law enforcement personnel.
With a passion for science, leadership and inclusivity, Peggy has made significant contributions at Pentair, a global leader in water treatment and sustainable solutions. As a regional quality manager, she helps ensure that Pentair’s products and services are resilient, reliable and beneficial to customers and the environment. Supporting quality initiatives at Pentair’s North American manufacturing sites for its Industrial Flow & Technologies segment, she works with the team to help reduce waste and conserve resources while delivering pumps for commercial, municipal and industrial customers that meet the company’s high-quality standards. Peggy recently led an initiative to improve first-pass yield at the Ashland, Ohio, foundry, which helped decrease the site’s natural gas consumption, water usage and need for employees to work overtime.

Peggy volunteers as a mentor for new hires and interns. She aims to create an environment that is both challenging and encouraging to the next generation of female leaders. Peggy’s advocacy and allyship extend beyond her efforts to promote women in science, as she was instrumental in planning and hosting Pentair’s first LGBTQ+ Pride celebration in 2022. This served as a springboard to launch a new employee-led LGBTQ+ business resource group, of which Peggy serves as co-leader.

Peggy believes that changing the world’s view on who a scientist is and what a scientist does is critical to promoting STEM careers for young women. She regularly speaks with students about the opportunities in STEM at her alma mater, an all-girls high school. Additionally, Peggy has taken an active role with Project Scientist, an organization working to increase diversity in STEM and a Pentair Foundation grant recipient. For several years, Peggy has worked alongside other female engineers at Pentair to lead virtual summer camp programs. She also volunteers with the Project Scientist Scholars Virtual Program and Spring STEAM (science, technology, engineering, arts and mathematics) Club.

“I am proud to be a woman in the manufacturing industry because from my first process engineering role, I loved working with front-line teams to improve processes and solve problems. I am proud to work with the team at Pentair to create a better world for people and the planet through smart, sustainable water solutions! When I talk with girls about careers in engineering, I stress how important it is for them to bring their individual gifts to any problem-solving team rather than try to change to fit in. Team diversity ensures the best solutions!”
Ann is a global leader in the semiconductor industry with decades of distinguished service and leadership experience. She is an executive vice president at Intel Corporation and currently serves as general manager of technology development, which develops Intel’s future semiconductor process and packaging innovations. Overseeing more than 16,000 employees, she is instrumental in advancing Moore’s Law, the economic force that has enabled the digital revolution and improved lives around the globe for more than 50 years. She is recognized by the federal government as a trusted policy advisor in semiconductors and was recently selected by the U.S. Department of Commerce as a member of the Industrial Advisory Committee to provide guidance on the recently passed CHIPS and Science Act.

Throughout her career, Ann has strongly advocated for women in engineering and manufacturing. As the first woman to earn a Ph.D. in electrical engineering at University College Cork, she is driven to help others on the same path. During her tenure at Intel, she has played a key role in advancing corporate diversity and inclusion goals, including doubling the number of women and underrepresented minorities in senior leadership roles and achieving over 40% representation of women in technical positions. She sits on the board of the Global Semiconductor Alliance and was an early champion of their Women’s Leadership Initiative. Additionally, Ann frequently speaks at industry, university and Intel events on various semiconductor topics.

Ann has had a strong impact on her local and global community through a variety of important contributions to the semiconductor industry over the past three decades. Under her leadership during the COVID-19 pandemic, Intel factories and employees were able to safely continue delivering to customers, easing the burden of the enormous societal challenges taking place. She was also able to establish a precedent for the safe operation of semiconductor facilities during this time, which allowed Intel to provide essential products across multiple sectors of the economy despite unprecedented challenges.

“I am proud to be a woman in the manufacturing industry because the semiconductor industry is a positive force for change and employs a diverse group of people around the world. I am also proud to help pave the way for the increased representation of women.”
Diana is a globally recognized scientist whose work in emissions testing contributes significantly to navigating and managing climate change. As a senior research and development scientist at Covestro, Diana supports polymers manufacturing with a focus on manufacturing sustainably through emissions testing of products and production processes. Her emission testing and research ensure that products comply with and improve indoor air and vehicle interior air requirements. With Diana’s in-house R&D expertise, Covestro avoids paying about $540,000 a year to external testing labs. Her support of emission quality control for product formulations has led to expanded partnerships with key customers, yielding increased sales. Diana’s critical environmental studies have enabled specific Covestro production facilities to operate safely and in compliance with state and federal regulations. She also led an effort to enable remote connection that made it possible for team members to check on critical experiments and analyze data from their laptops—without having to go to the lab after-hours. This, in turn, helped improve work–life balance, flexibility and cautionary measures brought on by the pandemic.

Diana is supporting the next generation of female talent through her role as a leader in Covestro Toastmasters, helping to teach public speaking and leadership skills to fellow professionals in a safe environment. She serves as a role model through the Greenlight for Girls program, where she performs enthusiastic science demonstrations to get girls interested and involved in STEM.

Dedicated to taking steps toward a more sustainable future, Diana also leads the global platform workgroup for the harmonization of the German emission automotive standard VDA-278, as well as the workgroup for the automation and reporting of emission data. Within her Pittsburgh community, Diana ignites young minds through the Covestro i3STEM program, performing science demonstrations at the Carnegie Science Center, elementary schools and during the Lending Hearts 4th Annual Kites Take Flight for Childhood Cancer event.

“I am proud to be a woman in the manufacturing industry because manufacturing fosters innovation. I enjoy testing new products that are environmentally friendly, sustainable and improve the lives of others.”
An advocate and champion of her 130+ global team members, Linda is a dynamic technology leader whose impact is felt across nVent, a $2.5 billion, high-performance electrical company. With a master’s degree and Ph.D. from MIT, Linda serves as nVent’s thermal management technology vice president, holding multiple patents and leading the research and development team that’s responsible for heat management systems and products. With a direct influence on innovation and the ability to drive the growth of the business, Linda was recognized with an inaugural nVent Award by CEO Beth Wozniak in 2022. In 2021, Linda led 19 new product launches for thermal management, representing an $8 million incremental revenue with 26% vitality and a 40% reduction in cycle time. Linda is also transforming thermal management’s offerings to include software and has made several investments to develop digital twins of physical products—a game-changer for development.

Linda is an advocate and mentor for the next generation of female technical talent. Regularly meeting with young professionals, she helps them to create development plans and technology road maps to assist them in setting SMART goals. Because of her active engagement with team members, Linda has earned some of the highest employee engagement scores across nVent. In addition to assigning meaningful projects that challenge employees’ skills, Linda provides coaching and a safe space to fail.

Within her community, Linda is passionate about raising awareness and funds to support the fight against multiple sclerosis. As nVent’s bike captain, she is responsible for charitable Bike MS fundraising events across more than five locations in the U.S./Canada. In 2022, she led a team of more than 50 riders to raise more than $40,000—a testament to her drive to make a difference. Dedicated to encouraging others, Linda also created a six-month training program to coach, mentor and prepare riders to achieve a successful and safe ride.

“I am proud to be a woman in the manufacturing industry because I have always wanted to make new and better products. After earning my Ph.D., I was offered a job in corporate research and development. When I said that I preferred a manufacturing role, they offered me one. What a great start!”
Chelsea is an innovative leader in the software and control business at Rockwell Automation who uses her factory floor experience to guide a team of technical experts to deliver positive business outcomes and digital transformation to manufacturers. She began her career as a field engineer, providing start-up and installation services to manufacturing organizations across the U.S. Through this role, Chelsea became known for her expertise in early digital solutions by deploying unique production monitoring applications to improve productivity.

Chelsea's innovative thinking has kept her team and, in turn, the customers they support on the leading edge of automation by serving as the liaison to business units that are developing the technology of tomorrow. Chelsea's contributions are not limited to a single accomplishment; she has helped hundreds of manufacturers improve their efficiency and guides others to do the same. In 2021, she won a North American award for best sales support. A leader at Rockwell Automation described her as “unyielding in providing value to customers and sellers alike. She drives to deliver a high-quality experience with clarity all while understanding we are building the plane as we fly. Her curiosity and courage are to be admired and replicated.”

As the current president for Rockwell Automation Women in the Field, an employee resource group with more than 500 members and allies globally, Chelsea leads 40 steering committee members in advancing and empowering women through authentic community and development. After more than two years of remote work, RAWIFI has flourished under Chelsea’s leadership due to her increased focus on rebuilding genuine connection among members and developing future female leaders. Her strategic guidance has accelerated RAWIFI programs focused on professional development, expanding mentorship opportunities and influencing corporate change.

In 2020, Chelsea became a coach for Girls on the Run of Central Iowa, a nonprofit that inspires girls to be joyful, healthy and confident using a fun, experience-based curriculum that creatively integrates running. Serving as the first vice chair of GOTRCIA, Chelsea has had a profound impact on the organization, which served 800 girls in the spring of 2022—its largest season to date.

“I am proud to be a woman in the manufacturing industry because we are collectively designing the future. Women bring diverse ideas and perspective to drive innovation and improve the quality of life for generations to come.”

Chelsea Krause
Software and Control Regional Manager
Rockwell Automation

“I am proud to be a woman in the manufacturing industry because we are collectively designing the future. Women bring diverse ideas and perspective to drive innovation and improve the quality of life for generations to come.”
As the senior leader at Hallmark’s manufacturing site in Leavenworth, Kansas, Noeida led a successful multiyear transformation of the facility. This included new capital investments into modern manufacturing technologies and continuous improvement initiatives to reduce costs across all areas of the operation both on the production floor and in the plant’s support areas. Through her leadership and close collaboration with her teams inside the plant, across the supply chain and within the broader business, Noeida has driven significant improvements for Hallmark.

Despite challenges brought on by COVID-19, supply chain disruption, severe staffing shortages and global inflationary pressures, Noeida has guided the Leavenworth plant through uncertain times to hit targets and deliver strong performance results. She has focused on uniting her team through purpose with initiatives including “One Team, One Goal” and “Making the Impossible POSSIBLE.” Her strong leadership skills have also elevated performance and employee engagement across the plant, where she has cultivated a caring culture across teams.

Noeida has championed employee development throughout her 30 years at Hallmark. In all her leadership roles, she has implemented individual career development plans and career maps for professional roles within her team. She has led college recruiting efforts and worked closely with summer interns to engage with the next generation of talent. As a passionate mentor and role model, she has stayed connected with many of these employees.

In addition, Noeida has channeled her skills, experience and passions to build deeper connections to culture and community. For three years, she led a business group focused on serving Hispanic consumers, which grew into the Hallmark VIDA card line. As a founding member of the Hispanic employee resource group, she helped strengthen relationships with Hallmark’s Hispanic employees and consumers. Noeida has made giving back a priority, from working with community organizations to connect and educate employees on important topics, to championing successful clothing drives and food bank donations at the plant. Through her involvement in diversity, inclusion and community service efforts, Noeida’s impact can clearly be seen.

“I am proud to be a woman in the manufacturing industry because this field offers opportunities for women to grow, improve, advance and influence throughout their careers. In manufacturing, we make tangible products that can help make a difference in the world around us, and greater diversity strengthens how we create, produce, improve and innovate.”
Molly faced a significant challenge in 2020. Despite being relatively new to LP Building Solutions, Molly was tasked with the responsibility of safely navigating her Hayward, Wisconsin mill and its nearly 260 employees through COVID-19, while still performing as the plant’s primary environmental compliance manager—a position that had previously been two separate roles. With tireless energy, Molly tackled the challenge to protect employees from illness and implement hygiene protocols that inspired companywide policies.

In her time with LP, a leading manufacturer of high-quality building materials, Molly has played a major role in a number of other key initiatives. For example, she led the implementation of an automated product grading system, the first of its kind at the organization, and oversaw a team that enabled her operation to gain recertification in OSHA’s Voluntary Protection Program at the Star level.

The ability to build strong, lasting connections with people is integral to Molly’s character. From mentoring the next generation of female talent to serving as a voice for women in manufacturing through her involvement in LP’s diversity, equity and inclusion initiative, Molly is passionate about supporting and connecting with others. In addition, Molly is working to establish a program with a local Tribal school that she hopes will inspire young Native American women to pursue careers in manufacturing and STEM—right in their hometown if they choose.

Molly is passionate about showing students what the mill does, what careers are available and the skills needed to succeed. To give local youth a closer look, she routinely offers tours of LP’s facility, showing students that a young female leader can undoubtedly thrive in an industrial and manufacturing environment. In 2022, Molly was invited to give the keynote speech at the Excellence in Education banquet, which honors the top 10% of graduating seniors at the local high school. Her inspiring story emphasized that women can go into fields they may not have considered and find rewarding careers.

“I am proud to be a woman in the manufacturing industry because industry is the backbone of the U.S. I love that I can play a part in continuing the history, pride and future of American manufacturing. Women bring positive transformation and energy through their passion and dedication. I hope that more women recognize that they too can work in the manufacturing industry and find the fulfillment and joy I do.”
As a manufacturing manager at CPC, a Dover Company, Lucy’s work not only brings materials together, it also brings functional teams and cultures together. Leading a 250-person manufacturing cleanroom team of supervisors, operators, team leads, cell leads, manufacturing technicians and training specialists, Lucy’s experience working in nearly every one of these roles over the course of her career allows her to lead with empathy and support.

Lucy’s motto is that “an employee who is cared for is a happier, more engaged one.” This attitude allows her to be particularly attuned to the needs of the immigrants and female engineers on her manufacturing team. As an immigrant herself, she has a deep capacity to listen and understand her employees. She continues to share her own successes with those she leads in the hopes of empowering them to achieve their goals. Even in the face of high workload demands and unforeseen circumstances, including the COVID-19 pandemic, Lucy has been able to foster a high-performing team by giving a voice to each member.

Believing that lean-and-flow process knowledge can be applied across many aspects of life, Lucy and her manufacturing team put their knowledge to use in helping their community. At Feed My Starving Children, a nonprofit organization that provides meals for malnourished children across nearly 70 countries, they helped assemble food packages. In just a few hours, by using similar efficiency principles from their work, Lucy and her team put together enough food packs to feed 800 children for a year. They also recommended process and equipment improvements to streamline assembly lines for future volunteers.

With an eye for improvement, an innovative mind and a dedication to nurturing an efficient and inclusive team culture, Lucy is a shining example of the potential and promise manufacturing careers can hold for others.
Since joining Cornerstone Building Brands family of brands in 2021, Jodi has proven to be a transformational leader. With nearly 30 years of manufacturing industry experience, Jodi systematically transformed a plant that was not running efficiently to dramatically improve its operating metrics. In doing so, she was one of the first individuals to adopt a daily accountability process that now serves as the companywide standard.

