CELEBRATING OUR FOR ALL LEADERS

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Welcome to the third annual Great Place to Work For All Leadership awards!

Tonight, you are in a room with the best of the best. Not only because you and everyone at your table works at a company that has appeared on one of Great Place to Work’s Best Workplaces lists, but everyone in this room was selected by their company to travel here and honor one of its special leaders.

But they’re not the only winners with us tonight. If you are reading this, you are helping to change the way the world works by realizing our mission of creating a great place to work for everyone, regardless of their age, race, title, job, or personal experience. And that’s the best reward of all.

The business leaders we are honoring tonight were chosen by their companies for being For All Leaders who have consistently played critical roles in helping their companies drive revenue by practicing humility and empathy, for their dedication and commitment to the development of their teams, for connecting a diverse group of people to a common purpose, for adapting during times of uncertainty, and for fostering trusting relationships within and beyond their teams.

We are honored to celebrate these shining examples of For All Leaders — the individuals who are adept at cultivating genuine human connections, solving multi-dimensional problems, and enabling every employee to bring their unique and best selves to work.

Please join me in celebrating them and read ahead to learn about their inspiring accomplishments. And thank you for your commitment to helping the world become a great place to work for all.

Michael C. Bush
CEO, Great Place to Work
Cadence congratulates all of the 2020 Great Place to Work For All Leadership Award honorees for their dedication in creating a great place to work for their employees and colleagues.
CONGRATULATES

AND RECOGNIZES ALL OF THE INDIVIDUALS TONIGHT WHO HAVE MADE AN IMPACT ON THEIR ORGANIZATIONS THROUGH THEIR FOR ALL LEADERSHIP.
salesforce

Salesforce is proud to sponsor the Great Place to Work For All Leadership Awards. Congratulations to all of the honorees for their inspiring work that is better for people, better for business, and better for the world.
The greatest places let us all be great.

Congratulations to this year’s honorees, and thanks for your dedication to creating a great place to work for all.

Workday is committed to fostering a culture of belonging and to creating business systems that prepare companies for a changing world.

Diversity is not just a business imperative—it’s core to everything we do. And our approach to diversity is simple: embrace everyone.

We’re building a culture where all employees can bring their best selves to work.

We’re deploying diversity initiatives that acknowledge and support every individual.

We’re creating applications that help our customers create more inclusive workforces, too.

Because while strategic goals and business objectives change with time, the value of inclusion never will.

See our culture in action at booth 5 in the Partner Hall.

Workday. For a changing world.™
Technology Runs on GREAT PEOPLE

World Wide Technology congratulates the honorees of the 2020 GREAT PLACE TO WORK FOR ALL LEADERSHIP AWARD. Thanks for your dedication in creating a great place to work for all employees.
Tim Richmond works to make AbbVie a place where all employees have a sense of belonging, the freedom to do their best work and the ability to contribute their unique perspectives.

Tim led the development of the AbbVie Principles: Transforming Lives, Acting With Integrity, Driving Innovation, Embracing Diversity and Inclusion, and Serving the Community.

Tim excels at establishing and building connections, because he is an active listener. He constantly seeks ways to collect feedback, insights and opinions from employees of all levels, businesses and backgrounds, hosting small employee luncheons and routinely meeting one-on-one with people across the company.

He ensured that building better leaders is a key priority of AbbVie’s HR strategy, and he carves out significant budget and people resources to achieve it. He personally meets with the Employee Resource Group leaders to help develop their strategies and show his support.

He actively participates in AbbVie’s Week of Possibilities, an annual event where employees around the world volunteer in their communities. This year, he spent the day building a playset in a community park with colleagues from across the company.

Tim is a champion for veterans at AbbVie and in the community, serving as executive sponsor of the AbbVie Veterans ERG and on the boards of directors for Warriors and Quiet Waters (WQW) and the Travis Manion Foundation.

He constantly asks himself and others, “What do we believe in? What would a great company do?”

Tim has made a significant impact on AbbVie, its employees and their communities, thanks to his commitment to creating a place where employees can be their true selves and do their best work for the benefit of the patients they serve.
Marty Rodgers exemplifies the traits of a ‘For All’ leader in all that he does.

One story stands out to underscore Marty’s impact on our people and fostering a culture of equality. He was instrumental in creating a series of diversity webcasts and meetings called Building Bridges: An Open Dialogue on Diversity to open lines of communication with our people. The first session was in response to racial tensions in communities across America. We needed a way to encourage respectful and constructive dialogue on topics that typically were taboo in the workplace. Marty played a key role in setting the environment for people to share experiences and feelings, learning from each other. We now host a variety of Building Bridges conversations on race, religion, bias and sexual harassment. They’re an essential part of our culture to see and welcome people just as they are.

As strong as Marty’s personal impact is, the real testament to his leadership is how he inspires others. Under Marty’s leadership, the Metro DC office raised $1 million for non-profits, and our people there volunteered 16,000 hours with 236 local organizations in the past year alone. Accenture’s corporate citizenship program, Skills to Succeed, builds skills that open doors to employment and economic opportunity. Leading by example, the D.C. office typically has twice the number of Skills to Succeed interns as other offices.

Marty believes there’s room at the table for everyone; his advocacy extends beyond Accenture. He serves on numerous local and national boards, including President Bush’s Points of Light Foundation, the Children’s Defense Fund, and is active in Accenture’s Historically Black Colleges and Universities recruiting efforts.

Marty is an inclusive and compassionate leader with a heart for servanthood. Countless individuals have benefitted from his courage to use his voice to inspire and lift others.
Julia Kazaks is Activision Blizzard’s best legal expert, and she has become even more valuable as an informal connector for trusted communications and relationships. She spearheads the entire legal leadership team, and, as CEO Bobby Kotick’s chief of staff, she makes sure the right mix of people from across the organization work on each matter that arises.

Julia is a genuine, thoughtful leader, open-minded and never dismissive. She operates with creative solutions-based ideas and always includes diverse teams of people to see matters from different angles. She truly cares about people and her team, mindful of what’s going on in people’s professional and personal lives, delivering a care package or lending an ear whenever needed.

Julia believes in rewarding great work, celebrating great effort and thanking everyone for their support and contributions. She treats everyone equally and focuses on understanding and working through challenges by building lasting collaborative relationships.

She supports diversity and inclusion in the workplace as the exemplary executive sponsor of Activision Blizzard’s Empower program. This senior-level development program provides executive coaching, mentoring and applied learning to give leaders exposure and perspective on business while strengthening their professional networks and building the skills needed to be our leaders of the future.

She is the executive sponsor Activision Blizzard’s Hispanic, Latin American & Friends employee network, where she supports diverse collaboration and innovative solutions.

Julia understands that employees come to their roles from all different backgrounds, which will inevitably shape their efforts, their wins, their mistakes and how they respond to those mistakes. She knows the best types of collaboration are created when employees feel safe to bring their authentic selves to work.
Rosemary Arriada-Keiper was the architect of Adobe’s achievement of global gender pay parity, leading the effort to accurately measure and address it across the nearly 40 countries where Adobe has employees.

