



ADVANCING TECHNOLOGY
ONE WOMAN AT A TIME

Sample of a Winning Nomination for the WIT Leadership Awards

**Please note that the nominee name (Jane Doe) and her company (Great-Company) have been changed for privacy.*

Candidates will be judged based on the specific evidence provided in the nomination form that demonstrates their embodiment of WIT values. You will be asked to provide discrete, specific examples of what your candidate has achieved and how your candidate has demonstrated that she is an example of these values:

1. Achievement: Achieving Success in a Technology Field or an Organization in the Technology Industry (Worth 30% of Final Score)

- Achieved a high level of success and competency.
- Demonstrates success at implementing or promoting technology, management principles or specific operational/organizational processes.
- Acts with boldness by taking smart risks to advance organizational and personal goals. Risks may have yielded both successful and unsuccessful outcomes – learns from the outcome in either case.

Please detail how the nominee has provided innovation or thought “out of the box” to bring successful business results. How has she used leadership to successfully implement or promote a technology, management principle or process? Has she led a team to remarkable financial performance as a result of her ability to encourage and sponsor creative solutions to solve for difficult challenges? Please list any other industry awards/recognition that the nominee has received.

Please enter your response to Item 1. Limit 2,000 characters.

Jane Doe has successfully created a set of proactive and repetitive processes utilizing the Kaizen principles for continual improvement. Jane Doe always recognizes that creativity comes before capital and that large budgets are not required to manage successful employee engagement and diversity programs. With the right mix of positivity, the ability to tap into others’ strengths and thinking outside the box, Jane Doe has created and sustained a set of widely successful programs. Jane Doe puts her loyalty and the passion for the betterment of her colleagues and stakeholders ahead of her own career. As an example, Jane Doe was an early adopter and embraced social media as a professional mass communications outlet, capitalizing on the ability to reach her broad and diverse audiences in real time with valuable information on career opportunities. Jane Doe has supported diversity recruitment as Great-Company’s Military Spouse and Wounded Warrior Program Manager for 10 years. She is Great-Company’s liaison for the Military Spouse Employment Partnership (MSEP) a ‘Joining Forces’ initiative launched by the Obama/Biden Administration. During the formal roll-out of the Program, Jane Doe was given the distinct honor to both speak on her experiences as a military spouse job seeker and to introduce the guest of honor, Dr. Jill Biden.

2. Leadership: Empowering Her Team to be Architects of Change in the Technology Industry (Worth 30% of Final Score)

- Demonstrates the ability to create and implement a vision for her team. Visible leader as a pioneer of change.
- Motivates employees and team members and has a tangible track record to show it.
- Leads by example. Inspires employees and team members to take smart risks and to drive positive change in their professional lives.

Please detail the nominee's leadership achievements and style. In what ways has she been an architect of change in the technology community? How has she created a strategic vision that empowers women on her team to become innovators and architects /pioneers of change themselves? How has she leveraged relationships, influenced organizational decisions, and motivated her team to achieve success? What achievements would qualify as "pioneering" efforts for change in the organization and/or community?

Please enter your response to Item 2. Limit 2,000 characters.

One of the first lessons Jane Doe learned from her own mentor and manager was that "at Great-Company we all do windows" so regardless of your title, we need everyone to assist to get the job done. Jane Doe quickly came to understand and carry on that methodology - there is a great deal to learn in an organization that allows and encourages its members to contribute at all levels. In a time of do more with less, it's critical to rally a team and ensure they understand that every contribution, regardless of how small it may seem has incredible value. Establishing and executing such mission and managing projects this way, Jane Doe enables junior level contributors to partner and work side by side with senior managers giving them a platform for growth and personal/professional development. At the same time, she allows senior staff to learn how to leverage new tools in an ever changing technological landscape. Jane Doe leverages Great-Company's senior most executives to provide accolades to those team members, gives credit where credit is due, and leverages internal programs to reward team contributions - recognizing that people are driven by more than monetary rewards.

3. Mentorship: Advancing Women in Technology from the Classroom to the Boardroom (Worth 30% of Final Score)

- Mentors other women above, below and at her career level.
- Develops future women leaders in her profession and/or community.
- Advocates for other women and enables positive things to happen in their careers.

Please detail how the nominee is an exemplary role model/advocate. How has she used her leadership skills to act as a mentor, sponsor or advocate, helping women advance in their careers? How has she helped to develop future leaders in her profession and /or community, and what impacts have these new leaders had on their organizations?

Please enter your response to Item 3. Limit 2,000 characters

At Great-Company, STEM is a philanthropic priority. Jane Doe is a key contributing member to both the Great-Company Foundation and Great-Company's Corporate Responsibility Program. She is the ultimate dedicated employee that wears multiple hats and gets things done. She assists in company strategies around empowering young girls in their educational endeavors and has assisted with large

charitable contributions to organizations like Girls Who Code. An example of a project Jane Doe led focusing on advocating for young women and empowering them through education was the Global Girl Rising Screening. Jane Doe led the project which was a 3-day, follow the sun, global screening of the 40 minute Girl Rising film at 3 Great-Company locations in the US, Europe and India. Each screening included both local and virtual participants. The agendas included introduction by Great-Company executives, the film screening, followed by a Q&A session allowing participants to share ways they have helped support in the education of girls and young women. The program closed with a global call to action and an opportunity to use a hashtag to tweet out ideas and intentions. There were hundreds of participants at every session, (including Girl Scouts teams) and Great-Company is considering duplicating the project annually.

4. Community Engagement: Extracurricular Activities and Community/Civic Involvement (Worth 10% of Final Score)

- Engages in activities beyond her job responsibilities that contribute to helping and improving conditions of others on the job or in the wider community.
- Encourages and enables a legacy of strong female leaders in the industry or in the community.
- Focuses on efforts to advance the growth of girls and women in the technology industry.

Please provide examples of extracurricular activities and/or community involvement that the candidate has performed, or is performing, to further advance the growth of girls and women in the technology industry and beyond. What other extracurricular work has the nominee done to encourage and enable a legacy of strong female leaders in the industry or the community? Please include information that you feel is pertinent and compelling to supplement this award submission.

Please enter your response to Item 4. Limit 2,000 characters

Jane Doe's energy and resilience is contagious and she successfully delivers excellence in any engagement. Jane Doe has been married to her husband, LTC(R) Lamar W. Hall, for more than 23 years. She is an exemplary mother of 2 with a wealth of knowledge that she shares with family, friends, colleagues and customers to ensure they achieve success. She is an inspiration to all around her and a Great-Company critical asset. She holds a BS from Frostburg State University and an ME in Counseling from Western Kentucky University. Jane Doe was instrumental in Great-Company receiving the coveted Employer Support for the Guard and Reserve (ESGR) as the first recipient of Extraordinary Employer Support Award.

Jane Doe has supported a number of DoD Programs including the Army Well-Being Constituent Liaison Office, under the Army G1, Pentagon. In her travels as a military spouse she has volunteered with a number of organizations to include the American Red Cross, several chapters of the USO and Mission Afghanistan – a Community Relations Program in Kandahar Afghanistan. Jane Doe currently serves on the board of the District of Columbia Business Leaders Network (DCBLN) - Promoting best practices in hiring, retaining, and marketing to people with disabilities.