

## SAMPLE ESSAY — Emerging Leader Candidate

*Names and company have been removed*

### **Please share a noteworthy contribution and/or technical accomplishment your nominee has achieved at her company and why it is so impactful.**

VIVIAN has her degree from UNIVERSITY in Chemical Engineering and started working at COMPANY in 2016 as part of the company's co-op program - a program that has new college graduates rotate into different positions.

VIVIAN had been in her new role as operations manager at COMPANY's facility for only eight months when Hurricane Harvey hit the Gulf Coast in August of 2017 and she had to lead operations and recovery. In addition to being a new manager facing a crisis, she needed to support employees and customers dealing with losses due to flooding and power outages.

As Harvey took its toll on the area, her plant lost power for five days, and they weren't able to use phone or the internet, so VIVIAN improvised to communicate with customers, management and employees. She also made sure that her team never forgot about and always followed safety protocols so everyone remained safe during the recovery efforts.

Later that year, VIVIAN was appointed plant manager of the facility. VIVIAN's team and facility were awarded the CEO Safety Award in 2017 for having outstanding safety performance during and after Hurricane Harvey. While in the eye of a major crisis event, VIVIAN never panicked - she was able adapt to her new role as plant manager, mitigate a crisis event and prevent safety incidents. She stands out as having the characteristics and temperament of a leader.

### **Please share a noteworthy contribution your nominee has achieved in her community, and why it is so impactful.**

As a college student at UNIVERSITY, VIVIAN worked with and mentored at-risk middle school children on a weekly basis, and that experience showed her what it meant to give back. It sparked her desire to do more for children in need, and in 2015 she began volunteering at nonprofit organization that works hand-in-hand with the state to help support kids who are in the foster care system and become their advocates.

Becoming a volunteer to this nonprofit takes a lot of commitment to the cause and dedication to the children - 30 hours of training are required to begin working as a volunteer, and 12 more each year are required to continue volunteering. As a volunteer, VIVIAN handles each child's case with care and meets with the children at least monthly, goes to their school to meet with their teachers and/or daycare providers, she meets with the child's foster family, and she attends monitored family visitations. She also writes court reports for each case and makes recommendations to the court about what is best for each child based on her work and observations. It is definitely not an easy way to volunteer, but through her work she's seen kids get adopted or go back to their families, and those success stories keep her going.

VIVIAN also organizes and participates in volunteering events for her team at COMPANY, most recently with the TWO NON-PROFIT CHARITIES.

## **Please share how your nominee has been a leader by mentoring others and/or engaging the next generation of female talent.**

VIVIAN received a bachelor's degree from the UNIVERSITY in chemical engineering, and since then has had an extraordinary career at COMPANY. It's because of her abilities, experience and leadership that she has become a 'go-to' mentor for many women at the company.

VIVIAN is one of a few female plant managers at COMPANY, and she's made sure to take time out from her daily work to mentor other female leaders on a regular basis. She was a mentor to a female co-op participant who ultimately selected a career in operations following the program.

VIVIAN is also an active participant in COMPANY's women's networking and leadership resource group. Through the resource group, she is able to mentor other women and was selected to be mentored by the COMPANY'S CEO. Through these mentorship circles VIVIAN has flourished and continues giving and receiving guidance while she grows as a leader.

The Recruiting department has also tapped VIVIAN to help them recruit top engineers at university and SWE career events. Her background as a former chemical engineering major, and the stories of her experience and success in the company have proven to be valuable.

## **Explain why your nominee should be chosen as a Women MAKE Honoree or Emerging Leader.**

VIVIAN is an extraordinary woman, employee, manager, intellect, mentor, volunteer and colleague. Her passions exceed the amount of available waking hours, and her talents extend farther than she knows.

Without much support or experience as plant manager, VIVIAN was able to support a plant, her employees and customers during one of the worst crises we've seen in the Gulf, and see it through recovery. The way she is able to adapt, learn and acclimate quickly is remarkable. And her ability to function with confidence, humility and grace has earned her the respect and admiration of her employees and colleagues around the world.

At a young age she has positively affected and influenced the lives of so many at work and as a volunteer supporting children at risk of getting lost in the court system. Her goals are selfless and she is truly ready and willing to go and do whatever is asked of her or that she sees needs to be done.

What I appreciate most about VIVIAN is her willingness to take time for the things that so many people neglect — she spends time cultivating relationships and supporting others in ways that I truly admire. Her roles at COMPANY are just a small taste of what she will bring to the table and to the advancement of women in engineering and manufacturing.