Now, Adobe has set its sights on opportunity parity: the fairness of promotions and horizontal movement across demographic groups. Because Adobe is the only company exploring this, Rosemary led development of a model for defining and measuring opportunity parity as a baseline for this work.

A passionate advocate for family benefits, Rosemary spearheaded enhancing Adobe’s family leave programs to include 16 weeks of fully paid time off for all parents and 26 weeks of fully paid time off for birth mothers in the U.S. She helped triple Adobe’s U.S. fertility benefit and helped increase Adobe’s adoption assistance and surrogacy assistance programs. Adobe offers full support for gender transition in the US and, globally, and has strengthened benefits for same-sex partners.

She is also a champion for diversity and inclusion, not only in Adobe’s benefits, but also in its advocacy in public policy. She endorsed and signed the open letter in support of the Pregnant Workers Fairness Act, which was sent to the US Congress.

Rosemary has an exceptional ability to balance business impact and human empathy. While many benefits decisions tend to be driven by financial considerations, she always asks, “What is the right thing to do?” and then finds a way to make it work.

She understands that being able to take care of family helps employees be their best at home and at work. Additionally, by building models to examine compensation and opportunity across employees, Rosemary has been a key factor in Adobe’s achievement global gender pay parity and path to achieving opportunity parity.
Norm Buchanan exemplifies For All servant leadership. He encourages people with different roles and vastly different views to come together to tackle a challenge. Rather than using a top-down approach, Norm encourages employees at all levels of the organization to have an opinion, find their voice and provide input.

Norm is a charismatic mentor whose passion, energy and drive trickle down to each team member. Under his leadership and direction, the four-year-old Member Experience team has become one of the highest-performing teams at Alliant.

Tasked with developing an enterprise-wide implementation plan for a new operating model, he effectively got the team to come together around a common goal. Norm encourages the team to think about change leadership and how the decisions the project team makes impact the business and Alliant employees. He gains support by effectively articulating shared purpose and objectives aligned with enterprise priorities, values and Alliant’s cooperative mission.

Norm demonstrates humility and empathy on a daily basis, connecting with individuals and continually showing interest in their everyday lives. He connects diverse people to a common purpose by organizing and facilitating cross-functional meetings and workshops, allowing individuals throughout the organization to become involved in large-scale initiatives.

Norm is seen as an “honest broker” who is committed to enterprise success versus personal agenda. He is inclusive, sensitive to the perspectives and priorities of his business partners, and regularly promotes team efforts and accomplishments. His humble, self-deprecating style and a unique sense of humor come together, humanizing the workplace around Norm.

Norm has shown the entire organization that you can be a servant-leader and still be successful. Leaders at all levels look up to Norm, as he uses this platform to encourage them to cultivate the next generation of talent, and to advocate for others, rather than themselves.
After her promotion to Chief Human Resources Officer for Allianz Life in January 2019, Jenny championed For All leadership across the organization and with Allianz Life’s global parent in Germany.

Jenny advocated for the creation of a new chief diversity and inclusion officer position, realizing that inclusion and diversity was a top priority for the organization and needed its own devoted focus. This position, now filled, ensures a renewed energy for inclusion and the structure to support it.

As she led Allianz Life through a major global HR transformation, she provided transparent communication, leadership both locally and globally, and a high level of trust and integrity. She fosters sincere connections with everyone she interacts with at all levels in the organization, including frontline, entry-level employees. Jenny’s employees follow her because she exemplifies what an inclusive and caring leader should be.

Jenny serves as a board member of Junior Achievement and a member of the executive committee of the board of directors for the Boys and Girls Clubs of the Twin Cities, giving back to the community and making a positive difference in the lives of children.

As a member of the global team, she is a strong advocate for inclusion and diversity, and a leader in bringing best practices to the table for consideration throughout the subsidiaries of Allianz Life’s parent organization.

Through her example, Jenny shows us a little can become a lot: If you care and watch out for your team members, put in the extra work, keep priorities a priority, never miss an opportunity to learn something new, take risks, and have some fun along the way, you’ll be surprised how far the little things will take you.
In a world where technology can be a threat to traditional mail centers, imaging areas and print shops, Margaret Vickers and her teams have proven that it’s still possible for these services to add real value to the company.

But this wasn’t always the case. Before Margaret joined the team, it ranked near the bottom of Trust Index survey results. Margaret took a disparate group of employees and helped them understand their value and purpose in serving both customers and colleagues. Now, her group consistently ranks highest of any team in the company, with the largest percentage of employees stating that American Fidelity is a great place to work.

Under Margaret’s leadership, her teams have achieved tremendous growth by embracing new technologies and efficiencies, expanding their services to serve not only American Fidelity Assurance Company, but affiliated organizations, as well.

Her team is constantly reinventing itself in innovative ways to the betterment and values of American Fidelity. She encourages professional development and embraces new technology. She has helped organizations go paperless and automated processes to remove unnecessary human interaction. Several employees are learning robotic process automation and will soon be able to deploy these new talents across the organization.

Thanks to Margaret’s leadership, her team understands the impact they have on the organization and the company’s customers. They truly believe and prove that the day starts with them and ends with them. Without them, the company couldn’t service customers by issuing policies or paying claims. Everyone on the team feels empowered to answer any question with, “Yes, we can make that happen!”

Margaret understands that leadership is more than a title. It’s making a huge difference to the people and company she serves.
Aimee Miller innovates to accelerate the company’s brand and spearheads an exemplary culture as one of AppFolio’s chief culture champions. Her influence spans the entire company, and her most significant contributions are measured by the successes of the numerous employees and budding leaders she has mentored, and the authentic, open and nurturing culture she fosters company-wide.

Aimee is the executive ambassador for AppFolio Gives Back and, as a steadfast advocate of the company’s Sustainability Initiative, she pushes for healthier options for snacks and drinks in the office kitchens, and partners with vendors who give proceeds to benefit charities or use sustainable business practices.

Aimee leads from a culture-first and values-driven mentality, and always ensures the organization lives up to its value of great people make a great company.

Aimee believes that happier teams deliver a better customer experience, and that a strong culture attracts talented team members. When she led new-product initiatives, she built unity across a cross-functional team by focusing on shared outcomes and empowering employees at all levels to speak up.

Aimee is a successful leader because of her ability to whole-heartedly pursue her visions while lifting up the visions of those around her. Aimee’s patient persistence, steadfast customer focus and authenticity shine through every interaction, inspiring employees to cross-functionally channel their creativity and intelligence to deliver at a level they never thought possible. Aimee looks for opportunities for AppFolio employees to bring culture forward and believes in empowering team members to build and contribute to the culture.

By providing her team and the company with an environment primed for innovation and engagement, Aimee has created a space where employees can collaborate and contribute new ideas, develop and grow their own talents, and feel a sense of belonging and pride.
It’s an unbearable experience no parent wants to go through: At the age of 13, Ingrid Johnson’s daughter was kidnapped and held captive for 11 months. Searching the streets of New Jersey and New York, with minimum support, Ingrid, a mother of three, used every instinct she could muster to find her daughter and rescue her from being a victim of human trafficking.

