

Sample Essays – Champion Candidate

Note: Individual and company names have been changed or anonymized.

How does the nominee demonstrate visible allyship in their workplace?

JEFF consistently demonstrates a strong commitment to developing others and fostering inclusive leadership at COMPANY. His active sponsorship has paved the way for two individuals who later became presidents at different North American manufacturing companies—a testament to the lasting impact of intentional allyship. As a mentor and sponsor, JEFF goes beyond encouragement: he creates opportunities. A prime example is his sponsorship of INDIVIDUAL, whom he supported through strategic cross-functional assignments and advocated for a rotation to an international location—providing global exposure that shaped her career trajectory. He participates in employee resource group events and manufacturing leadership forums and is outspoken about the need for sponsorship at the senior level.

What specific actions has the nominee taken to create a more positive and supportive culture?

JEFF possesses an extraordinary talent for identifying untapped potential and empowering people to exceed their own expectations. Through stretch assignments and cross-functional opportunities, he creates conditions that challenge individuals to step beyond what they thought possible. His mentorship is ongoing—he reserves regular time for on-the-job development, making himself accessible as situations arise and providing guidance in the moment rather than in the abstract.

What distinguishes JEFF's approach is its intentionality. He does not wait for formal programs to drive change—he builds the conditions for it. His commitment extends beyond career advancement: he fosters environments where talent is recognized and equipped to lead.

How does the nominee engage with their broader community?

JEFF is a passionate advocate for community engagement and workforce development. He serves as a board member of NONPROFIT and encourages senior leaders across the organization to expand their own influence through external initiatives and board service. He has also identified valuable external networks and programs—such as UNIVERSITY CENTER—that provide emerging leaders with access to high-level professional development.

A standout contribution in JEFF's career is his support of a female executive in developing a workforce program with a local university. That program, now a benchmark across COMPANY, bridges academia and industry to equip students with skills for modern manufacturing. JEFF also speaks at universities and recruits new talent to the field.

Why should this individual be selected as a Champion?

JEFF exemplifies what it means to be a Champion: someone who leads visible, sustained efforts to shift workplace culture, open doors and build lasting systems of support. His influence spans leadership pipelines, organizational culture and community partnerships in ways that will outlast his tenure.

Throughout his career, JEFF has modeled proactive allyship—identifying and developing high-potential individuals, advocating for their advancement when they are not in the room and creating conditions for talent to thrive. What makes his approach distinctive is its intentionality: he does not rely on formal programs to drive change; he builds the conditions for it to emerge naturally.

Beyond his own organization, JEFF champions leadership excellence across the industry—from helping launch a workforce program with a local university, to speaking at national forums, to recruiting the next generation. He demonstrates that allyship in manufacturing is not about checking a box; it is about transforming a culture. That is the legacy he is building and why he is so deserving of recognition as a Champion.