



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.

ASHLEY became interested in pursuing a career as an engineer through attending science, technology, engineering and math camps each summer throughout her childhood. While she wanted to spend her summers having “fun” like her friends, those summer camps grew her love for STEM and made her who she is today. After graduating from UNIVERSITY in mechanical engineering, ASHLEY began her career in COMPANY’s rotational Professional Development Program. Her first rotation was in STATE. where she had the opportunity to increase production capacity using a new technology in the unit where she worked. This particular unit used a belt conveying system to run PRODUCT into a cooling system before it was processed for use. Upon trial of this new technology, the team anticipated purchasing new belts for the conveyor to get more product onto the belt. ASHLEY spent time asking questions to truly understand the challenge, and she hypothesized that the unit could potentially increase production without purchasing larger belts. She worked with operations and the controls technician and her newly tested parameters increased production speed and capacity without affecting quality, leading to a 13% increase in production capacity. ASHLEY’s innovation and problem-solving ability has continued to lead her to leadership roles making regional impact in COMPANY.

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

Spending most of her childhood and adult life in STATE, ASHLEY recognizes the need to give back to the community and to be a positive role model for other minority females. To help make a difference, ASHLEY has volunteered in soup kitchens, built homes with the Habitat for Humanity, served meals with Holiday Helpers of CITY, sorted goods and built family boxes at the Greater CITY Food Bank, stood at grocery stores for the Knights of Columbus FOOD Drive, and has been part of COMPANY’s recruitment team to attract top talent to the company.

For the last two years, ASHLEY has set a goal to volunteer at least one weekend out of every month. As she has considered how she wants to make the world a better place, it is important to her to prioritize volunteering in the same way she prioritizes social activities.

Currently, ASHLEY is engaged in Leadership CITY, a development program promoting a diverse group of professionals for leadership positions in the community. This opportunity, which ASHLEY will graduate from in Nov. 2023, has allowed her to learn about the dynamics of her community from local and state government, education, workforce and economic development, healthcare and social concerns, the criminal justice system, and law enforcement initiatives. Following this experience, ASHLEY would like to join the board of advisors with an organization that aligns with her passions to make an impact on the city.

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

ASHLEY has been involved in mentoring the next generation of female talent since she was an undergraduate student. As a Thurgood Marshall College Fund Scholar, she mentored female first-generation college students. ASHLEY, who was farther along in college than those she mentored, was able to share her experiences and what helped her be successful.

ASHLEY has mentored female students in the Mechanical Engineering program at State University and is again able to share advice based on her own experiences.

In addition to college students, ASHLEY is a math tutor at the STATE Leadership Institute where she helps kids in grades 6 – 12 with their math assignments once a week after school. The mission of the institute is to help students gain interest and understanding in mathematics, and career opportunities.

ASHLEY attended a Historically Black College and University and knows the value of having a community of like-minded individuals. When she had the opportunity to be part of the inaugural Coalition of Black Women Engineers event at UNIVERSITY, she embraced it. As a follow-up touchpoint, she helped host a site tour for the group at COMPANY's facility in STATE.

Recruitment is also an area where ASHLEY is passionately involved, representing COMPANY at career fairs to attract the next generation for female and minority talent.

Explain why your nominee should be chosen as a Women MAKE Emerging Leader (depending on category chosen)

ASHLEY is at the beginning of her career, but she is wise beyond her years. Her approach to problem solving has already proven to add value and impact to COMPANY. She works to truly understand what is intended to be accomplished, seeks out others who may know more than she does and continues to ask questions and put in the work necessary to find the best solutions. ASHLEY says she's still nervous when tackling new projects, but she's excited because of the opportunity to learn.

As a child, ASHLEY was voted "most likely to be an engineer," which she thought was a practical joke. After attending many science, technology, engineering and math summer camps and being introduced to engineering as a career, she realized it was the path for her. That

experience was so impactful to her that she now volunteers to talk to high school and college students about her career, why she chose mechanical engineering and the path she took.

ASHLEY has become a well-known figure around COMPANY's sites in REGION through her leadership in the site's African American Employee Resource Group, as well as involvement in Women in COMPANY. She is eager to say yes to taking on new challenges and is a great example to others.