Ingrid’s story doesn’t end with the rescue of her daughter. She became determined to help protect others and became an outspoken advocate on the issue.

Leading the education of team members to help identify, report and act on the signs of potential victims of human trafficking, she’s raised Atlantic Health System’s human trafficking education to a national stage.

She’s co-founder of the New Jersey Coalition Against Human Trafficking; volunteers with Covenant House of Newark; serves on the boards of numerous community organizations; and collaborates with community partners to advocate for vulnerable populations including victims and survivors of human trafficking, as well as their families. She’s received numerous awards for her commitment and dedication to the cause, including the Dr. Martin Luther King Jr. Champion for Justice Award from the Jefferson Foundation in partnership with the New Jersey Martin Luther King Jr. Commemorative Commission.

Ingrid uses her personal experiences and professional expertise to educate and empower others in their journey to find their own success. She understands that, if given access to ongoing medical treatment, education and employment, provided by non-judgmental community partners, survivors of any situation can become our future leaders.

As she leads the charge to help change communities, healthcare and law enforcement, she’s earned the trust of victims and serves as an inspiration for other families facing the terrifying reality of having a loved one be a victim of human trafficking.
Dale Street’s “For All” leadership exemplifies the core values of AT&T, in her role within AT&T Business and even more so as chief executive officer of LEAGUE at AT&T, the company’s LGBTQ+ and allies 501(c)(3) nonprofit employee group.

She also makes time to partner with other AT&T organizations for maximum program impact and presents frequently to AT&T executives about LGBTQ+ issues.

As a champion of diversity, Dale leads the way to enable equal visibility across all employee groups when communicating to her organization. She not only believes in ideas, events and initiatives that are important but also makes them quantifiable.

This year, LEAGUE awarded, on behalf of AT&T, 13 scholarships totaling $37,000 to deserving college freshman. LEAGUE joined with AT&T’s Diversity & Inclusion team to designate October as “OUT at AT&T Month,” encouraging employees to bring their authentic selves to our safe workplace. She partnered with AT&T’s The NETwork (Black Integrated Communications Professionals), to address violence against transwomen of color, and created the Ally Committee at LEAGUE to engage ally members and provide educational resources to support the LGBTQ+ community.

LEAGUE members won the company’s 2019 “Best Overall” Excellence in Action Award for their Stonewall 50 project that engaged all LGBTQ+ groups companywide on a single project. The groups developed an educational website on the 1969 Stonewall Riots in New York and an employee video that celebrates the 50th anniversary of the event. It garnered a $100,000 sponsorship of WorldPride, with 400 AT&T marchers in New York’s WorldPride Parade.

Dale has taken LEAGUE to a new level, inspiring employees to become stronger allies for LEAGUE members and causes, and more AT&T executives to participate in the group’s programs. She pushes members to think big and to undertake new, more difficult projects rather than just repeat proven ones.
When Hurricane Maria devastated Puerto Rico, it not only damaged the Bright Horizons center, it left many employees with damaged homes and possessions, and no power for months. Leslie Spanier got creative with her relationships, obtaining generators and supplies for center staff, letting them know they were supported even on their darkest days.

Then, last year, when California's wildfires impacted many members of the center team, Leslie made sure every employee had the support they needed.

She’s managed to accomplish all that she has through tremendous personal loss and challenges. Because of this, she is acutely attuned to the needs of others. She understands and respects the struggles her people may face.

As she’s won new client relationships and grown many others, Leslie is known for maintaining quality programs. And, though she’s accomplished so much, when she’s praised, she immediately redirects it to her team.

In early childhood education, men are a tiny minority, and male educators often find it challenging to deal with and overcome the stigma they face inside and outside the classroom. Leslie champions the organization to support diversity of all kinds, including male counterparts.

She knows that diversity and inclusion ensure get the most wide-ranging thoughts and creativity available in order to solve problems, launch new ideas and keep projects relevant and moving forward.

Bright Horizons is charged with creating an environment where the children of today will learn how to navigate the years ahead and make the world a better place. Leslie reminds the organization that this good work starts with every employee. While excellence is delivered in the classroom curriculum, the most impactful way to create a vibrant and inclusive environment for children is to create that among the adults with whom make up Bright Horizons.
John Olander believes in empowering people from the ground up. He doesn’t place limits on people based on their experience or background, encouraging everyone to seek out opportunities or gaps in services and provide solutions. There are never any individuals or groups with higher, lower or different expectations. He consistently treats everyone fairly and promotes the concept that we all succeed together.

Two recent programs typify this: Under Ignite, an internal kick-starter program, anyone can suggest the next great business strategy and potentially lead its implementation, shortcutting normal reporting structures. Burns & McDonnell’s internal innovation group encourages any employee-owner to submit ideas for improving a process or developing a solution to common challenges.

John transformed the process for filling management positions by encouraging all qualified employee-owners to apply, resulting in a wider pool of highly qualified candidates. In some cases, new positions were created to align candidates’ skills with business needs.

An advocate for cultivating a culture of diversity and inclusion, John is the executive sponsor for the company’s Diversity Advisory Committee. He was the first practice leader to appoint a diversity business manager, and he was instrumental in creating an internal multicultural perspectives group that meets monthly to exchange ideas and talk through tough, sometimes uncomfortable conversations.

John serves on the board and governance committee for the Mid America Chapter of the National Multiple Sclerosis Society, and he served on the board of the Blue Valley School District Center for Advanced Professional Studies.

John excels at uncovering people’s strengths and matching them with roles that play to those strengths. The result, he says, is stronger teams and a happier, more productive workforce.
Alessandra Costa is a high-impact technical leader driving customer results who is also focused on building an open culture and creating opportunity for diversity, inclusion and belonging throughout Cadence.

She’s a strong proponent of establishing open lines of communication, creating an environment where members of her team feel comfortable sharing feedback in an open and constructive way. She fosters a business environment where employees feel comfortable raising their hand to ask for more. This includes encouraging less-vocal yet highly talented people to dare to be bold.

She hosts or organizes get-togethers and volunteering events that help employees get to know each other and feel comfortable with managers inside and outside of the organization. Alessandra and her team members regularly volunteer with Second Harvest Food Bank, Resource Area for Teaching and Habitat for Humanity.

She set up an Advocacy Council to raise proposals, ideas and concerns from the rest of the organization, tackling issues like process simplification, interdisciplinary training and work-life balance. One of the successes of the Advocacy Council was extending the career ladder for field engineers, whose trajectories were previously limited by comparison to other engineering teams.

Believing that creative and innovative solutions come from considering diverse perspectives, she created Women of WFO (WOW), an initiative for hiring, retaining and promoting women within the sales organization. She launched a mentoring program for WOW that became a pilot for subsequent mentoring programs in Cadence and helped craft a WOW learning program focused on advancing female leadership.

In collaboration with HR, Alessandra launched a Cadence Returnship program to provide internship opportunities to people who left the workforce temporarily to be caregivers for their families.