Through a servant-leadership approach, Jodi has changed the culture of her facility, pushed for accountability and taken decision-making to the appropriate levels of the organization. Within just 16 months of hire, Jodi’s efforts reduced customer backorders by over 300%, improved on-time and in-full delivery performance from 78% to 95% and reconfigured shipping routes to improve customer lead times and drive efficiency. She also enabled a 25% scrap reduction and has taken customer defects to nearly zero.

Jodi’s impact has been felt by the entire plant, and especially by the women in manufacturing she leads. With a strong history of recruiting, developing and advancing female talent, Jodi enjoys identifying early-career female supervisors and mentoring them monthly for advancement in the company. Likewise, she remains active with her alma mater, the University of Michigan and the Society of Women Engineers, using the platforms to inspire, recruit and advance rising female talent.

Jodi’s influence goes well beyond her plant and into her community, where she’s been a visible mentor and has shaped the lives of many young women. Working alongside other women in her industry, Jodi helped create Get Wise, a program focused on exposing middle school-age students to potential careers in STEM. From speaking in classrooms at local schools to hosting events in her workplace, Jodi has spent countless hours meeting with students to give them a firsthand look at the opportunities available to them in STEM.

“I am proud to be a woman in the manufacturing industry because I’ve always enjoyed working in the industry and feel it’s important to continue to grow women in this field. I’m proud to be part of a group of women who continue to play a larger role in advancing manufacturing companies to the next level of technology and service.”
Despite being a young leader, Rose is experienced in breaking barriers and clearing paths for future generations of women in manufacturing. Through her role as pipeline site manager, she managed more than 200 employees at various Texas locations. As site operations manager, she is currently responsible for all the olefins and polymers assets at the La Porte, Texas, facility.

Rose spurred a monumental culture shift at LyondellBasell when she led the linear low density polyethylene team to improve reliability. She transformed LLDPE from the lowest-reliability-performing asset to a company front-runner in two years through improved operating and engineering discipline and by cultivating a performance culture.

Holding a firm belief that we never stop learning, developing and growing into leadership roles, Rose is committed to connecting with junior-level engineers to help them find their way in their careers. Having benefited from strong advisors in her life, mentorship is close to her heart, and she is passionate about helping guide others—particularly young women—toward developmental roles to prepare them for larger challenges. She sits on discussion panels at LyondellBasell to help others answer tough questions about what it takes to succeed in the manufacturing industry as a woman.

A first-generation college student, Rose is tremendously dedicated to giving back to her community by supporting education and career development for young female talent in the women-underrepresented STEM fields. She is particularly passionate about her volunteer work with the South Dakota School of Mines Center for Alumni Relations and Advancement, and as the committee chair for alumni engagement. After the loss of her mentor Karen Swindler, Rose started an endowment and memorial scholarship in Karen’s name dedicated to promoting internship and career opportunities for students in STEM.

For Rose, success is defined by the ability to help others succeed, and she is driven to fulfill that mission by encouraging women of all ages and life stages to grow and develop their careers in a male-dominated field.
While in the Global Operations Leadership Development program, Sarah-Jane completed her final rotation as an operations specialist at the Janssen-Cilag SpA pharmaceuticals manufacturing site in Latina, Italy. She drove the end-to-end process improvement for the cleaning and changeover of the continuous manufacturing line, leveraging her experience as an FPX-certified project leader and obtaining her lean green belt certification along the way. Her mastery of Italian enabled her to collaborate with the local teams and deliver significant operational and cost improvements. She is an impactful leader, always seeking to challenge herself and others to shape the future of supply chain and strategically advance the Johnson & Johnson credo.

Sarah-Jane has made it her mission to support the next generation of female talent within STEM fields, having had very little exposure to the STEM field or guidance when she applied to engineering schools. To help bridge the gap between the 74% of middle school girls interested in STEM fields and the 28% who make it to the workforce, she established the first Europe, Middle East and Africa partnership between the J&J Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design youth and university program pillars, which led to the launch of the inaugural WiSTEM2D Camp in Limerick, Ireland. The weeklong event exposed 40 female secondary school students to a variety of STEM activities, workshops, speaker sessions and site tours. The success of the camp gained global attention, and Sarah-Jane continues to lead the initiative forward with a goal of reaching more than 300 young women with five camps across four countries by the end of 2023.

Within J&J, Sarah-Jane is also co-organizer of the WiSTEM2D University Virtual Programming team and coaches interns and GOLD associates in North America and EMEA. Outside work, she supports the Columbia University Society of Women Engineers as an alumna. She served on the board for four years, organizing engineering events for middle school girls. Sarah-Jane finds a deep sense of fulfilment and passion through her work and hopes to keep sparking enchantment in the next generation of female talent in STEM.

“I am proud to be a woman in the manufacturing industry because it is the result of the path paved by generations of women before me so that I may pursue my passions in an environment that values every voice, have a significant impact on the products we make for our patients and inspire the next generations to be even greater.”
Cara Madzy is a manufacturing leader who has been an inspiration to her peers throughout her 23-year career at BASF Corporation. As vice president of operations for the Coatings Division in the Americas, Cara leads approximately 600 people across five countries in operations, quality, continuous improvement and environmental health and safety. As a second-generation chemical engineer, Cara’s passion is for being, performing and engaging in the manufacturing environment and continuing to pay it forward. Over a 23-year career, she’s proud of launching a state-of-the-art manufacturing facility that produced on-spec product in its first 24 hours online. She’s proud of the way she’s embraced new technology and new ways of working to address key manufacturing opportunities in several operating divisions, while still paying attention to the basics of running a safe and sustainable plant.

Cara is a role model to women finding their way in manufacturing, speaking openly about the challenges she has overcome. She leads or supports several employee resource groups, including Women in BASF, which supports and advances women. This year, Cara was also nominated to her second three-year term as the BASF representative on the board of directors for the Women in Manufacturing Association.

She is a BASF Diversity Champion and is directly involved in sponsoring, strategizing, planning, organizing and coordinating inclusion training for all employees, which helps attract, develop and retain female talent and other underrepresented groups. She consistently models inclusive behaviors and holds her leaders accountable to do the same.

Cara serves as a mentor and leader for LGBTQIA+ employees and their allies as an executive sponsor and advocate for ALLchémie, a BASF employee resource group for the community. She was recently named a 2022 “Notable LGBTQ in Business” honoree by the publication Crain’s Detroit Business for her continued efforts to advance diversity, inclusion and equity within her workplace, industry and region.

“I am proud to be a woman in the manufacturing industry because we strategize, develop and create chemistry for a sustainable world. The manufacturing community is my second family. With a diverse team, we serve our customers and meet business expectations, while ensuring safe, compliant, inclusive, quality operations that strive for continuous improvement.”
As a recent college graduate, Emery has not had much time to make a name for herself as an industrial engineer at Ashley Furniture Industries, LLC—but that has not stopped her from doing so. As an industrial engineer, everything Emery does is focused on improving Ashley’s manufacturing operations. Within the initial year of her first professional role out of college, Emery embraced the culture at Ashley. This commitment has helped shape the foundation of her role, especially when she volunteered to take on manager responsibilities where she identified needs. As a natural emerging leader, Emery is always seeking guidance and mentorship from other women and leaders in manufacturing so that she can develop and grow professionally.

Emery continues to hone her mentorship and leadership skills, so she can influence the next generation of talent through programs like the University of Louisville’s Outreach Team at the J. B. Speed School of Engineering. Throughout her participation in that program, Emery mentored children on the importance of the STEM fields and encouraged them to ask questions about the world around them. During her time in the program, she also had the opportunity to mentor two of her female peers in engineering school in between her engineering courses and cooperative education program. She enjoys being able to support other future female leaders and see them go on to be successful in their own careers.

In addition to her past involvement with the Outreach Team, Emery is passionate about the importance of giving back to her community through other pathways of education. She has volunteered with the 4-H Club, as well as a fourth grade science club as a student leader and judge to help foster excitement for science, assisting with the students’ annual science projects and volunteering to judge for science fairs. Emery prioritizes her involvement in local volunteer efforts and considers her service to others to be an act of gratitude for those who have invested in her.

“I am proud to be a woman in the manufacturing industry because it demonstrates to younger generations of women that they too can make an impact in what has largely been considered a male-dominated field, and we can be a part of the generation to begin the transformation for the future.”
Emma has emerged as a true leader in her field who supports both productivity and technical improvement projects at Advanced Airfoil Components, a manufacturer of turbine blades and vanes. She joined the company as an engineering intern, focused on qualification of the equipment required and processes necessary to in-source ceramic core production. This was no trivial undertaking, but Emma rose to the occasion, working diligently to overcome each obstacle.

Recognized for her talents by the CEO of AAC, Emma was promoted to a full-time position as a continuous improvement engineer during a highly transitional time in terms of corporate structure, process maturity and rapidly increasing demand. Her leadership drew out the best in her team, resulting in up to 80% throughput improvements and increasing throughput in a key department by 100% during an intense four-month project.

Mindful of the challenges faced by young female engineers, Emma goes out of her way to advocate for her colleagues in a male-dominated environment. With professionalism and transparency, she coaches individuals at all organizational levels, building collaborative relationships and trust with her co-workers. Emma shines when leading team initiatives, taking great pride in the positive impact she’s able to have on her teammates. Known for her purposeful, driven nature, she handles high-pressure projects methodically and transparently—serving as an outstanding role model to her peers.

With a long history of service to her community, Emma volunteers regularly with Suncoast Kids Place, a nonprofit in Lutz, Florida, dedicated to supporting children grieving the loss of a loved one. Volunteering to teach classes in her local youth ministry, organizing teams of high school students to raise funds for the American Cancer Society through the Relay for Life and adopting an abandoned dog when she worked with the local humane society are just a few of the ways Emma aims to give back.

“I am proud to be a woman in the manufacturing industry because every day poses new challenges, and I am excited to get to use my unique perspective to tackle them. Innately, I think differently than most of my male co-workers. The gift of patience and the ability to succeed at the quick pace that manufacturing moves is where I thrive.”
Christine Marvin  
Chief Marketing and Experience Officer  
Marvin

As chief marketing and experience officer and a fourth-generation leader, Christine is carrying on her family’s legacy at Marvin, a family-owned and led 110-year-old fenestration manufacturer. In this role, Christine raises up leaders, guides compelling product developments, aids the company’s contributions to community and employees and inspires teams. Over the last five years, Christine has immersed herself in the practice of human-centered design and innovation. She has leveraged this expertise in the establishment of the Marvin Design Lab, an innovation incubator that resulted in the development of two first-to-market innovations: the Marvin Skycove and Marvin Awaken Skylight. These products—designed to serve people—have gone on to win more than 20 industry and consumer awards. Christine also serves as a co-chair for the International WELL Building Institute WELL Homes Advisory, which is committed to advancing better health in the indoor environment. She also created a partnership with the Well Living Lab to advance the science of human health in the home.

With a natural ability to help people identify and pursue their professional passions, Christine has recruited and rallied a phenomenal team of female leaders across Marvin. Christine embraces the opportunity to support and guide others in navigating the challenges of a post-pandemic world and recently gathered 20 of Marvin’s female leaders to attend Leadercast Women in Minneapolis to gain awareness of and insight into difficult topics. Since then, they have continued to lean on each other for support, inspiration and encouragement. Christine’s teams are encouraged to dream big to help business and community alike thrive together while taking the long view for generations of future success.

Within her community, Christine set the conditions for success for a first-of-its-kind mechatronics education program, the Advanced Resource Center, in underserved rural northwestern Minnesota. Developed in partnership with Northland Community & Technical College, the program offers students the ability to earn up to a two-year associate of applied science degree or any number of certificates within the 60-credit curriculum.

“I am proud to be a woman in the manufacturing industry because it is a privilege and honor to carry on the legacy my great grandfather began more than 110 years ago. Over four generations, Marvin has created beautiful products that stand the test of time, and that is meaningful not just to me, but also to the generations of Marvin family members to come.”
“I am proud to be a woman in the manufacturing industry because manufacturing offers a fast-paced environment where continuous learning and creativity are encouraged. The product development team at Harley-Davidson provides opportunities to design the next generation of motorcycles for our riders, all while solving challenging problems. Opening doors for future women to succeed in manufacturing careers is rewarding.”

Since joining Harley-Davidson in 2017 as the manager of infotainment and connectivity, Melissa has continued to grow and risen to greater responsibility. Currently serving as manager of engineering systems, Melissa has taken the lead in overseeing the company’s newly formed Safety Systems division, while also taking on the role of project chief engineer. As department head, Melissa directly manages a team of engineers responsible for designing and delivering cutting-edge technology and enhanced vehicle chassis control systems across our entire product portfolio. As project chief engineer, Melissa leads a cross-functional team that is responsible for launching major electrical system content in upcoming model years. Working collaboratively with her team, Melissa takes the initiative to seek out issues for Harley-Davidson’s customers and find solutions to improve the experience of their riders.

Melissa has fostered an environment of trust among her team, which she has nurtured to become one of the most productive teams in the group. Having coached several employees on how to become the best they can be and to contribute even when they feel they are too new to the position, Melissa is an independent leader who has built a team that is innovative and cohesive. In addition, Melissa has mentored junior engineers within her team, focusing on their personal development as they began their technical careers.

Dedicated to serving others, Melissa participates in activities that benefit her community and support rider experiences. Harley-Davidson supports local charities and organizations that make communities better places to live and work, and Melissa stands behind this mission. As co-chair of an open house event at the Harley-Davidson Product Development Center, Melissa helped welcome Milwaukee employees and families to the facility, and organized STEM events for the children utilizing Snap Circuits®. Additionally, Melissa has carried forward a list of inclusion activities for grade school girls and all students who have an interest in Harley-Davidson, on the opportunities available to them in the field.
As a senior reliability and maintenance director at Dow, Lindsay is a shining example of the strength and diversity that women bring to manufacturing. Within the Texas City vinyl acetate monomer plant, Lindsay led her team to successfully complete and start up a $40 million lifetime extension project that included an automation upgrade to state-based control. The project’s scope was extensive, requiring the replacement of an agglomeration of outdated control systems and pneumatic controllers with industry-leading automation technology. By allowing operations to automatically start up the facility with no manual intervention, the new state-based control system reduced start-up time from one week to one day, improved reliability by nearly 10% and delivered process yield improvements valued at $5 million per year.

As a global improvement leader of Dow’s methacrylates technology, Lindsay led a team of 15 engineers who are responsible for improving the safety, reliability and cost of several Dow assets valued at $2 billion. To create a more diverse environment, she recruited several female engineers to join the team, many of whom have developed professionally and become recognized technical leaders. As a working mom herself, Lindsay led her team to effectively manage 1.5 person-years of parental leave among her 12-member team in one year, while maintaining the business commitments for capital execution.

