

Sample Essays—Emerging Leader Candidate

Note: Individual and company names have been removed.

Describe a significant accomplishment or contribution the nominee has made within their organization. What did they do, how did they do it and why was it impactful? This can include technical achievements, business results, innovation or operational excellence.

In her relatively short tenure (5 years), ASHLEY has made significant contributions to COMPANY. She led the implementation of a new product in AREA OF BUSINESS within a 3-month timeframe, across 3 locations without any issues in manufacturing. This product is now being produced at 9MM/lbs per year for a very important customer.

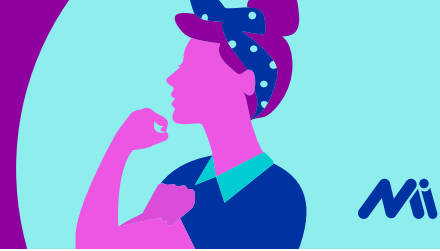
ASHLEY also led a quality improvement effort at COMPANY's STATE plant, using her Six Sigma Green Belt certification skills. This product had been in ongoing development, requiring additional technical support from the R&D, industrialization and production teams for 10 years! ASHLEY was able to use her skills as a project manager to lead a very diverse, multifunctional team in implementing actions which resulted in a major improvement from only 60% of usable product to 100% of prime material.

In ASHLEY's prior role as TITLE at the STATE site, she led a reactor recommissioning project increasing annual capacity by 10%, which helped the plant meet the growing business needs. Her work on the project included: proposing designs that improved the safety and operability of the unit, managing the project through installation and working with R&D for all scale ups and product approvals.

How has the nominee demonstrated leadership by shaping a strong workplace culture and supporting the growth of others? Please share a specific example of how they have built supportive teams, fostered collaboration or created an environment where others feel valued and supported. Highlight any efforts to mentor, coach or advocate for colleagues or emerging talent.

ASHLEY invests her time and takes pride in identifying, mentoring and growing the next generation of talent. She routinely acts as a mentor for COMPANY's "Developing Engineers", the new graduate program which was her entry point to COMPANY. Currently, she is mentoring four engineers across different manufacturing locations. ASHLEY shares her experience with them, helps them navigate the experience of adjusting to life in the workforce, brainstorms ideas for projects and connects them with colleagues. In addition to supporting this program, she also provides specific technical mentoring to the engineers at the sites she works most closely with. This is focused on troubleshooting manufacturing issues, reducing quality concerns and non-prime production.

As the CITY, STATE site champion for EMPLOYEE RESOURCE GROUP, ASHLEY supports various engagement and growth initiatives for female employees. One example this year was organizing a career panel discussion for women to share their experiences throughout their careers at COMPANY. The highly attended virtual event received very positive feedback.



ASHLEY also leverages her network at several manufacturing sites to grow participation of women from manufacturing sites in EMPLOYEE RESOURCE GROUP. She also helps identify what topics women in these roles are most interested in.

ASHLEY also engages with the next generation of talent at her alma mater, UNIVERSITY. Through her leadership, COMPANY is now connected to UNIVERSITY's Women in Engineering group and supports its annual scholarship program. She is also a co-lead recruiter for COMPANY at UNIVERSITY.

How does your nominee engage with the broader community? This may include volunteering, civic engagement or youth outreach.

ASHLEY has demonstrated an ongoing commitment to her local community. Most recently she supported her local Habitat for Humanity over the past year and a half – more specifically, their annual Women's Build. During these volunteer sessions, ASHLEY participated in the building of affordable housing for less fortunate members of the community. She assisted in the installation of an exterior insulation board, installed framing for a front porch and other miscellaneous construction tasks. Beyond Habitat, ASHLEY also volunteered at NONPROFIT in nearby CITY, which provides community and good for all, regardless of means.

In addition to her individual engagement, ASHLEY leads the local chapter of EMPLOYEE RESOURCE GROUP at the CITY, STATE site, which includes organizing volunteer opportunities for employees in the group. A recent initiative collected supplies for a local women's shelter – which included items the shelter desperately needed like food, feminine products, cleaning supplies and in season clothing.

Before moving to STATE in early 2023, ASHLEY was a TITLE at COMPANY's CITY, STATE site, where she was on the service committee including volunteering for fundraising events. She also volunteer with COMPANY's Science Teacher program, which provides resources, science curriculum and ongoing mentorship to local elementary school teachers.

Why should this individual be selected as an Emerging Leader? Reflect on their overall impact – inside and outside of the organization – and how they embody the values of leadership, mentorship and manufacturing excellence.

ASHLEY is a proven leader and mentor and an excellent example of an engineer who meets the criteria for the Emerging Leader award. In her short tenure, she has implemented projects which provide significant positive impact at multiple manufacturing locations at COMPANY. She has shown the ability to work with, and lead, individuals from a diversity of backgrounds, experience and education – demonstrating a maturity beyond her years of service.

In addition, ASHLEY has shown her commitment to not only develop herself – but also the next generation of female talent through her efforts recruiting, mentoring and leading EMPLOYEE RESOURCE GROUP.

She also has a passion for and takes pride in service to her community.

I cannot think of a more qualified and accomplished individual than ASHLEY to receive this award. I feel she would be an excellence role model to inspire future generations to consider a career in manufacturing.