By championing these programs, Alessandra has played a vital role in creating opportunities to close the gender gap in the tech industry.
As the Kincade wildfire threatened Santa Rosa, many members of the local CarMax staff prepared to evacuate. Throughout the night, Rosey Sanders kept in close communication with her staff, and when one manager got the call to leave, she offered her own home to her.

As team members fled the flames, Rosey and the management team checked on each one of them and, the next morning, she delivered breakfast to the hotel where many of them sheltered.

This act of empathy and care may seem unexpected, but it’s an example of how broadly Rosey sees her own job and those of others. She believes that skills can serve oneself and the organization in many capacities, and that taking on unexpected opportunities or challenges increases one’s ability to solve problems.

Rosey personally assesses talent, seeking opportunities for their growth and encouraging associates to take on different roles than they would traditionally pursue. She considers an individual’s unique talents, different approaches and the life experience each brings to the table. In fact, when selecting talent, Rosey makes decisions not only on what someone can do to enhance performance, but also whether they will enhance the diversity of experience.

Rosey places a premium on diversity in leadership within her region, and she has evolved her team into one that values diversity. Today, 38 percent of her team is female, up from 12 percent two years ago, and 59 percent of the team is from another business area, up from 6 percent.

Rosey’s empathy extends to community organizations, and her team achieved a 40 percent associate participation rate in volunteer teambuilders to support nonprofit organizations. She is a member of the CarMax Foundation Board for the Sacramento region, and she has board positions or volunteers for the Red Cross and Habitat for Humanity.

Rosey Sanders
Regional Vice President and General Manager, Sacramento Region
Heather Hatlo Porter’s authentic and powerful vision of what Chegg can do for students inspires everyone around her. This vision is manifest in Chegg initiatives that she helped launch and leads.

Chegg.org is the not-for-profit, grant-giving and social-impact arm of Chegg that can change students’ lives. Chegg Music 101 brings major music artists to campuses for concerts and Q&A sessions, while supporting music education via $10,000 grants to music departments. The program has grown to become one of the largest music education initiatives in the country while providing a new revenue stream from brand sponsorships. This inspires all of us to invest smarter and form strategic partnerships.

In the workplace, she demonstrates thoughtfulness and care for colleagues in many ways. She’s helped create a culture in which each person is free to put their families, passions or careers first.

Heather promoted inclusivity at Chegg during a period in which there was disagreement about the use of pronouns in the workplace. Heather not only championed the discussion, she encouraged others to use gender pronouns in their email signatures and with each other.

During the Northern California fires, Heather provided her personal cellphone number to everyone and made sure our offices were open for all.

She consistently rallies the entire executive team to volunteer in the community, encouraging them to support the company’s multi-cultural events and affinity network groups. She believes that creating a family-like culture in the workplace is the key to success, and that culture is created from the top down.

Heather encourages everyone to think big, supports all employees even if ideas fail, and challenges even the best ideas so that they can be made even better. Her decision-making is rooted in the core values of the company: “Always put students first,” and “debate, decide, do.”
Cisco’s CSR work has huge stretch goals: reaching 3 million students through Cisco Networking Academy annually by 2023, positively impacting 1 billion people with digital solutions by 2025, and reducing Scope 1 and Scope 2 GHG emissions worldwide by 60% by 2022.

Under Tae Yoo’s leadership, Cisco is well on its way toward the goal of creating a world where everyone will be able to participate and succeed in the global economy.

Tae leads the company’s social investments, stewards CSR and sustainability efforts, and champions a triple bottom line framework (social, environmental, and financial) across the business. She drives a strategy that engages public-private partnerships and leverages Cisco’s business, technical, and financial assets for inclusive growth and social impact in communities around the world.

Under her aegis, the Cisco Networking Academy has reached close to 11 million students in 180 countries and helped 1.7 million students obtain new jobs. They’ve impacted more than 469 million people through their social impact grants and signature CSR programs. NetHope, a partnership between Save the Children and Cisco, collaborates across geographies to solve some of the world’s greatest humanitarian challenges, including the fires in California, Oregon and Arizona in 2018; the hurricanes in Puerto Rico, the Caribbean and Southeast United States in 2017; and the refugee crisis in Northern Uganda in 2017 and 2018.

Tae has seen first-hand how people consume and deliver information, how they use data to make critical decisions. She’s been exposed to the power of teams that bring together people of diverse cultures, ethnicities, religions, experiences. She’s also seen the impact a company can make when it thoughtfully invests in the communities it operates in.

Through her insight and business acumen, Cisco successfully collaborates across government, business, and non-governmental organizations for tangible, positive outcomes.
Merced Cohen learned two of her most important leadership principles through motherhood: Always take a bite and, when an adult speaks to you, answer in a full sentence and look them in the eye. In her role at CIVIC, those principles translate to being open and curious about other people, and using a respectful, empathetic communication style.

Merced is focused on creating future leaders who can surpass her capabilities ten-fold. She finds inspiration in and thrives on elevating others.

In the last year, she was instrumental in the creation and rollout of CIVIC’s core values and purpose, and she effectively implemented a daily meeting rhythm that connects every employee to the message at the top of the organization.

Merced increased diversity in the CIVIC workplace, elevating females into leadership positions. She implemented The Grand Idea program to foster innovation, as well as the High Rise Award, a peer-nominated employee of the month award.

She offered the team an optional meditation practice, advocated for the celebration of inclusive national holidays and created Workout Tuesdays, while moving company break-room purchases to reusable, recyclable or compostable materials.

Her passion for people, commitment to elevating others, and relentless focus on culture and organizational design has helped CIVIC become a certified Great Place to Work, # 9 on the list of Best Workplaces in Financial Services & Insurance in 2019, and one of the Best Medium Workplaces 2019.

Merced embodies CIVIC’s core values of acting with honor, communicating clearly and simplifying, and her ability to lead with empathy and vulnerability are essential to what makes CIVIC such a special place to work. It is her heart, above all else, that brings true depth, impact and results to the company.
As the head of People Services, it’s Bonnie Dowler’s job to hold difficult conversations. She can deliver a tough message with empathy, so that employees understand the importance of the message and still feel like valued members of the organization.

She has the skills, experience and knowledge to make a significant impact on the business side of Collaborative, while her qualities as a leader and human being model and foster the familial culture that sets Collaborative apart.

Bonnie is a strong believer in Collaborative’s employee-first culture, which she has modeled and instilled in her team. This has impacted hiring decisions, employee development opportunities, and the recent rollout of refreshed company values. At the core of Collaborative’s values is people, and Bonnie does an exceptional job of always tying in people to every decision, whether that’s business- or culture-related.

Bonnie truly cares about Collaborative Solutions’ employees, both locally and globally. She’s built relationships with “Collabies” across the company and throughout all levels of the business. Because of these relationships, she understands and represents Collaborative’s workforce in planning and strategizing.

With her insight, investment, and vision, the company offers comprehensive benefits that allow employees to function as full people with full lives, including unlimited PTO and extended parental and grievance leave.