Lindsay has prioritized giving back to her community throughout her career. In addition to serving on United Way steering teams in various work locations, Lindsay has volunteered at the Houston Food Bank, coordinated donations for a local women’s shelter and served as a math mentor at a local school. Perhaps most notable is her impact on STEM at Ohio State University where, for 20 years, she has supported the College of Engineering. From leading the cross-functional recruiting team to supporting the Society of Women Engineers chapter on campus, Lindsay’s contributions have been significant, impactful and visible throughout her career.

“I am proud to be a woman in the manufacturing industry because in manufacturing, our days are filled with dynamic problem-solving that in turn delivers value and solutions to the world. I am fueled by continuously improving our technologies and work processes through the collaborative efforts of our multifunctional teams. We don’t have time for status quo!”
Designated as a high-potential employee within her first four years of professional experience, Kalie goes above and beyond the expectations of her job to actively seek opportunities that leave a lasting impact on the world around her. After an accelerated promotion to senior energy engineer on 3M’s energy management team, Kalie has been instrumental in furthering the company’s sustainability goals and improving its position as an industry leader in energy management. Her work earned the 3M Global Engineering Energy Excellence Award, which recognizes personnel for superior work that exceeds expectations and demonstrates significant continuous improvement.

Having found her way to 3M by being recruited for an internship at the annual Society of Women Engineers conference, Kalie remains active and passionate about empowering women as engineers and leaders. She continues to hold multiple leadership roles within SWE, one of which is leadership coach for SWE collegiate sections, where she has guided more than 20 sections and their leaders to promote and develop the leadership pipeline. Most recently, she completed her year of service as the 3M SWE chair. In 2023, Kalie was awarded the SWE WELocal New ELiTE Award which honors members with less than ten years of experience in an engineering profession, who have demonstrated outstanding technical performance and proactively served SWE, SWE’s partners and the community. She served as a 3M corporate intern mentor from 2020 to 2021, providing 12 remote interns with feedback and encouragement, and served as supervisor to two engineering interns this past summer.

Within 3M, Kalie currently serves as the global chair for the New Employee Opportunity Network, a global community that accelerates the connection and growth of new employees by providing tailored development and leadership opportunities. Externally, she enjoys volunteering in K–12 outreach within her communities. For the 2022 school year, she serves as a mentor to an East Ridge High School Project Lead the Way Engineering Design Development team focused on improving the infrastructure of Minnesota roads. Kalie’s enthusiasm and drive for her work exemplify her dedication to leaving the world better than she found it.

“I am proud to be a woman in the manufacturing industry because I can improve lives by helping solve the world’s greatest challenges. I get to work with very passionate people every day and influence the way we operate to make the world a better place.”
Dependable, effective and committed to quality improvement, Justina has developed from a highly effective industrial engineer to a successful general manager of GT Covers at Covercraft. After she assumed leadership of the GT Cover facility, she was able to reduce monthly warranty complaints by 82%, reducing accepted warranties from an average of 28 returns to just five per month. Her effective operational leadership skills coupled with her dedication to employee inclusion have made measurable improvements at Covercraft and will undoubtedly continue to do so as she meets new company challenges.

Justina leads by example and is actively involved in developing the next generation of female leaders at Covercraft. Though the workforce at Covercraft is predominantly female, the company actively works to increase leadership opportunities for women. When she took over as GM, Justina immediately launched efforts to mentor and enhance the existing frontline leadership staff, which resulted in a diverse frontline leadership team that is over half female. Approachable and kind, Justina mentors her leadership team in real time and drives them towards solutions based on teamwork and process measurement. She has always sought mentors to help guide her own growth and career, and this is reflected in her leadership style and dedication to helping other women find their voices in leadership roles.

Within her community, Justina has been a voice of inclusion in an incredibly diverse labor force, seeking to make opportunities more accessible for potential employees outside her organization. She and her team recognized opportunities to incorporate communications strategies across multiple languages in a way that was welcoming to all. Through town hall meetings, static signage and digital media efforts, Justina was able to hone her message to reach a diverse audience. This has led to increased word-of-mouth locally to help resolve the GT Cover organization’s hiring challenges.

“I am proud to be a woman in the manufacturing industry because of my abilities to adapt and successfully navigate in an ever-changing industry. I strive to be a role model and inspire others to be successful within the industry. I’m most proud of my versatility as an engineer, wife, mother, and friend.”
Jenny combines her experience, passion for innovation and spirit of entrepreneurialism to make significant strides in her businesses at Oldcastle APG, a CRH Company.

Managing a team of more than 90 people, Jenny brings a unique perspective to her work and has become an integral part of the executive team. She has been promoted to various roles in her six years of service to the company. Impressively, over the past three years, she more than tripled the percentage of hardscapes sales achieved by new products as senior vice president of sales and marketing.

An entrepreneur by nature, Jenny feels indebted to those who helped her get started in her own career. She graciously gives her time and talents to consulting with small women-owned businesses and start-ups within her community to empower the next generation of female talent. Notably, she helped a woman-owned start-up in Texas move from no revenue to more than $50 million in just three years. At every turn, Jenny is passionate about helping women achieve economic independence, keeping in mind her guiding motto for women: Strong is Beautiful. Her commitment to this motto shines wherever Jenny goes.

That motto is also woven into Jenny’s involvement within her community, as she places health, fitness and financial freedom for women at the forefront of her service. Jenny has placed great focus on helping survivors of domestic violence achieve financial freedom through her work with Dress for Success, which arranges and promotes donation drives to collect gently used professional clothing for women preparing for job interviews. As a member of her community board, an active social planner within her local female-owned gym and youth coach for softball, Jenny has a personal connection with the outdoors and nature’s ability to reduce stress, improve moods and improve mental health.
During a decade-long career at Thermo King, a brand of Trane Technologies, Vinitha has supported the manufacturing industry in a variety of roles—and she reaps great rewards for every team she supports. In her most recent role as a senior systems engineer, she oversaw a key team on the new development program for the new DRC Unit. Quickly picking up the details of the program scope, schedule and risk, Vinitha successfully led her team toward immediate wins such as the quick development of software to support production launch, as well as the prototype code used to grow technical maturity and system readiness.

Committed to furthering STEM education, Vinitha is an avid supporter of the Trane Technologies 2030 Sustainability commitments, and she dedicates her time in coaching and engaging a new generation of women leaders in her STEM community outreach efforts. In 2019, she launched the Thermo King’s Women Engineers group—a group that began with only six members and has since grown to a membership of 35. Through this chapter, she focuses on ensuring that women have an active community of support for their professional development and an avenue toward leadership roles and career growth. She has been an integral figure in the WE group and made improvements internally to the Thermo King team to bring in new, high-quality talent that is reshaping the company and the industry itself. With her tenacity to overcome obstacles and her servant leadership, Vinitha continuously demonstrates her commitment to developing herself personally and professionally.

Within her community, Vinitha has made substantial impact through her involvement in efforts like the Thermo King Purple Team, which is part of the Trane 2023 Sustainable Futures strategy team. In this role, she champions other members to support the initiative to help drive corporate commitment towards helping underrepresented groups, strengthening Thermo King’s culture and promoting individual ownership of the sustainability strategy.

“I am proud to be a woman in the manufacturing industry because it is an industry that brings components, raw materials, parts and firmware together to produce a product that solves our real-world problems. It is very rewarding to see how my wealth of knowledge and skillset are part of meeting our day-to-day necessities and providing climate-controlled solutions. I enjoy the challenges and the satisfaction this industry brings; it is enriching to share those lessons with upcoming talented women.”
Lucia Nevarez
Production Team Leader
Ecolab Inc.

“I am proud to be a woman in the manufacturing industry because I am one of a million trying to make a change in the industry for the better and encourage others to follow their dreams. I feel empowered every time I look back and see the impact I have made throughout the years.”

Lucia is a continuous learner who strives to be better tomorrow than she is today. Working her way up from hourly production associate to production team leader, Lucia is proof that great teams are inspired by great leaders. Leading a production team of nine associates at Ecolab’s chemical test kit and general equipment plant in the Chicago area, Lucia has consistently made safety her priority. Within her first two years, she drove a 70% reduction in the OSHA safety recordable injury rate, which soared to an additional 100% injury rate reduction over the last four years.

With strong leadership, Lucia builds a foundational safety culture across four main pillars: behavior-based safety observations, near-miss reporting, a daily operations meeting and individual coaching. Furthermore, Lucia has been instrumental in driving a 20-point improvement in engagement and a 30-point improvement in inclusion to her plant team’s engagement survey.

Lucia has used her personal career growth and experience to help elevate others, especially women in manufacturing. Through intentional recruiting and hiring, she has increased diversity within her facility and leads a team that’s composed of 60% women. Also a mentor to several female associates on the production team, Lucia engages with her mentees regularly, encouraging them to grow their careers in manufacturing. In addition, Lucia’s team has become a known talent pipeline for Ecolab’s larger chemical plants in the Chicago area.

Dedicated to her community, her heritage and the empowerment of people, Lucia’s impact can be felt beyond her facility. For the past three years, she has been teaching young women the quinceañera dance, a celebrated cultural tradition within her Hispanic community. These dance classes not only provide young women with a fun social activity, but they also teach leadership skills and connect them to role models like Lucia.
A world-renowned expert in semiconductor reliability, Tanya has the unique ability to distill deep technical knowledge and translate it to widespread audiences. Tanya was a founding employee of GlobalFoundries and part of the core technical/marketing team that educated customers about semiconductor technologies and provided solutions to grow market presence. While there, Tanya achieved the highest technical rank. As fellow on GF’s global reliability team, Tanya was responsible for balancing product performance with product reliability. Her technical work redefined semiconductor manufacturing, and her contributions to reliability physics and its impact are far-reaching.

Tanya is a pioneer for technical women and an exceptional role model for the next generation of female engineers. She has had an unconventional yet rewarding career path, and she works to inspire others by making herself available for both technical mentoring and professional career growth conversations. She was a recurring guest speaker at multiple employee resource group events for women and Asian employees at GF in an effort to reach underrepresented groups and encourage women to explore technical careers within the semiconductor industry.

Believing that holistic, experience-based education is of great importance to children, Tanya has supported a number of STEM-based engagements with elementary and middle school students over the past decade, with hands-on experiments and live demonstrations. As a runner and student of Odissi, the Indian classical dance, she is also very supportive of artistic expression and physical activity in children. In all efforts that are close to her heart, Tanya’s excitement for empowering others can clearly be seen.

“I am proud to be a woman in the manufacturing industry because it gives me an opportunity to grow very diverse skills—from understanding the deep technical challenges, to enhancing manufacturing yield, to delivering an outstanding customer experience. Semiconductor manufacturing allows me to work on cutting-edge issues.”
As an emerging leader at Procter & Gamble’s Rakona plant in the Czech Republic, Klara turns innovation into reality. Since joining P&G in 2021, Klara has demonstrated deep technical mastery and led a number of key initiatives to enable growth and increase sustainability and efficiency. By leading the organization’s energy-reduction program, Klara helped generate $700,000 in annual savings for P&G and contributed to net-zero plans. Klara also led and co-developed software that helps optimize fully automatic mode when washing powder dries, resulting in significant gas savings. Through her current role as a dry laundry product initiative leader, Klara is responsible for major initiatives and for enabling agile changes of formulation design. To optimize production, Klara drove efforts to change from a 24-hour day shift pattern to 16 hours, resulting in $250,000 saved and increased productivity for the company.

Klara’s cultural experiences come mainly from her studies in Sweden, where she worked to help the next generation of female talent in technical fields. While volunteering at Lund University Culture Night, Klara showed physics experiments to the public and encouraged women to consider careers in technical fields. As a trusted mentor, Klara guided freshman students from around the world as they began their first year of studies and new life in Sweden. To help them adjust, Klara organized social events and meet-ups and guided students who were interested in volunteering experiences.

In her role at AIESEC, an international, youth-run organization that provides leadership development experiences for young people, Klara regularly held coaching sessions to help others learn how best to approach talent and volunteering acquisition. Klara’s main responsibility was counseling students who wanted to volunteer abroad, so they could choose the right opportunity. Klara’s volunteering spirit also led her to help in the organization committee for the International Nanoscience Student Conference, helping 1,100 students utilize their skills in nanoscience.

“I am proud to be a woman in the manufacturing industry because as a physicist by heart, I love to merge industrial technology and science. Being a P&G leader, I have the power to drive sustainability projects on a global scale. I am breaking stereotypes and proving there should be equal opportunities for everyone.”

Klára Nováková, M.Sc.
Rakona Dry Laundry Making Material, Process, Delivery and Initiatives Leader
The Procter & Gamble Company
Koyinsola is an expert on improving efficiency, product quality, lead times, sustainability and, most importantly, employee satisfaction through lean six sigma. As senior manager of process improvement, she has played a critical role in helping to uncover and address long-standing bottlenecks in the manufacturing process using lean, six sigma, leadership, problem-solving and analytical skills. Utilizing the theory of constraints, value-stream mapping, process mapping, failure mode effect analysis, line balancing and other statistical tools, Koyinsola improved capacity by 20% with 41% improvement in overall equipment effectiveness in three years. In addition, Koyinsola partnered with her team and supply chain leadership to drive a cultural transformation among employees that’s considered the best lean implementation globally within Griffith, as indicated by a 49% improvement in measurement against the previous year.

Koyinsola is committed to developing the next generation of female talent, as evidenced by her leadership in many areas. In addition to creating a blog with free mentoring initiatives for women in supply chain, Koyinsola initiated a scholarship program for high-performing females in the electronic and electrical engineering department at her alma mater. Her goal is to mentor the top five females completing the course, while providing career and resumé support as a female engineer.

A leader within Griffith Foods and beyond, Koyinsola is committed to making a difference. She leads the WISE Women’s Griffith Foods Belonging Community, which has partnered with local schools to explore mentorship opportunities around food science. Koyinsola is also a part of the North American Diversity, Inclusion, Belonging and Equity Council and has partnered with nonprofit organizations including Black Women Honors, Elevate Community Church and the Harvest House Christian Center, to name a few. Passionate about her work and her ability to drive change, Koyinsola has made an impact across Griffith Foods and throughout her community.

“I am proud to be a woman in the manufacturing industry because I face multiple challenges which I get to resolve personally and with an incredible team, and I always leave work every day knowing that I made a difference. It’s also very interesting to reapply theories learned in school to solve problems and deliver excellent results. Most importantly, being a woman in manufacturing reminds me that I am a role model for the next generation of female talent.”
She may be early in her career, but Samantha has already made a substantial impact during her time at Phoenix Contact Development & Manufacturing, where she serves as a product specialist. In that role, she manages the development, manufacturing and life cycle of products that run through the Industrial Field Connectivity Solution Center. She has fearlessly taken the reins with limited management oversight, growing the solution center business to over $3 million—more than double what it was when she joined the team.

