

Example 2: Honoree

1. ***Please share a noteworthy contribution and/or technical accomplishment your nominee has achieved at her company, and why it is so impactful. Entries must be between 150 and 250 words maximum.***

Jane is the current Site Leader of the Lima OH site, the largest manufacturing site in the entire company in terms of Volume and Net Sales contribution. During her tenure (3+ years) she has delivered record productivity improvement (>8% yoy), record net savings (>\$15MM yoy), record volumes, and record organizational survey scores, an indication of breakthrough cultural improvement. Most impressive is her sustained contribution across the company's multiple businesses and technologies.

Prior to entering the Fabric Care division, Jane was considered a supply chain and technical master in the Diaper business. She was Site Leader at the Global Development Site that developed Diaper technology that led to industry leadership in that sector.

Jane's strong planning skills guided her network of teams to utilize production networks and new product entry to market ensuring the company is a formidable competitor. She envisions the network as a relay team: how, who, and when the company can service the customer faster while controlling costs. Jane's leadership is seen in the weekly team meetings she hosts with a clear agenda, follow up on action items, current process performance, and assigned actions. Jane continually shows her ability to influence team members expanding the team's critical thinking.

Her communication has been outstanding on project status and results of action items are valuable for the organization and new product launch to customers.

2. ***Please share a noteworthy contribution your nominee has achieved in her community, and why it is so impactful. Entries must be between 150 and 250 words maximum.***

Jane has made significant contributions to the community including:

- Sponsoring an annual key job fair to introduce members of the community to manufacturing and help them understand the key skills needed to be successful
- Participating as an active member of the local county Manufacturing Board, which meets 2x a month
- Partnering with the local university system/technical schools to develop curriculum targeted to drive technical needs of local manufacturers

Jane and her team have worked to create a strong company equity in the local community. One example is when Fabric Care launched an extension of our detergent targeted at tough stains and odor related to sports. Jane's team partnered with a local baseball tournament to have a booth that highlighted the launch of this product, educated parents on the technology that provided the benefit, and used demos that actually involved washing jerseys between games to showcase the result. This was a great example of manufacturing connecting the consumer to the product benefit, resulting in increased awareness and higher sales.

3. ***Please share how your nominee has been a leader by mentoring others and/or engaging the next generation of female talent. Entries must be between 150 and 250 words maximum.***

For Jane, the reality is that she never had a female STEM role model growing up, which fueled her drive to become her own role model. She is an active member of the community and engages the next generation by:

- Serving as a Mentor and/or Sponsor for several young Leaders
- Participating as a member of the Manufacturing Board of Allen County, which promotes manufacturing in the Greater Allen County area
- Hosting several Customer Engagements to drive understanding of the role manufacturing can play in driving incremental business opportunities.

Jane also devotes a significant amount of her time in sponsoring the Latino Network for the Region. She visits Sites with high enrollment of Latino leaders and provides mentoring on how to be successful in the company culture. Jane is a clear champion of manufacturing and actively encourages individuals who work in other disciplines or functions to explore manufacturing as an opportunity to expand their leadership and get more direct experience with managing and coaching others. She readily opens the doors of her Site to help those in other functions and disciplines understand how their work impacts the site long term, and encourages partnership and early engagement to find win/win solutions for future business growth.

4. ***Explain why should your nominee be chosen as a 2019 STEP Ahead Honoree or Emerging Leader. Entries must be between 150 and 250 words maximum.***

Jane has a passion for Diversity and Inclusion, demonstrated by her leadership of the Product Supply Latino Network. Jane is an "on the floor" leader, recognized for her strong connection to the people on the manufacturing floor. She role models servant leadership, always seeking to simplify the life of the Operator.

She tackles challenges head-on and continues to juggle a number of roles to deploy innovative solutions, advanced technologies and process improvement to transform business performance and results. Jane has proven herself to be an invaluable asset to the company as her contributions to the company and community have increased year over year.

Another area Jane separates herself from her Peers is her connection to the community and the influence she has built. Under her leadership the company's presence and recognition in the community has significantly improved, sponsoring job fairs, focusing on driving STEM awareness among High School Students, and requiring volunteerism within the Site Leadership Team. Jane is a strong, passionate leader who is absolutely deserving of this prestigious recognition.