As a supporter and advocate of employee development, Bonnie has also helped champion innovative programs that allow employees to drive their careers, such as immersive employee development programs and a formal mentorship program.

The focus on people has made Collaborative an award-winning workplace and a partner of choice in its ecosystem. Bonnie has played a huge role in positioning all employees for success in all aspects of the company.
Amidst rapid growth, Asher Primrose has been a steadfast advocate for ensuring continued continues to improve on employee engagement, connectedness and company culture.

To make sure team members feel valued and that the company is investing in them, Asher recommended improving the benefits package to increase funding of health insurance premiums; increasing PTO; providing for floating religious holidays; and creating team onboarding videos to introduce team functions and individuals.

After helping refine continued’s core values, Asher makes sure the organization hires for culture fit as much as for skills and experience. The performance review process is designed to give equal weight to personal or job-related goals and upholding the company’s core values. She leads monthly manager training to help foster good management practices and engagement on topics including avoiding burnout, managing distractions and modeling self-care.

She started wellness initiatives including providing a Fitbit to every employee, along with quarterly challenges, a wellness reimbursement program, free employee access to the Wellbeats virtual fitness training portal and free one-on-one health coaching.

Asher believes a great culture does not come from the top down. It comes from shared ownership. She works to instill a sense of shared ownership at all levels to plant the seeds for growing a thriving and sustainable culture with high engagement and retention.

Asher’s commitment to staffing continued up and staffing it right, and her focus on continuing to cultivate culture and team member engagement, has directly enabled continued to execute its business strategy annually and achieve both financial and cultural goals. She is passionate about connecting people with a common purpose and fostering trusting relationships within the company.
Leading the expansion of Conviva in the US, India and China, Shirley Dacanay has a passion for nurturing a culture and an environment where employees are inspired to be their best and embrace their differences. She cares immensely for the happiness, comfort and well-being of all of her colleagues at Conviva.

Shirley has a natural collaborative style that builds openness, confidence and trust in those around her. She has launched and run programs and events that encourage the maintenance of wellness, as well as peer-to-peer recognition, engagement and teamwork.

This year, Shirley led the committee that rebranded and launched the Conviva Champions program that ties together a diverse and global workforce. She also managed the seamless expansion and move of the Beijing office.

From hosting weekly connectedness meetings to coordinating regular employee meetings and ad hoc events, Shirley demonstrates an unparalleled level of energy and mindfulness in producing awesome employee experiences while reinforcing the values and culture of the global enterprise.

Shirley knows that a single person can’t build a culture and that it’s not a one-size-fits-all proposition. Her initiatives represent the diverse backgrounds, ages, personalities and interests of the employees while aligning with the company’s values and core mission.

She understands that feedback from employees is crucial to make sure everyone feels welcome and represented. Some of Conviva’s most popular events came from her listening and supporting employees who wanted to introduce a meaningful tradition to their colleagues. She’s taught those at Conviva that, when others are enabled as owners in building and shaping the culture, they become their best selves and act as ambassadors on the company’s behalf.

Shirley is a treasured resource at Conviva and puts her heart into the entire Conviva community on a daily basis.
Kay Chandler joined Cooley’s in 1988, when only three women held partnerships. She’s made it her mission to significantly increase the number of women and minorities in leadership roles at the firm and in the legal profession.

Kay serves on two impactful committees at Cooley, as co-chair of the Women’s Initiative and chair of the partner compensation committee.

The Women’s Initiative provides Cooley’s women lawyers with the resources necessary for professional growth and success. Women now make up 21 percent of the firm’s partnership, and 54 percent of Cooley’s associate class at all levels.

As chair of the firmwide partner compensation committee, Kay drives compensation fairness and equity across gender, race and ethnicity. Contributions to firm culture and diversity are highlighted topics in every compensation dialog.

Under her leadership, alongside many other champions, the firm was recognized eight times with Gold Standard Certifications from the Women in Law Empowerment Forum; seven times as Best Law Firm for Women by Working Mother Magazine; and four times as the number-one law firm for women by Fortune Magazine’s Best Workplaces for Women list. In 2018, Cooley achieved Mansfield Certification for affirmatively considering women and lawyers of color.

Kay co-founded Women in Sciences and Technology and was awarded an Athena Pinnacle Award in the service category in 2004.

She uses every opportunity to put women and diverse attorneys in positions where they can develop their legal, business development and client relationship skills, using her experience and seniority to enable and support others. Young lawyers look to Kay as an ally, while peers see her as a role model in helping junior colleagues grow.

Deeply committed to getting involved, expressing her views and listening to others’ perspectives, Kay continues to drive progress forward at full throttle.
For Terri Cooper, inclusion comes down to how you show up every day.

She has a passion for inspiring inclusive behaviors. Terri shares her own personal journey on how she models these behaviors on a daily basis and sets expectations for leaders on being inclusive with their teams. Professionals are also provided resources and discussion guides so they can personalize what inclusive leadership means to them.

Under Terri’s leadership, Deloitte has expanded their Inclusion Councils. This innovative approach brings together people from different parts of the business, backgrounds, and experiences. They engage in activities and events related to inclusion, well-being, development, and community involvement. By encouraging Deloitte’s professionals to connect across communities and around common interests, Inclusion Councils can help professionals discover common ground.

Building off of Deloitte’s efforts to foster empathy and understanding, Terri spearheaded Deloitte’s inaugural Inclusion Summit. With 800 attendees from across the organization, professionals participated in courageous conversations, sharing their stories, connecting with leaders, and discussing what inclusion looks like on a daily basis.

Terri’s leadership has also inspired a focus on raising awareness and mitigating unconscious bias. Leaders are required to complete Deloitte’s Inclusive Leadership Experience. This program explores how leaders can personally advance Deloitte’s inclusive culture. It helps develop a robust understanding, provides tools to mitigate unconscious bias, and is highly focused on awareness, reflection and personal action.

Terri’s commitment to inclusion and inspiring inclusive behaviors is paramount in all that she does. She is dedicated to fostering an environment at Deloitte where everyone can connect, belong, and grow.
Andy Palffy’s career is defined by his vast experience in handling multi-faceted, high-profile projects from the conceptual stage to land development. Just as significant is Andy’s contribution as a visionary and leader. He’s committed to providing an environment where everyone can do their best work and grow their own talents with a sense of belonging and pride.

While Andy is globally minded, he is also locally rooted, with a desire to make a difference in his community, and he actively encourages employees to give back to the community, as well. He personally helped families affected by the devasting wildfires in Northern California.

Andy supports many activities and communications strategies that foster education, innovation and career growth, including the ASCE UC Davis Career Fair. As new engineers come into the dk family, Andy is an advocate for them to study and test for the prestigious and time-intensive PE exam.

Around half of the firm’s engineering roles are held by women, and they fill many other critical service and technical areas in the firm. In a first-time initiative this year, dk celebrated female talent during Women’s History Month and International Women’s Day, creating Women in Engineering, a series that showcased female engineers and surveyors who are making an impact.