Samantha has seen firsthand how women can inspire others in male-dominated fields such as engineering, and she strives to be a role model and example of success to other young women. When she served in tech service at Phoenix Contact, she supported women apprentices who rotated through the department, offering guidance during intense periods of product training and helping them feel comfortable about asking questions. With a helpful disposition and outgoing personality, Samantha is always the first to reach out to offer friendship and support to new women engineers who join Phoenix Contact.

Samantha is an active member of the Women in Engineering Club at Phoenix Contact, where she gives back to her community through outreach efforts such as partnerships with the Girl Scouts and local colleges to encourage girls and young women to consider careers in STEM fields. She has also volunteered with Junior Achievement’s STEM Summit program at Hempfield High School, her alma mater, working with different groups and sharing her love of science and math with students—particularly young girls—who have shown an interest in technology. A driven leader with a passion for bringing others into the fold, Samantha has quickly become a leader at Phoenix Contact and an inspiration to her community.

“I am proud to be a woman in the manufacturing industry because I know I am making a difference in helping to diversify the manufacturing industry, and I am inspiring other young women to also join the manufacturing industry.”
Jeanice goes above and beyond to ensure that people are taken care of—across Chevron Phillips and her community. As an administrative assistant, Jeanice supports production employees with everything from benefits and human resources requests to timekeeping, accounts payables, purchase orders and more. Through her involvement in the Chamber of Commerce and several charitable organizations, Jeanice has strengthened the facility’s reputation and enhanced its ability to attract and retain new talent amid busy market conditions. By developing and streamlining a new hire onboarding program, she has helped to reduce significantly the time required to hire new employees. In addition, Jeanice has developed and implemented new timekeeping systems and trained new administrative assistants within other facilities.

In a male-dominated manufacturing environment, Jeanice has been integral in helping to attract new female talent to the facility. Taking part in a women-only group in her community, she advocates for the importance of attracting and retaining the next generation of women in her industry. Dedicated to fostering a culture of belonging, Jeanice also serves as a member of Chevron Phillips’ local Diversity and Inclusion Council, helping to plan events and implement initiatives for the facility.

Honored with an “Ambassador of the Year” award from the local Chamber of Commerce, Jeanice is passionate about supporting area businesses and promoting Chevron Phillips. To promote philanthropy and community involvement, she has also organized donation events, including an annual Thanksgiving food drive for Good Samaritan. Every year, through the Child Welfare Board, Jeanice organizes a Christmas tree with donation tags indicating the shoe size, clothing size and wish list toy of a child in need.

Whether she’s serving her community or supporting her colleagues, Jeanice gives her all with the utmost professionalism and unparalleled sincerity.

“I am proud to be a woman in the manufacturing industry because it has provided me with more opportunities and resources to assist my community and others than I had ever imagined. It has also broadened my abilities to achieve goals and believe in myself. I am fortunate to have been selected as the services assistant with Performance Pipe in Brownwood, Texas, almost five years ago and will be forever grateful to be where I am today.”
With a solid engineering background and exceptional communication skills, Jenny takes consumer needs and translates them into design metrics for new products. From reducing plant complexity to identifying redundant products and opportunities to minimize components, she manages a lean and efficient portfolio with ease. Responsible for some of the most technically challenging products in the Cooper Tire (The Goodyear Tire & Rubber Company) brand portfolio, Jenny has seen multifaceted projects through to completion—with tight timelines and sudden changes in direction never impacting her ability to lead. Jenny’s results-focused and team-oriented demeanor enables her to navigate complex issues and lead teams through highly technical projects without hesitation, ultimately delivering excellent financial results for the organization.

Through the Cooper Women’s Network, Jenny offers advice to female students from Bowling Green State University who are just starting out in their careers. In addition to mentoring these young women, she has also served as the program lead of the BGSU women’s group, managing mentor–mentee relationships, administrating scholarship payouts and monitoring the overall success of the program. Through this work, Jenny hopes to build a network of support and encouragement to make life’s journey easier and more fruitful for the next generation of women—including her two daughters.

Jenny is always looking for ways to support her community. From assisting at events for school athletics and music boosters to volunteering at the county fair, Jenny believes that staying connected and involved in the community is critical. Closest to Jenny’s heart is her involvement in Findley Silver Blades Figure Skating Club, where she has held positions on the board of directors, including treasurer. Findlay Silver Blades is a nonprofit organization dedicated to promoting ice skating and figure skating throughout northwestern Ohio. Jenny finds great reward in helping youth learn new skills and find the confidence to express their artistic and athletic abilities.

“I am proud to be a woman in the manufacturing industry because I am able to help ensure women’s needs are being considered. As a woman who has influence over the development of new products, I am proud to bring a female perspective to the table. I love that my work affects people’s everyday lives from their daily commutes to their weekend getaways.”
Hannah shines where opportunities arise. As an industrial engineer at DENSO, she works within the automotive field to teach industrial concepts to associates and designs future lines, while also working to improve processes and create innovative solutions where gaps exist. She joined DENSO as a summer intern in 2019 and was hired in 2021 as a full-time engineer, running trials and creating standard work to define responsibilities between robot and human. To date, she has nine production lines at the DENSO Manufacturing Michigan facility that use the robots and systems she put in place.

Hannah’s vision to develop the next generation of DENSO leaders led to an initiative to launch the first formal mentoring program at DMMI. After a successful inaugural year, she continued to seek its improvement, working diligently to create an environment at DENSO where senior leaders feel comfortable reaching out to young talent early in their careers. Due to the success of the program, DENSO associates continue to receive ongoing mentorship to support their career development. But her influence doesn’t stop there; she is also passionate about attracting new talent to DENSO. Hannah serves as a campus ambassador by recruiting talent from schools all over the country and then working to keep an open dialogue with new interns and recruits to provide an exceptional early-career work experience.

Hannah’s impact can also be felt within her Battle Creek community. Leveraging her resources as chair of the DENSO Women’s Network, she has led several impactful projects, including a capstone event for Women’s History Month that raised funds to support S.A.F.E. Place, a local domestic violence shelter in the Battle Creek area. She also demonstrates her passion for future generations of women in STEM fields through her outreach with organizations like the Girl Scouts Heart of Michigan, where she led a manufacturing workshop that delivered hands-on interaction with DENSO robots to spark interest in science and technology among young women.

“I am proud to be a woman in the manufacturing industry because I am able to help form the building blocks of inclusive culture in my facility and work with other women who always make me strive to be better in my professional and personal life.”
An exceptional leader, Jeannette brings out the very best in her team. As materials management director within Honeywell, she developed a strategic burn-down plan for purchase requisitions that are inside of supplier lead-time—also known as the Days Late to Place metric for the Aerospace Integrated Supply Chain organization. The process involved developing site targets, communicating to the Commercial Place team, holding daily tier meetings and reporting weekly metrics. Additionally, Jeannette developed and implemented a new prioritization process to address critical requisitions that have immediate impact on production with Honeywell’s customers. These efforts resulted in a 39% reduction of aged DLTP by the end of the second quarter of 2022. Jeannette tackles challenges with enthusiasm, which in turn, creates a positive sense of urgency throughout her team.

Continuous improvement is a way of life for Jeannette, and the employees of Honeywell benefit from her commitment. Mentorship, recognition and clear communications are important to her, and she is quick to acknowledge the successes of her team while also encouraging others to do the same. In addition to mentoring others, Jeannette seeks out mentoring opportunities for herself to continue to grow and learn as a leader at Honeywell. Jeannette is positively impacting the next generation of female talent through her active participation in many Honeywell professional networks, including the AERO Mentoring Program, Aerospace Women’s Council, Honeywell Hispanic Employee Network and Puerto Rico Honeywell Activity Club.

Jeannette is very active in her local community of Puerto Rico. From volunteering in the wake of Hurricane Fiona by handing out meals to employees impacted by the storm to organizing efforts to provide power generators and supplies to help those in need, supporting others is never far from Jeannette’s reach. Additionally, her family owns a small business in Aguada, providing local job opportunities in areas of the island where jobs can be scarce.
As the director of human resources at Sukup Manufacturing Co., Samantha believes the future of manufacturing lies in employee recruitment and retention—a belief she has executed mindfully during her nine years at Sukup. With employees in mind, she implemented an internship program that grew from three to 35 interns and achieved a retention rate of 65%.

Samantha is also committed to creating a healthier workplace and providing convenient care for her fellow employees. After seeing the challenges faced by those with long commutes needing medical attention, she proposed the idea of an on-site health clinic. She was instrumental in the planning and execution of the facility, which now averages more appointments per day than comparable rural clinics—more than 900 per year. Her dedication to this project has helped immensely with production and aided the well-being of her fellow employees.

Samantha’s leadership influences and inspires the next generation of talent at Sukup. Those who work with her know her as a born leader and a strong advocate for those on the manufacturing floor. Samantha knows no limits when it comes to hiring, training, guiding and teaching, and she is passionate about lifting up, developing and assisting those around her to maximize their potential and passions. Samantha exemplifies the wonderful culture of Sukup, continually working to engage employees and making every decision with others in mind.

Samantha also goes above and beyond within her community. She was president and board member of her local childcare center, Lake Mills Community Preschool & Daycare. She has also volunteered as a volleyball coach and for her church Sunday school program. Though the demands of her day job are fierce, she makes time to serve her community. She has also been selected to serve on employer roundtables to share her knowledge and expertise with communities of like-minded professionals.

“I am proud to be a woman in the manufacturing industry because it’s exciting to be part of positive change toward shrinking the gender gap in the industry. My position allows me to advocate for and support women in manufacturing. With that mindset of inclusivity, we are able to build more efficient and effective teams!”

Samantha Petersburg
Director of Human Resources
Sukup Manufacturing Co.
From process engineering to research and development and marketing to project management, Laura’s diverse experiences have led her to where she is today.

As director of engineering for Pella Corporation, Laura leads engineering for wood and composite products as well as innovation. She is known as the person who brought enterprise project management to the company. To do this, she developed the business case for centralized project management and went on to develop the strategy and structure required. The new Project Management Office was a success—speed-to-market was driven down from 18 months to just 8 months. Enterprise project management is now ingrained in the Pella culture. In addition, when Pella relocated a large portion of its wood manufacturing capability, Laura played a key role in maximizing efficiency. The initiative increased revenue by 25% and lowered the fixed overhead.

Laura is passionate about eliminating barriers so that underrepresented groups can succeed in the industry. With this in mind, Laura founded Pella’s Women in Engineering community, where she helped create a structured network for women to navigate their careers in a male-dominated industry. More than 30 women are members of Pella’s WE community, and Laura finds time to mentor many of them, as well as actively participating in events to connect with members. Under Laura’s guidance, Pella has tripled the number of females in engineering roles.

As an active member of Iowa State University’s Women in Science and Engineering program, Laura advocates for the program and engages in many outreach activities including the Go Further career conference for high school females, STEM Fest, Lunch and Learns and more. When WiSE’s financial support was impacted by COVID-19, Laura found a way to help. As a finalist for Pella’s Joan Kuyper Farver Spirit Award, she named WiSE as the recipient of a $10,000 grant that accompanied the honor.

“I am proud to be a woman in the manufacturing industry because the work is challenging and rewarding, and in manufacturing, we have the honor of producing products that improve people’s lives.”
Cheryl’s impact as an assembly and shipping supervisor has been felt across Arconic. Within the company’s Kawneer Cranberry plant, Cheryl took what was once a struggling department and transformed it into an area that now positively contributes to the business. By driving cross-training of positions throughout the department and establishing flexible production cells, she helped enhance workforce flexibilities and capabilities. Her efforts also contributed to a 24% increase in productivity within the department since 2017, resulting in lower lead times for the customers and more consistent delivery of window orders in full and on time.

Cheryl leads by example and has had a meaningful influence on the women of Arconic. As co-chair of the Thrive group, an Arconic employee resource group focused on supporting women, she works to build an environment that promotes the attraction, retention and development of females within her company. In addition to assisting with the planning of Thrive meetings and setting up events, Cheryl effectively networks with other women at the plant, freely sharing her experience and impact with other women on the team. Empowering others comes naturally to Cheryl, who actively encourages women on her team and throughout the plant to pursue leadership positions. Cheryl also works to ensure that high-potential women are recognized and given the opportunity to strengthen their skills so they are better equipped to advance when the opportunity arises.

In addition to her involvement with Arconic, Cheryl supports many activities, fundraising events and volunteer initiatives to make a difference in her community. From visiting schools in the area to share her experiences in manufacturing, to providing internships at her family’s auto service station, to supporting the local Lions Club and soup kitchen, Cheryl’s dedication to serving others can clearly be seen.

“I am proud to be a woman in the manufacturing industry because I am proud to work for a company where, as a female and a leader, I can just be myself; a company where everyone, no matter their gender, is given the same opportunity. Also, as the co-owner of a family auto body shop—another male-dominated business—I can see that the times are changing for the better.”
Ingrid Redmon
Director of Project Management Office
Shaw Industries Group, Inc.

“I am proud to be a woman in the manufacturing industry because I can use my perspective to improve outcomes. Manufacturing is dynamic and ever-evolving. Unique perspectives like mine are often the ones that make others think differently and help drive leading-edge change.”

Ingrid is more than a leader at Shaw Industries, she is a change-maker with a passion for results. She currently serves as director of the project management office in information technology, leading a team that applies structured, technological solutions to drive company strategies and digitize the enterprise. During her time at Shaw, Ingrid has proven to be an asset who understands the organization and makes necessary connections to create measurable impacts.

As an agent of change, Ingrid is dedicated to building networks and leveraging her trusted relationships to support the careers of others, particularly women. Her authentic leadership style is contagious, and she unites those who work with her in the drive toward their mutual success. As community leader for Shaw’s Women’s Innovation Network, she conducted educational and developmental activities to support successful female leaders. In many ways, she has been instrumental in shaping Shaw’s award-winning culture, a culture that sparks growth and inclusivity.

Ingrid participated in the inaugural Shaw Teaching and Reaching Students partnership with the Chattanooga Girls Leadership Academy—the first single-gender science, technology, engineering, arts and mathematics charter school in the state of Tennessee. Paired with a rising senior, Ingrid served as a mentor to guide the student through various goal-setting exercises to give her lifelong skills to prepare her for a career in STEAM.

Ingrid serves her community through various organizations. She is a founding member and a current co-champion of Conexión, Shaw’s Hispanic and Latino associate resource group. Conexión serves as an incubator for future Shaw leaders by empowering associates to employ the “four Cs”—culture, career, commerce and community—to unlock their potential. Acting as a liaison between the Hispanic and Latino associates within these groups, Ingrid guides the strategy and advocates for Shaw’s culture of diversity and inclusion within and beyond Shaw’s domains. Ingrid was recognized at Shaw with the Community LEADer Award for her contributions, an award given to role models who drive opportunities for women.
Organized, collaborative and always one to take initiative, Sofia has proven to be an emerging leader early in her career. With a degree in actuarial science, Sofia began her career at Panduit as a sales operations analyst and now serves as an enterprise risk management analyst. As a sales operations analyst, Sofia automated manual/error-prone processes to create standard templates, pull data from SAP Business Objects and Microsoft Power Query and code Microsoft Excel and Microsoft Power BI. Managing a significant amount in sales incentive payments globally, she eliminated processing errors and reduced manual processes by 15 to 20 hours per month. Sofia also created an interactive distributor scorecard with metrics and intuitive visualization for the Panduit sales team, which earned her a Panduit Global Innovation award nomination.

As a member of Panduit’s Empowering Women’s Success employee resource group, Sofia participates in several educational and networking sessions. She has served on the events committee for Panduit’s NEXT resource group since 2019, which focuses on the development of young professionals who strive to enhance their career experience, skills and network. In 2021, Sofia became part of the first cohort to participate in Panduit’s ERG mentoring program, where she has worked to achieve mentoring goals and expand her knowledge of the organization. Sofia is dedicated to supporting the next generation of talent and also serves as an informal mentor, coach and “buddy” to Panduit interns.

Giving back is important to Sofia, who feels it is her responsibility to help those in need. She is currently completing required educational training to volunteer with CASA, a group that advocates for abused and neglected children throughout the course of their Child In Need of Services cases. For the past four years, Sofia has also helped pack meals for an organization called Mission 1, which provides holiday meals for veterans. Through Panduit, Sofia has supported numerous charities, including Feed My Starving Children, the Ronald McDonald House and the Northern Illinois Food Bank.

“I am proud to be a woman in the manufacturing industry because the manufacturing industry cultivates innovation and leadership that is essential for driving progress. The diverse nature of the industry provides unique and rewarding career opportunities.”

Sofia Reising
Enterprise Risk Management Analyst
Panduit Corporation

“I am proud to be a woman in the manufacturing industry because the manufacturing industry cultivates innovation and leadership that is essential for driving progress. The diverse nature of the industry provides unique and rewarding career opportunities.”
Melissa leads production planning for Nike Air Manufacturing Innovation, where teams make Nike Air soles for athletes around the world. She is responsible for inventory strategy and, over the last two years, led successful efforts to preserve business continuity during supply chain disruptions across the industry. Together, Melissa and her team have implemented more advanced planning systems for Air MI, helping accelerate Nike’s operational transformation to serve consumers with the products they love—when, where and how they want them.

Melissa has more than 27 years of industry experience, ranging from demand and supply planning to manufacturing and engineering. As a role model and leader, she stewards the growth and development of her team, including a dozen incredibly talented women, to foster a culture of innovation and inclusion where everyone can do their best work and be their most authentic selves.

Melissa also gives time and energy to develop and mentor women in her community at Nike and beyond. She is an active member of Nike’s Women of Air MI employee network, where she empowers teammates to work towards their career goals and navigate challenges. She works with elementary and middle school students, helping inspire the next generation of athletes to envision possibilities for their lives and unleash their own potential. Melissa is also engaged in Achieving Women’s Excellence in Supply Chain Operations, Management & Education, one of the most active and prominent organizations focused on advancing women’s leadership.

“I am proud to be a woman in the manufacturing industry because it constantly challenges me and provides the opportunity for personal and professional growth in a diverse, complex and stimulating environment. It also grants me the opportunity to mentor, develop, share experiences with and encourage other women in a function typically dominated by men.”
Leigh Ann Richardson
Senior Manager Regulatory Affairs
Koppers Inc.

Leigh Ann’s career has focused on the safe, effective manufacture of pesticidal and non-pesticidal chemical products. As senior manager of regulatory affairs at Koppers Inc., she is responsible for many regulatory activities, such as managing all U.S. and Canadian pesticide registrations, developing safety data sheets and product labels and providing regulatory guidance to internal and external customers. Leigh Ann’s knowledgeable, diligent and dedicated demeanor makes her a model team member. Always seeking new ways to advance company issues and develop personally, Leigh Ann’s leadership has led to a safer, more efficient and more diverse workforce at Koppers.

As a longtime female worker in the chemical manufacturing industry, Leigh Ann appreciates the importance of mentoring and developing co-workers, especially women, to foster a culture of inclusion and diversity. Her leadership, positive attitude and dedication to leading by example naturally serve as an inspiration to the next generation of female workers. For example, she is a site representative for the company’s LINKwomen employee resource group, which provides employees with the opportunity to lead, inspire and network at Koppers.

Leigh Ann has an insatiable drive to help others and improve her community, a trait that shines through her acts of service. She has consistently donated her time and resources to various charities that support childhood cancer, breast cancer and Down Syndrome. She also serves as local chapter leader of She RUNS This Town, a free running organization for women on fitness journeys that provides support, inspiration and guidance. Additionally, she has taught Sunday School classes for nearly a decade and is involved with charity races, blood drives and other charitable endeavors that support her community.

“I am proud to be a woman in the manufacturing industry because our work is essential to everyday life. From buildings and decks to railroads and utility poles, Koppers provides innovative chemicals, treated wood products and services that increase the durability and extend the life of wood.”
“I am proud to be a woman in the manufacturing industry because it has provided me with a tremendous amount of opportunity to develop and excel. I have worked in a manufacturing environment for close to 20 years. I love the excitement of manufacturing; it’s where the action happens. It is where we bring to life products for our customers and, in my case, patients. Manufacturing is fast-paced, and team members are action- and mission-oriented. I enjoy being a part of such an exciting industry.”

Within three months of joining Fresenius Medical Care as a manager of human resources, Heather was promoted to site HR director, where she quickly and confidently took the reins. As the director of HR for Fresenius’s largest manufacturing plant in the U.S., she drives the development and rollout of human resources initiatives to support culture change and achieve business objectives. Her leadership was particularly evident when the COVID-19 pandemic hit. Knowing how critical it was for the plant to continue operating, Heather spearheaded multiple plans and programs to ensure the health and safety of employees—and that Fresenius patients would continue to receive the life-sustaining care they needed. Because of her leadership, the plant did not miss a scheduled day of production.

Heather has been integral in the establishment of the women’s employee resource group in Ogden. She has provided valuable input and mentorship to the WERG leadership team through creation of mission statements, communication strategies, financial sponsorship and management advocacy. Specifically, Heather has promoted inclusivity and transparency in the way WERG operates, while ensuring that the core of its existence remains focused on issues that most impact women’s careers. Through individual mentorship and exposure, Heather has led many initiatives to provide women at the plant with opportunities to expand their capabilities and networks.

As a member of the U.S. Air Force Reserves, Heather has devoted countless hours to the defense of her country. For more than 27 years, she has served as a part-time citizen airman while also maintaining a full-time civilian career. In 2021, she was selected as command chief master sergeant of the 419th Fighter Wing at the Hill Air Force Base in Utah. There, she advises the commander on mission effectiveness, professional development, military readiness, training, utilization, health, morale and the welfare of more than 1,000 enlisted airmen.
transformational leader with a deep understanding of global end-to-end supply chain, Shannon is the "go-to" person for critical supply chain questions. Her ability to quickly resolve complex issues and her acute sense of problem-solving led her to become a manufacturing subject matter expert, and she is regularly sought after by her peers and management teams for her expertise. The heart of Shannon’s skill set lies in resolving client and supply timing issues, and she executes this flawlessly with her skilled understanding of client needs. Leveraging her carefully developed trusted network across the supply chain, Shannon drives operational excellence, revenue maximization and inventory optimization across all product portfolios.

Shannon is a natural, passionate leader who fosters a culture of diversity and inclusion at IBM and beyond. She leads by example, working to actively create opportunities for employee engagement across her team by facilitating open discussion. She is recognized as a key leader in coaching and shaping the next generation of women leaders on her team through her ability to respectfully provide precise, supportive feedback to those who look up to her. In addition, she recruits, teaches and mentors on average two university students per year, allowing them to broaden their work experience after graduation. She also helps managers coach new graduate hires within the supply chain, helping team members grow and embrace mentorship as part of their daily culture.

A leader in many community associations and initiatives, Shannon is dedicated to giving back to her community. She is actively involved in her homeowners association as treasurer, managing the finances of a 30-home community. She also is a Bible study teacher for children ages 3 to 9, as well as an active member of Camp Shalom, an Inner City Outreach Christian Camp. Additionally, Shannon has been active with her church in hosting homeless families in her community through the Family Promise of Wake County association and is committed to helping underprivileged groups get back on their feet.

“I am proud to be a woman in the manufacturing industry because the continual transformation of our products and our processes enables us to make great products that help our clients across the globe, and we continually look at ways to transform how we work and how to be more effective and efficient with meeting our client requirements.”
Summer Saiedi
Manufacturing Engineer
Ball Aerospace

“I am proud to be a woman in the manufacturing industry because I embody the challenge to the establishment, thus paving the way for more black, brown and queer individuals in this industry. The only way forward is TOGETHER.”

A strong leader with an excellent technical mindset, Summer lives and breathes manufacturing while striving to create a welcoming environment for all. As a manufacturing engineer at Ball Aerospace, Summer uses her analytical, planning and coordination skills to improve the production process. She thrives at problem-solving and is skilled at focusing on urgent needs, which has allowed her to gain the trust of her customers and teammates. During the COVID-19 pandemic, she showed unwavering support for her team in the factory, carefully navigating the new overabundance of restrictions and protocols.

Summer embodies intersectionality in every aspect of her life and career, and she makes a conscious effort to engage the next generation of female and gender minority talent. She is heavily involved in Ball’s Black, Indigenous and People of Color Mentorship Program, which celebrates different backgrounds and cultures and promotes representation and access to the BIPOC community within the science, technology, engineering, arts and mathematics fields. As a mentor, Summer helps college-aged students navigate the corporate ladder and guides them on how to blaze their own trails, as she herself has. Summer’s mentees describe her as fiercely loyal, with an innate ability to help others build strong foundations of success for themselves. She does not settle and sees the potential to improve equity within manufacturing and beyond in all that she does.

Summer’s passion for inclusion, equality, education and positive change is reflected in the ways she serves her community. She firmly believes that intersectionality recognizes the depth of each individual. She served as the 2021 co-lead of Ball Corporation’s Pride Ball Network, as well as divisional lead of the African Diaspora Ball Network. Within these roles, she reached across 17 different networks and interest groups to facilitate roundtable discussions surrounding queerness and allyship during Pride Month 2022.
Shari’s reliability, willingness to learn new skills and strong work ethic have made her a shining star in the engineering department at National Gypsum Company. As a project engineering analyst working in the company’s headquarters office in Charlotte, North Carolina, her work supports National Gypsum’s network of plants. Her leadership was instrumental in the reopening of a wallboard plant. Though the assignment was outside of the scope of her typical duties, Shari was up for the challenge and successfully led a team of corporate engineers, serving as the primary head of purchasing for the yearlong project. Thanks to Shari’s expertise, the plant opened on schedule and on budget, and she is now the primary person in charge of purchasing for future plant openings.

Shari understands the importance of outreach and mentoring and the impact it can have on a person’s life. She volunteered at a local community center as a mentor and tutor for girls ages 13 to 15 who came from single-parent households. From picking the girls up for weekend trips to taking them to the library and helping with homework, Shari took great pride in providing some stability in their lives and being there for them as a mother figure.

Shari gives within her community. Through National Gypsum’s participation in the annual Light the Night walk, Shari’s fundraising efforts over the years have contributed to the more than $70,000 raised for the Leukemia and Lymphoma Society. Shari also helps raise money and participates in a 5K event annually to help fund a memorial scholarship that’s particularly close to her heart. The scholarship fund was created by Shari’s cousin, who lost her 15-year-old son to methicillin-resistant Staphylococcus aureus, also known as MRSA, six years ago.

“I am proud to be a woman in the manufacturing industry because I enjoy working in manufacturing because of the variety of opportunities available and the culture of recognition and appreciation.”
As Ovintiv USA Inc.’s first female senior manager of oil and gas production facilities, Brandy brings a wealth of knowledge to her team of engineers, construction professionals, technologists and contractors. Brandy came to Ovintiv in 2010 after graduating with her B.S. in mechanical engineering from Texas A&M University and then working five years for an engineering design firm. With her unmatched technical expertise and visionary leadership, Brandy has enabled Ovintiv to achieve the lowest facilities cost per well among competitors while achieving top safety performance. What is more, Brandy led a push to reuse valuable facilities equipment, saving the company more than $10 million and furthering her commitment to environmental, social and governance issues and greenhouse gas reduction.

Brandy’s commitments are not just technical. She is also passionate about developing the next generation of female talent. Brandy dedicates her time and effort to mentoring and engaging employees as they progress throughout their careers. Brandy actively works with Ovintiv’s college-recruiting team, internship and new-grad selection efforts. Through her commitment to sharing her personal and professional journey, Brandy is paving the way for the next generation, inspiring professionals at Ovintiv and in her community.

Brandy recently led an Ovintiv team participating in the Denver Public Schools Career Coach Mentoring Program. This yearlong program connects high school students interested in STEM careers with professionals in the field, offering mentorship and coaching throughout the year. Brandy also strives to give back through her involvement in several charities including Junior Achievement, the Center for Work Education and Employment, Habitat for Humanity and the Denver Children’s Museum. Somehow, Brandy also finds time to mentor her two daughters and serve as an assistant coach for one of their softball teams, the Golden Girls. Brandy’s dedication to making a difference reflects not just on her, but on her teams and their ability to positively impact their community.
With unmatched leadership skills and an active interest in women’s successes, Angel wears many hats as operations manager of one of the largest washing machine production facilities in the world—Whirlpool Corporation’s plant in Clyde, Ohio.

After Whirlpool adopted its first manufacturing strategy, World Class Manufacturing, Angel was named one of only two female leaders to lead an important initiative, Workplace Organization, which aimed to create a productive workplace and eliminate non-value-added activities. Not only did Angel’s team yield $1.3 million in savings, but female leadership on the team increased to four, paving the way for women leaders to advance their careers across multiple plants.

Adopting a “pay it forward” mindset, Angel is passionate about leveraging her training knowledge to coach and lead other young women in manufacturing. She is a leader in Whirlpool Corporation’s mentor program and has guided many young professionals at multiple facilities and in different stages of their careers. She makes time to meet with female talent at all levels of the organization to help them define their individual career paths, and she brings a unique perspective to the program, as she was a mentee during the early stages of her career at Whirlpool. Angel is humbly aware of how she has benefited from the positive influence of strong female leaders, and she understands the importance of bringing others along her journey and helping them find their best selves despite adversity.