Andy supported an Employee Appreciation campaign that lauded dk’s employees, cultivated industry talent and created excitement within the field, as dk employees participated in weekly Q&As sharing their perspectives.

He sees employees as the company’s greatest assets and strives to continually develop, inspire and nurture professional and personal growth. His charisma, spirit and leadership inspire the dk team to surpass client expectations on a daily basis, while his commitment to supporting and nurturing his team and the broader engineering profession fuels the growth of the company and individuals.
Lindsey Mersman embodies every trait of this award. She’s driven by the knowledge that she is bettering the health of these companies and the lives of people that work there. Her desire to represent the EAG organization with integrity, knowledge and passion has both a trickle-up and trickle-down effect across the company.

Her door is always open; she always makes time for people; and she sees beyond the organization down to each employee’s needs. Lindsey believes that business is personal, and that if people spend eight to 14 hours working during a day, it should be fulfilling, enjoyable and balanced. She is an advocate for people, their career paths and their growth potential. She will take the time out to coach and listen, even with a million tasks on her own plate.

Lindsey operates out of sheer curiosity to connect with all levels of individuals. She welcomes diversity in thought and background to get to the right answers for clients and employees, every single time. She also mentors and coaches others to do the same.

She is both a role model for young consultants and for young women, by being a trailblazer in the oil and gas industry. Lindsey defines herself versus the industry defining her, and that’s not an easy thing to do. She encourages future women leaders to take the reins of their own career and define themselves.

She integrated sales and marketing into a dynamic team that has tripled sales revenue in the process, gaining nationwide media coverage for both the excellence of the organization and the people within it. And despite so many personal wins, she continues to credit the growth and success of the company to others and to TEAM. There is no ‘I’ in Lindsey’s world...despite it being so warranted!
As CFO, Bob Thompson oversees the financial functions of Encompass Health Home Health & Hospice, and he finds a way to live out the company’s mission of “a better way to care” in all that he does. Although his role is certainly tied closely to the dollars-and-cents-related aspects of the business, it would be difficult to measure the enormous impact he has had on Encompass Health.

Over the past 14 years, Bob has played a central role in the growth and financial success of the company. As a crucial member of the executive management team, Bob sets the standard for a consistent, diligent work ethic. When challenges have arisen in other departments, Bob is always the first to volunteer his time and expertise to help solve situations quickly and effectively.

At the same time, Bob is a savvy, empathetic leader who always strives for excellence and encourages those around him to do the same. He instills his ethos of integrity and principles throughout the company.

He extends this ethos to the community. Bob is passionate about his family and his faith, and he’s involved in many charities, including one that helps children succeed in school and another that supports people looking for employment. Bob has also helped Encompass Health Home Health & Hospice employees find opportunities outside of the organization when they’re looking to make a change.

Bob understands that effective leaders lead by example and are true to their commitments. They deliver on their promises and set standards for their team to follow. Whether it’s arranging transportation for an employee’s critically ill father or scrambling to make sure employees got paid when there was a glitch in the payroll system, Bob models the blend of respect, compassion and initiative that makes our workplace what it is today.
Over two decades, Hiren Shukla has been instrumental in diversifying talent, introducing innovative ways of working and building bridges between teams and cultures around the globe.

His memories of exclusion as a young immigrant from East Africa shape how Hiren leads. He launched a talent delivery model that leveraged offshore centers in India, deftly managing the cultural, communications and operations gaps to make it a success. This global delivery services model now employs over 28,000 people in several countries.

Hiren’s latest innovation is the Neurodiversity Centers of Excellence. In 2016, he created the business case to hire individuals on the autism spectrum and those with dyslexia, ADHD and other inherent cognitive differences, recognizing that they have tremendous skills and competencies. He singlehandedly built an ecosystem across employers, academia, government and nonprofit agencies to give neurodiverse workers the same career options and opportunities to shape the working world.

Hiren successfully challenged and rewrote traditional hiring models, removing the roadblocks for credentials that were effectively screening out good candidates instead of bringing them in.

He reframed the discussion away from charity and pity toward diversity, inclusion and belonging, demonstrating how neurodiverse team members can realize new solutions and tremendous value for EY.

To date, neurodiverse workers have generated value in excess of $15 million on more than 90 projects across all service lines. Their results total more than $6.8 million in profitability and client revenue; 685,000 estimated work hours saved; and 10,000 end users impacted. Profitability through the neurodiversity initiative now stands at $10 million.

The model has spread across the US and is about to go international, with 80 people currently employed. Now, Hiren is helping other companies launch their own programs — at no charge for his time — and providing access to this center-of-excellence model.
Empowering colleagues and giving everyone a seat at the table are hallmarks of Carol Roselle’s philosophy. She created the Culture + Communications Committee that has become a key part of the company’s culture. From training and career development, to office space, work/life balance, family-friendly weekend outings, food around the office, and more, Carol has empowered and energized this team to make a real difference.

She acts with unquestionable integrity and transparency, and she has developed the trust of her colleagues.

The equipment finance business is a mature one that has faced challenges in successfully hiring and retaining new talent. Although First American Equipment Finance competes against the biggest and best-known banks in the world, they’ve dramatically outpaced the average industry growth, growing 25 percent over the last three years, compounded annually.

Those impressive results can only come from an engaged and loyal workforce, and Carol has worked tirelessly to make First American a great workplace. Her leadership of the Culture + Communications team has assisted in the not-so-easy task of preserving First American’s culture in a time of tremendous growth.

Her leadership of the Culture + Communications team gained the organization recognition from Great Place to Work and Fortune as the #1 Best Workplace in Finance and Insurance, #11 Best for Millennials, #3 in NY and #11 Best Medium-Sized Workplace in the United States.

In addition to helping build a sound and well-run HR department, she stretches herself to support those around her. She continually brings her wisdom and leadership experience to countless committees, has mentored other colleagues and put her unique fingerprint on more areas of the company than most people realize. Carol is one of the most thoughtful, genuine and supportive people you’ll ever meet.
Janette Waller is an approachable, caring and authentic leader in every role she plays. She’s transparent and honest about what is needed to achieve success, she always operates with integrity and she works hard to set a positive example.

Because she began her career in an entry-level escrow position, she is focused on identifying and removing obstacles for front-line employees. Her ability to connect with employees and explain the reasons behind her decisions led to less resistance as First American Financial Corp. works to streamline, centralize and/or automate a number of processes.

Janette’s focus on transparency has led to greater interaction between leaders and employees, as well as improved efficiency and financial performance that is exceeding expectations in all areas of measurement.

She instituted a multi-pronged campaign called Let’s Get Direct to candidly share information and encourage greater collaboration. This includes regular, one-hour web chats with executives to discuss priorities and field questions from employees. Informal town halls let employees get to know Janette, hear her division strategies and ask questions about her plans for the division.

She shares more information and celebrates employees’ accomplishments in the Let’s Get Direct Blog, while the Let’s Get Direct Video Series highlight experts from different divisions. She then invites employees to respond and actively engages with them online.