Angel prioritizes giving back and actively supports community causes that are close to her heart. As a young single mother early in her career, Angel utilized the after-school programming offered by her local Boys and Girls Club of America, which enabled her to work and attend school. Today, Angel leverages her leadership position at the plant to support the BCGA, organizing donation collections around Christmas among other initiatives that impact children, their families and the volunteers that serve them.

“I am proud to be a woman in the manufacturing industry because I am able to share my journey with other women professionals in the hope that my experience and strength may motivate or influence them to find their voice. Additionally, I get to be a leader who inspires others to dream big and drive change in others’ lives.”
Annie Sebastien
Vice-President, Production System
Pfizer

“I am proud to be a woman in the manufacturing industry because I can demonstrate to young women interested in STEM that working in science is more than working with machines. Working in manufacturing at Pfizer allowed me to leverage my interests in science and people to achieve success as a team.”

Annie leads the Pfizer Integrated Manufacturing Excellence System in her role as vice president and production system leader. After successfully leading several Pfizer global supply manufacturing sites, Annie now leads a team in adapting and deploying a lean management system across the entire global supply organization. Annie’s leadership has enabled the organization to achieve unprecedented benchmark performance across all of Pfizer’s major pillars: safety, quality, service, cost and people.

At the onset of the pandemic, the predictability, rigor and discipline of the management system was key in maintaining communication and fast decision-making, despite social-distancing challenges.

In 2010, Annie became the first female to be nominated as the Montreal manufacturing site leader. This milestone, along with feedback from her colleagues, reinforced Annie’s belief that female role models are crucial in driving diversity, equity and inclusion in society. Since then, she’s taken every opportunity to share her experiences to help other women. As a result of her leadership, female representation at Pfizer has increased. In addition, Annie has served as a mentor and coach through formal programs including the North America Women Mentoring Program and Preparing Future Site Leaders.

Annie constantly looks for opportunities to contribute to society and drive community engagement. From leading workplace United Way campaigns to promoting team-building events and volunteering, she has freely lent her time to the betterment of her community. Additionally, when Annie heard about a local organization providing basic social and health services to young families, she led her site in “adopting” the House of Families—uniting 700 site colleagues to directly support their needs. The partnership was so impactful, the initiative won the Pfizer Global Volunteer of the Year Award in 2014 and is still active today.
With drive, passion and focus, Madison is relentless in driving improvements at Kohler. Since joining Kohler's logistics team in 2021, she has developed numerous processes and procedures that have increased productivity and efficiency across the company. For example, Madison collaborated with Kohler’s sales and operations planning teams to develop shipment volume plans that synergize transportation capacity, labor capacity and space capacity forecasting. Her daily operations reviews and site-based shipment plans have resulted in reduced costs and improved service at the company’s largest North American distribution center. Madison also developed a control tower management process for all inbound containers to Kohler’s Washington, D.C., network and facilitates daily reviews with each site to eliminate any holding costs and labor inefficiencies. With a firm focus on learning, development and her future, Madison has also completed three Harvard Business School program modules with honors.

Madison’s work with Kohler’s rotational development and mentoring program is vital to the company’s efforts to recruit and retain female talent for key technical roles. Through the program, she recruits, mentors and offers developmental support to recent college graduates, helping them settle into their roles in the company and facilitating meet and greets for new hires and key leaders across the company. In addition, she is the key recruiter at her alma mater, Penn State University, where she is a frequent guest lecturer in the purchasing and honors logistics programs.

Madison’s passion for mentoring goes beyond her work at Kohler. While at Penn State, Madison was a pitcher on the school’s softball team, and she now mentors high school softball pitchers. She helps them work on timing issues, calming techniques and mental control, helping players elevate their skills and improve their performance. She shares not only her knowledge of softball, but also her life experience, giving the girls she coaches a positive role model to emulate as they progress through college into the workforce.

“I am proud to be a woman in the manufacturing industry because manufacturing has made a significant impact on the economy and prosperity of the United States. I am passionate about maintaining the U.S.’s world-leading manufacturing industry through the mentorship of women in my community and professional network. I believe our generation can reinvent and bring back resilience to U.S. manufacturing.”
A force for good within the manufacturing industry, Alison is a collaborative, vocal leader who challenges the status quo and works to advance systemic change. As executive program director for the Kitchen Clean Up business at GE Appliances, she drove double-digital revenue growth and led the start-up of an $80 million dishwashing line during the global pandemic. She is always on the lookout for innovative ways to marshal her teams to solve problems, and she consistently performs within the top one percent of her peers professionally. Known as an exceptional leader, Alison has built strong credibility through her words and actions and by demonstrating incredible results.

Alison is a role model and a champion for young women within GEA and is committed to attracting and retaining talented female engineers. She devotes hours each week to mentor and engage women to help increase the influence of women in engineering. In 2015, Alison donated the $10,000 grant she received as a winner of GE’s Edison Pioneer Award to fund the first-ever Engineering Women’s Leadership Conference in partnership with her alma mater, University of Louisville Speed School of Engineering. The conference provides female engineering students with the skills, confidence and resources necessary to shape their own futures. In its first five years, the conference has served more than 500 undergraduate women from three Kentucky universities.

Alison is also a strong advocate for mothers in the workplace and is a founding member and executive champion for GEA’s Working Mothers Committee. Her article “Working Mom Guilt” was published in Impact, Women in Manufacturing’s quarterly magazine. In 2022, she was a keynote speaker on “Advocating for Yourself” at the WiM working moms annual event.

With a passion for making a positive impact on her community, Alison has volunteered with numerous organizations, including IMPACT 100 Louisville, a group of women dedicated to transforming the lives of Louisville nonprofits through high-impact grants. Her work has made her community stronger and made GEA’s products, careers and culture better.
Always willing to take on new challenges, Lindsey continuously pushes herself and her site forward. Through her role at Sherwin-Williams, she drives continuous improvement across the management team and is responsible for on-site capital projects. When tasked with reducing the manual handling of drums, Lindsey was quick to act and worked with pre-batchers to determine what the process looked like and what options would work. In doing so, she identified that a high-viscosity pump was needed to reduce the manual handling of drums. Ultimately, this discovery reduced the risk of manual-drum-handling injuries, provided productivity improvement to the site and validated $46,000 in annual savings.

In the wake of the turnover of an entire management team, Lindsey stepped up to guide and support new managers as they were hired—a significant ask for a recent graduate who had only been with the company for less than a year. The personal drive and genuine care she shows the team have enabled Lindsey to win the trust of all employees at her site. Additionally, Lindsey makes an effort to connect with frontline employees at her site—never hesitating to fill in during employee breaks to keep the lines running. This act of solidarity is just one example of how much Lindsey cares for her site and her team.

Lindsey also shines within her community, as evidenced through the charitable efforts she led upon joining Sherwin-Williams through the ADP program. When she heard about Creative Chicago Reuse Exchange, a nonprofit that works to provide arts, crafts and general office supplies to teachers and other charitable organizations, Lindsey rallied the site around supporting this worthy cause. From posting signs around the workplace to personally setting up multiple collection points for donation drop-offs, her outstanding leadership did not go unnoticed.

“I am proud to be a woman in the manufacturing industry because women are no less capable than men in science and mathematics. The work I do every day helps narrow the gender pay gap and foster equality and diversity in our industry.”
Ariel is a rising star whose natural leadership abilities have not gone unnoticed. As smart factory deployment manager, she leads an engineering team in deploying Industry 4.0 capabilities across Kennametal’s North American manufacturing facilities. In 2022, Ariel and her team significantly exceeded the number of planned connected machines for factories to support strategic performance improvements in efficiency, scrap reduction and reduced downtime. These enhanced connectivity processes and updated tools resulted in significant gains in equipment effectiveness and efficiencies across Kennametal plants.

As a graduate of the Kennametal EMERGE leadership program, Ariel continues to support the program through recruiting efforts at universities. Additionally, Ariel has directly, and indirectly, mentored female EMERGE participants throughout their time in the program and beyond, sharing her personal experiences and lessons she has learned along the way. Ariel also leads the coordination of senior projects with multiple universities to further support development efforts and strengthen Kennametal’s talent pipeline.

Supporting others is close to Ariel’s heart, as evidenced by the time she has spent volunteering with United Way. She even went so far as to represent Kennametal in a field-goal-kicking contest at a Pittsburgh Steelers preseason game in 2021—ultimately winning the contest and securing a $10,000 donation to United Way on Kennametal’s behalf. Since then, Ariel has continued to give back by volunteering to help young adults prepare for a career after college. In addition to promoting careers in manufacturing at various universities, she has volunteered her time as a guest lecturer at her alma mater Saint Vincent College in Latrobe, Pennsylvania, where she educated students on Industry 4.0. She has also championed Kennametal’s relationship with Virginia Tech by introducing key stakeholders and educating them on the EMERGE program to feed more talent from the university into the pipeline for Kennametal’s leadership program and internships.

“I am proud to be a woman in the manufacturing industry because generations of women before us laid the groundwork to lessen the equality gap, this generation of emerging leaders will continue to follow suit enabling the next generation of empowered females to blaze new paths with more opportunities.”
While pursuing her passion to make medicine, Cathryn built a track record of success across three top pharmaceutical companies: Merck, Amgen and, now, Bristol Myers Squibb.

Cathryn is accountable for global cell therapy manufacturing operations at Bristol Myers Squibb, where her passionate, authentic leadership style has built strong teams in pharmaceutical manufacturing. After earning her master’s degree in chemical engineering and a Ph.D. in biochemical engineering at MIT, Cathryn completed a postdoctoral fellowship at Harvard Medical School. She began the first five years of her career at Merck Research Labs and then transitioned to Amgen. After serving 15 years in diverse operational roles at Amgen, Cathryn joined Bristol Myers Squibb in 2020. Cathryn has established herself as an empathetic leader, connecting with her organization and using her unique people skills to form connections with the site leaders.

Cathryn is passionate about creating opportunities for networking and mentoring. In addition to serving as a member of the National Society of Black Engineers, she has been a sponsor for the Cambridge nonprofit MassBioEd’s apprenticeship program. Cathryn’s vision and leadership allow her to open doors for those who have traditionally been excluded from the biopharma space. To help develop the next generation of talent, Cathryn plays key roles in two of Bristol Myers Squibb’s people and business resource groups: Black Organization for Leadership Development and BMS—Network of Women. These communities give Cathryn the chance to participate in external speaking and engagement opportunities to inspire and encourage other females. Her efforts have not gone unnoticed within the community, and in 2021, Cathryn was named one of the Worcester Business Journal’s Outstanding Women in Business.

Passionate about developing talent, Cathryn freely volunteers her time as a mentor. For example, she has supported the Scientist Mentoring & Diversity Program to build relationships and have one-on-one conversations with diverse graduate student participants. She has also opened up mentoring opportunities for members of her team, encouraging them to build strong, diverse networks that will help them gain different perspectives.

“I am proud to be a woman in the manufacturing industry because I inspire my colleagues and the next generation of women to continue pursuing their leadership dreams.”

Cathryn Shaw Reid
Vice President, Cell Therapy Global Manufacturing
Bristol Myers Squibb

W
Jalyn Smith
Employee Human Resources Manager
GE Aerospace

“I am proud to be a woman in the manufacturing industry because I have a hand in promoting diversity, equity and inclusion efforts, inspiring and encouraging young women to pursue an education in STEM. It is a privilege to help change the perception of manufacturing and create a more inclusive work environment that supports women’s rights.”

Jalyn is the employee HR manager at GE Aerospace where she plans, coordinates, and directs administrative functions of the organization. She oversees recruiting, interviewing, and hiring of new staff; consults with executives on strategic planning; and serves as a link between the organization’s management and employees. Prior to this role, she served as a human resources site leader at Milacron where she took proactive measures to help the company meet its labor needs in an efficient and cost-effective manner. As a human resources business partner, Jalyn was tasked with recruiting and retaining talent for mission-critical positions, and she worked against current labor trends to help the company maintain necessary staffing levels.

Jalyn is a mentor to young women through her efforts to educate them about career opportunities in technical trades. She was instrumental in launching Kick Start, Milacron’s first apprenticeship program for 16 to 17 year olds. Through collaboration with career and technical centers near the company’s Mt. Orab, Ohio, headquarters, Jalyn prepared the next generation of female talent, making them aware of the rewarding career opportunities available at the company.

Jalyn’s commitment to helping young women explore opportunities expands more broadly across today’s fast-paced, modern manufacturing industry. She actively works to break down employment barriers by helping students acquire the soft skills hiring managers are looking for in job candidates. From leading mock interview panels with other manufacturing professionals on her team to simulating scenarios students may potentially face while interviewing for a job, Jalyn provides mentorship and coaching to help students sharpen their communication skills. She is dedicated to serving others and passionate in helping students who may struggle to find employment after graduation.
As general manager of production, Maura oversees assembly, paint and body weld manufacturing at Toyota's Georgetown, Kentucky, facility, which has an annual production capacity of 250,000 vehicles. In her previous role as head of the plant’s Human Resource and Safety Division, Maura played an integral role in guiding the facility through the COVID-19 pandemic. She worked with local government leaders on a regional task force to ensure the health and safety of the plant’s 10,000 team members while meeting local, state and federal COVID protocols. Maura’s leadership was critical in the implementation of an on-site testing protocol that became a model for other Toyota facilities in the region, which resulted in only a 10-minute loss in weekly production.

Maura is a positive role model for young women and is actively engaged in activities that increase opportunities for women in manufacturing. She is currently the executive sponsor for Women Influencing and Impacting Toyota, a program that offers education, professional development opportunities and support for women in the company. The Georgetown plant’s chapter of WIIT has been active in the community, holding a STEM-themed escape room for high school girls and creating an internal mentoring program and leadership series for women in production who are interested in advancement in the organization. She has mentored dozens of women during her time at the plant, and she has been a featured speaker at the North American Women Conference, also participating in a panel discussion on introducing girls to engineering.

Maura goes above and beyond in her community. As a member of the board of directors of United Way of the Bluegrass, she was involved in the establishment of UWBG’s WayPoint Center program, which partners with community agencies to bundle social services to support financial stability. Maura is also involved in the Diamond Girls Empowerment Program, a monthly workshop series that empowers seventh- and eighth-grade girls to overcome barriers to success.

“I am proud to be a woman in the manufacturing industry because as a young woman in manufacturing, I had very few female role models. One of my goals, as I grew in my career, was to mentor and develop others. I hope my accomplishments, both personal and professional, can inspire young women to strive to achieve their own goals.”
Promoted early out of Owens Corning’s development program to serve as a manufacturing engineer, Ashley has quickly proven to be an invaluable asset to her team and Owens Corning as a whole. Ashley has mastered the task of driving big results through her influence on others, building worthwhile connections and bringing a can-do attitude to every project she touches. As an engineering specialist at the Fairburn, Georgia, plant, she dutifully manages her own complex manufacturing product line, working to improve and put out quality products that improve thermal building performance and impact sustainability.