She puts together emails, blog posts and videos to generate awareness and participation in community events including the 200-mile Michigan Ragnar Race to raise funds for breast cancer research and Pink Out Wednesdays for Breast Cancer Awareness Month. With Janette’s encouragement, local community teams raised over $36,000 and had over 140 participants in recent events.

Finally, Janette encourages all employees to have fun. This improves teamwork and promotes greater creativity — leading to happier, more satisfied employees — and happier and more satisfied customers.
Steven Steele would tell you that his ultimate goal in working as Crew Champion is to foster a listening culture where employees not only take the time to hear each other’s voices but also champion the voices that may not be as easily heard.

As Crew Champion, Steven makes sure that all employees have what they need to be successful. One of Steven’s greatest skills is listening, and in order to listen well for employees, he helped implement the company’s employee engagement surveys to measure all employees’ needs and desires, so that the organization can better deliver results.

Both in Five Guys stores and in their corporate office, Steven champions the wants and needs of employees. His impact has been both broad and deep. He helped add numerous benefits and initiatives including free language-learning courses, an increased 401(k) employer match, better communications with deskless/email-less employees via a smartphone app and broadened paid family-bonding leave that includes parents of all genders.

He created and implemented the Five Guys Employee Relief Fund that lets all employees contribute and/or obtain grants. The Relief Fund embodies the idea of being able to help a colleague in need, even if that colleague is in another store or another state.

Steven serves as a liaison between various departments, bringing together divergent viewpoints and creating a collaborative narrative of how Five Guys wants to move forward as one family.

Steven comes to the job with a whole and humble heart. Employees can sense his empathy, and, because they see that he believes in the work he does, they trust him. This helps them to believe in themselves, as well.
As a born Hawaiian, Kalani Garcia is true to his roots, incorporating fresh, local ingredients in his desserts to pay homage to the land and community that are the core of Hawaiian culture. A luscious case in point: The Ulu Financier, a dessert that uses breadfruit flour made with fruit harvested from the resort’s garden.

When asked to produce any type of food or display, he not only delivers what was asked; he always makes it better, more local and more authentic — while giving his team all the credit.

Kalani fosters connections, encourages craftsmanship and cultivates character. He empowers people by encouraging responsibility and ownership; providing the right information, tools and opportunities; and driving others to take new steps in their own journeys with Four Seasons.

Kalani lets others share their opinions and values, and encourages everyone to be their true selves. He knows his team members personally and demonstrates selfless commitment to their personal and professional goals. When two of his staff had to relocate to the mainland, he did everything he could to make sure they were supported.

He mentors less-experienced chefs and also his peers, holding weekly coaching meetings with new chefs outside of his direct supervision. These meetings are not about reviewing the latest culinary trends, but about how they can be more effective leaders. He teaches the Master Your Craft session of Four Season’s global onboarding program. In addition to representing Four Seasons at the 2019 Big Island Chocolate Festival, he mentored teams of high-school culinary students.

Kalani also invests in community, volunteering to teach a pastry class at Palamanui Community College and offering his time at the local high school.

Throughout his 16-year career with Four Seasons, Kalani has honed the skills of humility, emotional intelligence, creating connections, caring and compassion to exemplify true leadership.
Gretchen Stroud is a dedicated leader focused on ensuring Hilton provides meaningful development opportunities for every single team member, from entry level to senior executive.

Through Lead@Hilton, Gretchen created a platform to develop leaders at every stage of their careers, rolling out the framework globally in multiple languages, so that everyone can develop and hone their leadership skills.

She developed Hilton’s Virtual Instructor Led Training, reducing tuition and creating a modern learning experience for GMs. The engagement scores for this program have progressively increased quarter after quarter. She helped launch Hilton University, the global learning system that lets team members access learning whenever and wherever they need it.

Gretchen was part of the core team that launched Thrive at Hilton, helping team members achieve wellbeing in body, mind and spirit, so they can bring their best selves to work every day.

Her ability to foster genuine human connections is a vital component of her success. As chair of the Women’s Team Member Resource Group, Gretchen initiated Mentoring Mondays, giving team members the chance to learn from leaders across the business. She also meets with team members around the world to share career advice and mentor.

She serves on the board of the Benjamin Hooks Institute for Social Justice in Memphis, as well as on the corporate advisory board of edX, whose mission is removing the barriers of educational cost, location and access for people across the world.

Hilton is diverse by nature and inclusive by choice. Gretchen created the company’s new mandatory, guest-facing and internal training curriculum to drive a deeper understanding of how all employees can engage in inclusive and respectful interactions with all, single-handedly changing Hilton’s conversations around mindful leadership.

Gretchen has an uncanny ability to transcend traditional approaches and innovate in today’s dynamic business environment.
Yona Levine is responsible for optimizing the customer experience and delivering the highest value to HoneyBook’s members. She regularly works across departments to educate team members and ensure everyone has the knowledge they need to excel in their role and make the best business decisions.

She’s an adept problem solver who goes above and beyond to find solutions that help both HoneyBook and its members’ businesses grow and thrive. She recently led an initiative that uncovered cross-functional inefficiencies; her insights were used to establish better collaboration across the company.

She is as empathetic and humble as she is direct and decisive. A willing collaborator and highly-skilled engineer, she united a growth team based in San Francisco and Tel Aviv — despite the challenges of different time zones and work weeks — by fostering trusting relationships among them.

Her positive attitude has played a large role in shaping company culture. A company is only as good as the people it hires, and Yona built an incredible growth team of talented product professionals.

But building a strong product team is about more than just hiring great people. It’s about supporting them once they join. For Yona, this means welcoming a new team member with a thoughtful gift, leading by example, doing and not just delegating, and mentoring junior employees to achieve their full potential. Above all, Yona supports her team by empowering them to be fearless in their decision making, so that they can innovate freely and come up with their best ideas.

Team members who feel valued and supported by their leader are less likely to leave and more likely to do their best work in their current role. Yona has created the conditions that help her team succeed, and this is by far her biggest impact at HoneyBook.
It’s all-too-easy to let the urgent trump the important, but, when it comes to diversity and inclusion, Eric Richard knows the importance of creating a workplace where everyone can thrive and be their most successful selves.

Eric is co-executive sponsor of the Women@HubSpot Employee Resource Group, pushing for action at the executive level as an ally and advocate. He says his challenge, as white male, is to listen, understand and learn what he doesn’t know.

He advocated and supported the company’s signing onto the 100% Talent Compact, committing HubSpot to examine its data and practices to assess whether a gender wage gap exists and to eliminate it if there is one.

Eric attends events, panels and meetings held by all of HubSpot’s employee resource groups, and he’s an advocate for HubSpot’s People of Color at HubSpot (POCaH) employee resource group. He participated in the group’s annual offsite at a local Boston farm in support of Camp Harbor View, a charity and camp which serves over 1,000 youth each year.

Eric and his fellow leaders wrote diversity and inclusion into HubSpot’s engineering leadership values, and he’s never let the focus on diversity fall away, leading to an 11 percent increase in ethnic diversity and a 4 percent increase in women hired during the past year. The team has also added diversity questions to all interviews with potential leaders.