Ashley thrives on fostering early career talent, acting as a strong mentor and using her experiences within the development program to coach and influence both the next generation of talent, as well as her senior peers. She provides training and coaching for operators to improve their skills, which in turn improves the safety and performance of the Fairburn plant. Ashley also donates her time to student organizations and their career services activities. Her eye for talent and relatable spirit allow her to naturally build a great rapport with students, faculty and early career talent. Today, development program participants often request Ashley as a mentor because of her dedication, and she has seen several summer engineering interns at Fairburn go on to receive full-time offers with the company.

With a heart of gold and a passion for helping others, Ashley’s commitment to her work spills over to impact the community around her. She has been instrumental in orchestrating community assistance programs following the COVID-19 pandemic, and the plant ramped up community activities by 80% in 2022. Ashley believes volunteering gives people the ability to hone important skills that translate into the workplace such as teamwork, communication, problem-solving, task management and organization. Wherever Ashley is involved, she thrives when giving back to others.

“I am proud to be a woman in the manufacturing industry because it gives me the opportunity to lead others in an ever-changing world. Diverse perspectives are crucial for achieving success in times of change, and I plan to continue encouraging those perspectives as I grow in my career.”
Cathy Staelgraeve
Lead, MFG Operational Excellence
General Motors

Cathy consistently challenges stereotypes within manufacturing cultures, redefining what it means to be a leader. In her role as assistant plant director at Factory ZERO, General Motors’ first fully dedicated electric vehicle assembly plant, she oversees and ensures high performance in key manufacturing principles like safety and quality, which support GM’s vision for an all-electric future. Though she has held many roles in her nearly 25-year career, her most impactful achievement is in the success of Factory ZERO. Cathy’s extensive background in operational excellence, passion for empathy-driven teamwork and an unwavering drive to meet aggressive production goals resulted in the on-time launch of the GMC Hummer EV pickups within a 20-month timeline—less than half the time of traditional vehicle development.

Cathy strives to learn from those around her, and she is purposeful in her pursuit of the personal and professional growth of herself and her team members. She continuously paves the way for future female leaders by creating inclusive environments that encourage others to bring their most authentic selves to work. She knows that women often feel that they must choose between a career and a personal life. However, through her own experiences as a working mother, she candidly encourages other women to own their work–life balance. Cathy has also been involved in various diversity initiatives in her efforts to create an inclusive workplace, including sponsoring Factory ZERO’s chapter of GM Plus, the employee resource group supporting LGBTQ+ and allies, and championing the Professional Managers Network as well as the GM Women Group.

Within her community, Cathy’s passion for teamwork and personal growth shines. She is involved in multiple community hockey teams, including a local women’s team and the GM women’s hockey team. Her involvement with GM’s women’s hockey team supports two local nonprofits: Matrix Theatre Company and Clark Park Coalition. Cathy also helps to cultivate local talent through Grow Detroit’s Young Talent and GM Student Corps, two programs that focus on building skills of the youth in the community for future success.

“I am proud to be a woman in the manufacturing industry because I am leading change in a complex and challenging industry that contributes to the economic success of our communities and country. For me, there is so much fulfillment in driving progress and inspiring enthusiasm in STEM careers.”
As Sherwin-Williams’ first female senior vice president of North American architectural operations, Kathleen leads a team of more than 6,300 employees across 36 sites. During her 24-year tenure at Sherwin-Williams, she has held positions in research and product development, marketing, manufacturing operations, quality and transportation and logistics. Early in her career, she developed engineering requirements and standards that are still used to launch new products, and she received an award for her role in the development of a premium interior washable coating that ultimately launched as the Duration Home line of products.

Kathleen is a positive role model and partner in success for women throughout the company, offering her expertise and encouragement to all who seek it. She has mentored a number of chemists and engineers during their onboarding process to help them acclimate to the company environment. Kathleen is also a sought-after presenter at company conferences who frequently participates in panel discussions focused on mentoring and leadership. Known for her ability to empower others, Kathleen challenges her colleagues to reach their full potential and provide innovative solutions to problems.

Beyond the walls of Sherwin-Williams, Kathleen is an active member of the community. She currently serves on the board of directors for Minds Matter Cleveland, a nonprofit organization that provides mentoring and support to exceptional students from low-income families to help them attain educational opportunities through summer programs. Kathleen has also served on the board of College Now Greater Cleveland, an organization that seeks to increase postsecondary education opportunities for low-income students. As a member of the Women in Manufacturing professional association, Kathleen works to empower women in the industry to pursue professional development and growth opportunities.

“I am proud to be a woman in the manufacturing industry because manufacturing affords me the opportunity not only to grow both professionally and personally, but also to support those that I work with in achieving their career aspirations. With these newly learned skills I am able to create a better place for our employees, delight our customers and give back to my community.”
Viktoria’s tenacity and commitment to improvement have grown her leadership skills exponentially over the past 10 years since she moved from Kyrgyzstan and overcame obstacles to earn her degree in industrial engineering. She currently serves as operational excellence manager at Oldcastle BuildingEnvelope in Terrell, Texas, overseeing productivity and efficiency in key areas related to safety, quality and ongoing enhancement. Detailed and precise, Viktoria is adept when it comes to learning materials and mastering new skills. Her work has led to increased productivity, improved product quality and better customer experience within her company, and she and the Standard Doors department were awarded the coveted Oldcastle BuildingEnvelope Pinnacle Award for Business Excellence in 2022.

Viktoria is a strong advocate for the next generation of female engineers, acting as a mentor for engineering interns and recruiting young talent at local colleges for new careers at Oldcastle BuildingEnvelope. She takes great pride in the success of those under her wing, and she is skilled at passing on her knowledge of the principles, methods and learnings from her own journey to help other young females shine in the workplace. Viktoria also volunteers at college career fairs, sharing her own experiences within her department and encouraging interested young women to join Oldcastle BuildingEnvelope and forge their own career paths.

Viktoria has a heart for giving and a passion for supporting underserved communities. Recently, she worked on a volunteer project to help a remote village in Central Asia, raising funds to purchase school supplies and Christmas gifts for students from low-income families. She was also moved to help a young boy in her community with a rare medical condition when she heard that his young parents were struggling to find the resources for surgery. Utilizing GoFundMe, Viktoria—with support from her friends—raised money in a short period of time to enable the family to afford the surgery and medicine the child needed to make a full recovery.

“I am proud to be a woman in the manufacturing industry because there is never a dull moment. I am always on the go. I get to work on a wide variety of projects and interact with employees from different levels of management. I get to learn and grow through successes and failures every day. But most importantly I get to help our employees adapt to advancements in technology, make their work environment safer and see tangible results of our hard work when I visit churches, hotels and stores that use our product.”
“I am proud to be a woman in the manufacturing industry because I have the opportunity to bring a unique perspective, to be creative and to unite with a diverse group of individuals in a fast-paced environment and make a difference in the world around me.”

Amanda is the plant manager at Merck’s large commercial-scale vaccines manufacturing site, which produces vaccines for children, teens and adults. She was an integral part of Merck’s response to the COVID-19 pandemic, leading a team that included members of a partner company to prepare manufacturing operations and technology transfers to produce a COVID vaccine. Prior to her work on the COVID vaccine, Amanda worked to develop Merck’s human papillomavirus vaccine, which protects recipients from specific types of cervical cancer caused by HPV. Amanda’s work allowed the company to aid the World Health Organization in its efforts to eliminate cervical cancer as a public health concern.

A true leader and role model to many, Amanda has no boundaries in her ability to influence and develop talent at Merck. Always willing to offer advice and mentorship, Amanda encourages rising talent at Merck to take advantage of networking and professional development opportunities. Despite the challenges brought forth by the pandemic and difficulties recruiting women to pursue careers in manufacturing, Merck has seen an increase in female representation during Amanda’s tenure—a testament to her impact and leadership.

Dedicated to making a difference, Amanda has strengthened partnerships between Merck and community organizations in and around Durham, North Carolina. Amanda proactively supports local schools, universities and church-based career fairs to engage local communities and expand Merck’s recruiting efforts. As an active sponsor of Durham’s Diversity, Equity and Inclusion Council, Amanda leads a partnership with the Durham Committee on the Affairs of Black People to strengthen and build relationships with community leaders. In addition to being a key leader on the Merck Manufacturing Division Diversity and Inclusion task force, Amanda is a sponsor of the One Ten initiative, which seeks to create career opportunities for Black talent.
As the supply chain manager for Anheuser-Busch’s Metal Container Corporation in Jacksonville, Florida, Chelsea leads a logistics team that ensures the plant has the materials needed to produce cans for five different high-speed production lines. Her team is responsible for the shipment of more than 10 million cans per day to breweries and warehouses throughout North America.

Her career with Anheuser-Busch began 14 years ago as a seasonal and weekend production operator at the company’s Fort Collins, Colorado, facility. After transferring to Jacksonville, Chelsea served as a utility technician and as a people specialist before assuming her current position in 2021.

While working in the human resources field, Chelsea increased recruiting efforts to hire more women for technical manufacturing roles. She helped develop a training program to upskill women with highly technical mechanical skills, opening more opportunities for them in the manufacturing field. Chelsea is passionate about mentoring newly hired women at Anheuser-Busch and aims to empower them to pursue professional development and leadership positions. In addition, Chelsea spearheaded a program that helped individuals transitioning from the military improve their interview skills and prepare for civilian life.

Chelsea also has a passion for community service and works to promote diversity and inclusion within Anheuser-Busch and beyond. She was the first employee in Jacksonville to become a member of the Network of Allies, Anheuser-Busch’s employee resource group to support the LGBTQIA+ community. As the founding member of the Jacksonville facility’s Diversity and Inclusion Committee, she has facilitated several Courageous Conversation sessions, which are internal forums to help employees feel more comfortable discussing sensitive topics that may come up in the workplace. She also volunteers as a counselor for the Crisis Text Line, a mental health resource for at-risk individuals.

“I am proud to be a woman in the manufacturing industry because my work expands upon the foundation forged by legendary trailblazers who built an inclusive, welcoming environment for anyone who walked through the door. We are only just getting started on our goal of building a better world for all.”
“I am proud to be a woman in the manufacturing industry because I have the opportunity to add value to society and work on initiatives that impact the globe. Manufacturing moves the world forward and meets the needs of people all over the world.”

Embodying the belief that every person’s perspective is valid, Emily has a passion for creating positive change through learning about and understanding the world around her. As the global marketing director of Sliding Stem at Emerson with a chemical engineering background, she operates with a strong problem-solving mindset, viewing complex problems from a big-picture perspective. As a leader, she facilitates “outside-the-box” thinking, cultivating a team environment that challenges tried-and-true ways of the past. A true collaborator, Emily works cross-functionally on global projects and initiatives while building trust and leading inclusively.

Emily is passionate about mentorship and engaging the next generation of female talent. As a leader in Emerson’s Women’s Impact Network employee resource group, she created a speed networking event to connect women with potential mentors at Emerson, leading to more than 40 women making lucrative connections and engaging in networking and career planning endeavors. She has also participated in career fairs and speaking engagements at the Society of Women Engineers, speaking about the strategies companies can employ to be more competitive in attracting and engaging young female talent. Emily recognizes the importance of strong female mentors, having benefited from the guidance of countless professional women herself, and she is generous with offering her time and perspectives to other women seeking to navigate careers at Emerson.

Believing that strong women can make drastic impacts on families and their broader communities, Emily is involved in numerous community endeavors that support the professional and personal development of women. She leads curriculum-based women’s small groups that cultivate confidence and leadership in women, facilitating discussions and encouraging women in all stages of life to share their unique perspectives. She also serves as secretary for the Des Moines, Iowa, chapter of the National Society of Black Engineers Professionals, where she works to develop partnerships with the broader community to organize STEM outreach programs to attract minorities to the field of engineering.
A rare leader that embodies a striking combination of technical expertise, collaborative leadership and approachability, Melinda leads her critical manufacturing supply chain team with exceptional wisdom and grace. As the supply chain manager at one of the largest plants at Cornerstone Building Brands, Melinda manages more than 60 critical employees as well as oversees the plant’s daily cadence. During the COVID-19 pandemic, she transformed the plant’s logistics team and enabled the plant to manage new workload challenges effectively. She and her team even increased production to historic levels and were able to support other struggling plants. Melinda’s efforts saw the preservation of nearly $1 billion in revenue during an exceptionally challenging time while maintaining vital customer relationships.

Melinda effectively “walks the talk” of personal leadership and is a role model for all female leaders, particularly Black women in manufacturing. About 50% of Cornerstone employees are people of color, and Melinda was selected as co-leader of the UNIty employee resource group for people of color and allies, a group that has facilitated the successful operationalization of Cornerstone’s diversity, equity and inclusion strategy. In this role, she takes regular initiative to address requests and has implemented numerous new initiatives to advance inclusion within the organization. She also established Cornerstone’s first-ever mentoring program, which pairs mentors with mentees to foster the next generation of leadership.

Melinda’s heart for service and project leadership skills have made a difference in her community. She is an active volunteer with Jersey Cares, a nonprofit organization providing broad volunteer opportunities in New Jersey, and she regularly participates in various projects to help her neighbors in need. She also works with the local community each year to coordinate Manufacturing Day activities at her plant. In 2022, she hosted more than 200 local junior high students to highlight the benefits and opportunities of a career in manufacturing to young females interested in STEM roles.

“I am proud to be a woman in the manufacturing industry because it gives me an opportunity to work in an exciting, fast-paced environment using my technical expertise paired with my collaborative leadership to get results as well as be a role model for the next generation of women.”
In her role as design lead engineer at Pratt & Whitney, Kiomarys is driving efficient mechanical component design in the aerospace industry. She developed a model-based design layout for a bearing compartment using existing capabilities built into design tools. This layout will enable model-based design and inspection, streamlining the production and manufacturing process by creating producible designs. In addition, she coaches other members of the engineering team on MBDI and model-based systems engineering.

Kiomarys is shaping the future of manufacturing through her influence and impact on the next generation of engineers. She proudly serves as a lead Pratt & Whitney volunteer for the University of Connecticut’s BRIDGE outreach program—a five-week summer program serving underrepresented groups in engineering. Through BRIDGE, which prepares rising freshmen for UConn’s rigorous engineering curriculum, she aims to give students an inside look at her work by conducting an industry tour of Pratt & Whitney and using her connections to bring panel speakers to the event. Kiomarys shares her experiences as an Hispanic female engineer and shows students that there is a path to success in the industry through representation.

Through her involvement in UConn’s Multiply Your Options program and Explore Engineering program, Kiomarys aims to excite young, underrepresented students about the opportunities in engineering and manufacturing. In addition, she meets with students at E. C. Goodwin Technical High School, hoping to inspire them to pursue a career in engineering and sharing her experiences on navigating college and career. Kiomarys shows students how their technical background can make them great additions to the engineering industry by explaining how she leverages her technical background to make advances in the design process at Pratt & Whitney.

Dedicated to serving her community, Kiomarys volunteers as an assistant coach for a high school girls volleyball team. Through this role, she coaches young women both on and off the court, providing an outstanding example of community leadership. Kiomarys will also serve as a UConn PW Scholar mentor this coming year.
Embodying Trane Technologies’ commitment to a sustainable future, Rashmi has succeeded in pursuing a technically demanding and niche field, while also becoming known as an emerging leader. She currently serves as a manufacturing engineer at Trane’s Columbia, South Carolina, facility, where she supports three product assembly lines and has implemented a variety of process improvements to support operations. Prior to this, she was the primary person responsible for adopting and implementing commercially available 3D printing technologies in direct support of Trane Technologies’ factories and engineering centers. She is a two-time President’s Award Winner at Trane Technologies, a true testament to her achievements.

Rashmi has a passion for supporting the next generation of leaders in her industry. She began mentoring undergraduate and graduate students at her alma mater, North Carolina State University, in 2016. There, she helped them set career goals and introduced them to hands-on training with laser powder bed fusion, electron beam 3D printing machines and high-speed cameras. She has been very active in the Women in 3D Printing NextGen mentorship program, which addresses skill gaps in the exponentially growing field of 3D printing. She co-led a team of six core members from across the world for two cohorts, which brought together more than 150 mentors and 150 mentees from 50 organizations and 55 schools across academic, research, government and private companies.

Consistently going above and beyond her responsibilities to support women in her community, Rashmi has volunteered her time to advance women in STEM for years. She represented her company as a speaker on the CreatorsWanted National Association of Manufacturers panel in Columbia, South Carolina, where she inspired young students to find their unique paths in manufacturing. Rashmi is also involved with Women in Manufacturing and is the WiM vice chair for South Carolina and a member of the WiM Trane Technologies Internal Steering Committee. Rashmi illustrates the need for diverse leadership to expand representation of women in manufacturing, and she is dedicated to challenging norms and courageously working to change the status quo.

“I am proud to be a woman in the manufacturing industry because being in this industry allows me to bring a unique perspective to the table and to solve problems innovatively. I want to help others experience this excitement through my personal mission statement: to demystify the world of manufacturing for the next generation of girls.”
When Katie started at Samsung Austin Semiconductor as an equipment engineer in the Gas and Chemical Systems group, she was the only female engineer in her department. But with a rare combination of grit and poise, Katie never let being the only woman in the room stop her from reaching her goals.

From the start, she proved to be a valuable leader, taking over one expanding equipment team while also building a new quality team from scratch. As a member of the hiring team, she helped grow the department from eight to more than 40 team members. Katie also implemented a long-term capital plan to eliminate production downtime due to equipment failure through redundancy. Under her leadership, Katie’s team has implemented numerous material improvement projects that have reduced cost, lowered product-impacting defects and increased product yield.

Katie aims to be a role model for other women in STEM, which is something she didn’t see growing up. As the leader of an employee resource group for women in engineering, she prioritizes mentoring and proactively supports the women of Samsung. With Katie leading the way, the group added nearly 200 members in 2022 alone, strengthening the company’s support network for women. She has spoken at conferences such as the Institute of Electrical and Electronics Engineers Women in Engineering International Leadership Conference and the Grace Hopper Celebration to share advice on how to start and sustain ERGs. Katie also mentors high school and college-age young women to shine a light on opportunities in the industry, while also helping them apply for college and graduate school by writing letters of recommendation.

Katie also promotes STEM education in the community by volunteering at area high schools. In addition, Katie spoke to more than 65 teachers from across the country through the Samsung Solve for Tomorrow Teacher Academy, helping them develop strategies for encouraging and maintaining student STEM engagement.

“I am proud to be a woman in the manufacturing industry because I get to solve challenging problems every day to improve the quality of semiconductor chips, which enable our society to evolve in the digital age. I’m also honored with the opportunity to create a more equitable work environment for women in this industry.”
Lisa is a genuine leader and driver of success who has dedicated her decades-long career at Molson Coors to the development of people, focusing on utilizing everyone’s individual strengths to create plans that deliver results. After more than 21 years performing a variety of progressively challenging roles, she now leads the operations of one of the most iconic breweries in the Molson Coors Network—Milwaukee Brewery—as senior director of plant operations. Lisa has always placed great emphasis on safety and quality, delivering results that improve operational efficiencies as demonstrated by her double-digit improvements in south packaging at the Milwaukee Brewery.

Lisa is the poster child for Molson Coors’ efforts to nurture female talent, always taking the time to develop people both inside and outside the MCBC organization. As a believer in paying it forward, Lisa has mentored female leaders within the company across ranks. With a willingness to support and foster the next generation and help them achieve their career aspirations, she is a helpful guide for rising female talent to navigate the challenges of a male-dominated industry. She has participated in the Milwaukee Business Journal’s annual Mentoring Mondays event to support the advancement of women in business. For nearly four years, Lisa was also a mentor for the student athletes on Marquette’s women’s basketball team, helping them transition from college students to valuable members of the workforce.

Outside of Molson Coors, Lisa passionately advocates for the less fortunate in her community, serving on the board of directors for Vivent Health, which strives to ensure the accessibility of vital medical care to economically challenged groups. She is also involved in the Meta House, the Susan G. Komen Race for the Cure, the Alzheimer’s Association and the National Alliance on Mental Illness. Within Molson Coors she effects community change as a key advocate and promoter of company-sponsored organizations such as Donald Driver’s Driven to Achieve, TEMPO, the United Way, the Wisconsin Humane Society, LaCasa and SHARP Literacy.

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In 2019, Camille joined Henkel’s Adhesive Technologies business, the global leader in the market of adhesives, sealants and functional coatings. Since then, Camille has undertaken several production floor roles. Through her efforts, she has helped increase the efficiency of processes and the overall production efforts of her team. In 2022, Camille was promoted to a semi-auto press operator, running a difficult manual machine that requires exceptional attention to detail. She learned how to operate this machine faster than expected and became a knowledgeable trainer. From volunteering to train new hires and monitoring their progress, to suggesting improvements, Camille has demonstrated a strong willingness to advance both the company and her team. For example, when she was offered the chance to transfer departments and further develop her skills, Camille voluntarily delayed the move by a month and stepped up as a team lead to cover for an unexpected event.

In a traditionally male-dominated field, Camille works to ensure that each of her female colleagues is appreciated and is given opportunities to gain experience and work in an inclusive environment. Camille previously served as the site’s only female union steward and is an active member of the site’s employee peer-to-peer committee, which supports colleagues through encouragement, recognition and appreciation activities.

While Camille takes great pride in her varied roles at Rancho Dominguez, her true passion is helping others. Despite working 48 hours a week, Camille also attends school on the weekends to pursue her goal of becoming a registered nurse. After receiving her American Heart Association first aid, CPR, AED and bloodborne pathogens certification, Camille became a certified first responder at the Rancho Dominguez manufacturing facility, a further display of her passion for the safety, health and well-being of others.

Further, Camille has always been an active member of her community. Today, she often volunteers for a nonprofit Filipino organization that helps raise funds and encourage scholarship opportunities for underprivileged youth. She also enjoys spending time with her son at his school, where she often promotes the importance of careers in health care and manufacturing with the next generation of workers.

“I am proud to be a woman in the manufacturing industry because I have the opportunity to work with a wide range of hard-working individuals who allowed me to discover my skill set and aided in shaping me to be the employee I am today.”
During her 26-year career at Panduit, Cheryl has held several leadership roles, including electronic data interchange coordinator, SavvyStock implementation specialist, operations manager, senior manager customer experience and her current position as the head of the SavvyStock product line. She specializes in software consulting for customers in the electrical, industrial, automation and network infrastructure industries. With the goal of helping customers optimize profitability, Cheryl leads a team of seven IT developers and implementation specialists in managing millions of end customer demands through SavvyStock software annually. An EDI translator system created by Cheryl resulted in six-figure annual savings in third-party support costs.

Cheryl is a mentor and an advocate for the next generation of women in her industry. In addition to serving as president of Panduit’s employee resource group, Empowering Women’s Success, Cheryl has partnered with human resources to develop a program that matches women with Panduit managers and leaders to discuss various career-related topics. From arranging networking events to engaging with area college students who are interested in STEM, Cheryl is dedicated to creating opportunities that enable rising female talent to succeed.

Cheryl’s commitment to service extends beyond her work at Panduit, as she is involved in numerous organizations and service groups. She has been a Girl Scout leader for the past six years and has taught religious education for 10 years. She is currently working with second graders to prepare them for two key sacraments within her church. Cheryl is also a volunteer at Hands, Hope, and Hooves Ranch, a nonprofit organization that rescues animals and provides therapeutic riding and farm experiences for children and adults who have disabilities or have experienced trauma. In addition, she organized a donation drive for people impacted by a recent tornado in her area, collecting critical supplies for those in need.

“I am proud to be a woman in the manufacturing industry because I am able to leverage my talents, which in turn allows me to break stereotypes and prove that women can excel in traditionally male-dominated fields. I am empowered to make a positive impact on the industry and society through innovation and leadership, which enable manufacturers to embrace a diversified workforce.”
“I am proud to be a woman in the manufacturing industry because the manufacturing industry is diverse and full of opportunities to innovate, network and develop oneself through mentorship and industry knowledge. Countless women before me have lifted one another up, and I hope to be a part of that empowering chain.”

During her time at Saint-Gobain/CertainTeed, Kait has designed and implemented three automation cells that have improved not only production efficiency but also health and safety conditions for team members by reducing repetitive motion tasks and sound risks. In addition to overseeing new product CAPEX projects, Kait is a lean kaizen leader who trains and helps team members advance their careers by increasing their skill sets. As a project engineer, Kait is the technical lead on a factory+ project, upgrading injection molding equipment like blenders, presses and utility meters to implement real-time monitoring, with upper and lower specifications to forecast and prevent quality defects and predict downtime events before failure. She also ensures that IT requirements for cybersecurity are integrated into her upgrades.

Kait advocates for women in manufacturing through her involvement in her local chapter of the Society of Women Engineers, where she serves as president. Through the organization, she facilitates regular events that connect women through professional development and networking opportunities. She also mentors women who are hired into the company through the Essentials of Manufacturing program, serving as a resource for them to learn and navigate the organization. As a mentor to students at Wichita State University, Kait conducts resumé workshops and mock interviews to prepare the next generation to enter the workforce. She is also a member of the board of the Live Open LGBTQIA employee resource group.

Kait’s dedication to helping others can also be seen in her personal life, as she is involved in a number of community service activities. She is the social media organizing member of Engineering Expo, an annual event that promotes STEM for elementary and middle school students. In 2021, people from 32 states and 20 countries participated in a virtual event. The return to an in-person event in 2022 saw the expo grow, as more than 900 children from the Wichita area attended and presented engineering experiments. Kait is also a Bible school teacher and an active volunteer in her church.
With an extensive engineering background and the proven ability to lead, Kim is blazing a trail for women at Arconic and beyond.

As engineering and maintenance manager, she oversees a team of 600 multiskilled employees and drives the completion of a capital budget that annually exceeds $50 million. Her role is essential to keeping Arconic’s multi-million-dollar manufacturing equipment running. In 2022, Kim led her team to begin work on a highly complex $30 million project to upgrade one of the key production centers of the plant. The modernization of this decades-old production center is critical to the long-term future of the facility and will enable Arconic to continue producing aluminum fuselage sheet for commercial jets.

To support the next generation of rising female leaders, Kim mentors women in her organization and in departments across the facility. Using her experience in navigating technical and career challenges, Kim provides guidance to help these women steer their own careers. Kim is also very active in campus recruiting and internship programs, where she aims to encourage others and provide them with a positive experience. Her direct involvement has helped several other female engineers grow in the organization. One of Kim’s mentees has grown into the role of lead engineer very early in her career.

For Kim, inspiring the next generation goes well beyond the walls of Arconic. In 2020, she worked closely with the technology group at the nearby Pleasant Valley High School to help them apply for an Arconic Foundation grant. The school was successful and went on to purchase and install equipment totaling $100,000, expanding the school’s ability to direct students into new careers. Kim also helped drive a new apprentice program that has since placed three high school students in the Arconic workplace, giving them valuable, hands-on experience, a paycheck and inspiration for the future.

“I am proud to be a woman in the manufacturing industry because innovation, engineering and manufacturing are the pillars that built our country and afforded many the opportunity to live prosperously. I am passionate about recruiting and developing young talent that can continue challenging engineering and manufacturing process limits with new ideas. The next generation is crucial to our industry’s future growth.”
E xceptionally driven and passionate, Kim does not take “no” for an answer. As material manager, Kim oversees the departments responsible for purchasing of raw materials and scheduling production. She joined the company in 2021 when Phoenix was facing the raw material crisis in one of the most disruptive supply chain periods in modern history. Upon hire, Kim took responsibility for two departments — procurement and production and inventory control — to immediately cut through the chaos by creating and implementing a weekly dashboard to improve communication and accountability between internal stakeholders and external suppliers. Her leadership resulted in a 66% reduction in the number of items creating or causing downtime across all Phoenix plants.

Kim leads with a transparent mindset and looks to build high-performing and accountable teams, conducting weekly one-on-one meetings with her management leads. Kim recognizes that affinity groups are instrumental in developing the next generation of female leaders and is actively laying the groundwork to establish a women’s affinity group at Phoenix. From leading physical fitness events for female employees to co-leading Phoenix’s first women’s golf outing, Kim has created opportunities for women to connect in settings that emphasize camaraderie over capability.

As a former U.S. Army warrant officer and the current senior vice commander for Naperville VFW Post 3873, Kim is committed to giving back to those who have served. Following her passion for enriching youth, she currently chairs the VFW’s national scholarship program, which awards scholarships to high school and middle school students. Kim also organized a first-ever corporate service event for VFW that inspired Phoenix employees to participate in a three-day, multilocation Memorial Day celebration at local veterans’ gravesites. In addition, Kim’s efforts to increase VFW membership are expected to result in a 2% increase in membership and an 8% increase in the renewal rate of expired memberships.

“I am proud to be a woman in the manufacturing industry because I get to work with amazing people. My industry is plain and yet so engaging that every day is the same and yet different. I am especially proud to learn from and have a shared fate with my cross-functional team and its members. I am proud that my unique self and skills fit expertly with where we are as a company. I am proud that my values line up with my company’s values and that we can grow together. I’m proud that the sky is the limit.”