A major part of Eric’s mission as SVP is to lead by example. He knows it’s not just about what he does, but also about how he helps the employees he leads become better people, both at work and in their own lives.

He demonstrates time and again his willingness to learn as a leader and to do it in the same room as the rest of us.
Shay Hughes is revolutionizing the commercial real estate industry with her innovative, family-style approach to business management. She creates a nurturing environment where team members support one another like family, are committed to delivering excellent service to their clients and are constantly pursuing personal and professional growth to thrive in and out of the office.

She recognized early on that the team could be more productive and successful by working together and sharing information in a collegial and collaborative environment. With ten core values as a guide, she makes sure every team member feels happy and connected within their roles and teams. In turn, team members lead with nurturance and with a unified goal to win as a company. She makes it clear that she is always open to new ideas, and is eager to try new things to better both Hughes Marino and the team.

Shay brings in speakers and presentation coaches to inspire the team and help them reach the next level professionally. She created a mentorship and training program for young brokers and encourages work/life balance for all.

She leads the company’s philanthropic efforts, supporting all the nonprofit organizations that are close to team members’ and clients’ hearts. The firm collectively logs thousands of hours and hundreds of thousands of dollars annually in charitable contributions, while serving as trusted advisors, donors and volunteers for more than 100 local nonprofits.

Shay reminds the team on a regular basis that if they trust their instincts and are committed to always doing the right thing, they can never go wrong. Because of Shay, Hughes Marino company culture allows individuals the opportunity to be happy, fulfilled and ultimately successful in both their personal and professional lives.
Shannon Sullivan’s work in talent and organization has immensely helped shape employee experience at Hulu in all of her seven years at the organization, but especially in the past year, when she became head of the department.

Shannon is committed to building an inclusive workforce and fostering a company culture that cares for its employees both inside and outside of work.

She shaped inclusive programs including 20 weeks of paid parental leave for parents of all genders, as well as access to Milk Stork for breastfeeding parents who are traveling for work, and Lactation Lab, which tests breast milk for toxins. New parents receive discounted rates on childcare, resources for their return to work and family-planning support.

She introduced educational opportunities including Huluverse Learning for professional development; Elevate: Powering Your Best Self, an emotional intelligence curriculum; and implemented Hulu’s first internal Diversity and Inclusion speaker series.

Shannon fosters trusting relationships within her team and across Hulu, and is committed to helping Hulugans see beyond what they think is possible. She sees potential in people beyond their existing skills and past experience, and encourages team members to apply for and take on new roles, even if they are unsure of their ability to do so. She improved team culture by increasing transparency, addressing problems head on while providing solutions, and putting people first when making cohesive decisions.

Along with introducing new benefits, Shannon developed people analytics to oversee the full employee life cycle from recruitment to onboarding to engagement to exit. She continues to advocate for members of her team by encouraging them to push themselves in their career goals and own their professional development.

Members of Shannon’s team say that she drives them to be better leaders than they have ever been before.
Before every action she takes, Jen Vasin ponders how it would affect individuals. She continually strives for power moments in the times that matter most for her teammates. She knows the importance of treating people like human beings who have lives outside of work.

Diversity and inclusion are an organic part of the culture at Insight. Jen added a question about D&I to Insight’s annual teammate engagement survey to understand areas for improvement. She’s highly involved in Women With Insight Teammate Resource Groups and has supported four others: Unidos with Insight, Insight Stands Out, African Black American and Caribbean and Women With Insight.

She helped bring financial wellness classes for employees, as well as the Executive Leadership training from West Point. She created the In It Together Foundation to provide financial support to teammates in crisis situations, raising a total of $750,000 in employee and employer contributions.

Jen continually advocates for work-life integration, for example, by extending parental leave to four weeks.

Whether it’s sending a handwritten birthday note or a personalized gift when someone welcomes a new baby to their family, Jen finds a way to connect not only with her direct team but all teammates. She’s jumped on the phone to battle benefits issues and continuously strives to do what’s right for everyone.

Even with all her impact and success, she won’t take any of the credit, always referring praise back to her team and the work they’ve done.

Jen whole-heartedly believes in Insight’s core values of Hunger, Heart and Harmony, holding herself and other teammates accountable for living these values. As she models empathy and shows her sincere passion for people, Jen encourages people to bring their full selves to the job and welcomes the people who show up.
The technology industry is notorious for employee burnout and exhaustion. Team bonding and employee satisfaction can take second place to the crush-it ethos. But Mike Durst knows leadership is about more than shipping code. He fosters a collaborative, noncompetitive environment where whole people thrive.

Engineering is a craft, and Mike encourages his team at Inspire to continuously learn and sharpen their skills. The most valuable trait Mike looks for when hiring is curiosity — not just when it comes to technical skills, but a curiosity for all that life holds, even outside the workplace.

Once developers are on board, he lets them dive in and contribute. In fact, part of the onboarding process at Inspire is for a newbie to own and push out a code change on the first day. This lets new developers immediately contribute while building connections and trust from the start.

Developers own projects from start to finish, and teams need to ask for neither permission nor forgiveness. They just act, with confidence that Mike will be by their side the whole time.

Whether it’s pushing team members to take more vacation time, inviting them to his home for a weekend hackathon or attending their theatrical performances, Mike makes opportunities for people to get to know each other on a personal level.

Not only has Mike gone above and beyond when teaching others, he listens to those around him and prioritizes learning in his own life. He ensures that the Inspire’s mission and values are imbued in every line of code to drive the company’s impact forward.

Over the years, he has shifted from owning every process to passing responsibilities to others of the team. His focus on radical ownership helps his team develop their leadership skills and gain perspective in the product and company vision.
When Vergenia Shelton’s promotion to president of the company was announced at a company meeting, she got a standing ovation. That’s because she started with the company at entry level, while raising a family and obtaining a master’s degree, so every one of the employees sees her as one of their own.

Her long and wide experience with the company wasn’t the only reason for the applause. She’s created an environment where employees can do their best work, develop and grow their own talents, and feel a sense of belonging and pride.

Her master’s thesis was that learning can occur in a social context, and people can evolve when they share a common goal or interest. This communities of practice concept is integrated throughout the company.

She believes in the total well-being of all employees and works to improve the workplace and to build an even stronger corporate culture every day. She fosters a drama-free atmosphere where employees are truly happy and excited about where they work and what they do.

Some of her many initiatives include the PowerUp! Program of personal and professional development for managers; an Employee Professional Development Speaker Series; conversations with the founders for managers and leaders; and Monday Morning Coffee with Vergenia communications.

She’s a staunch advocate of increasing workplace diversity, and she ensures that women are recognized for the expertise and skills they bring to the position they hold. She routinely personally meets with female employees to discuss their career paths, and instituted Job Talk, an internal avenue for sharing details about job openings.

Her dedication to the company, Intuitive’s employees, and their customers is immeasurable, and it epitomizes the company’s founding principles while maintaining reputation as the innovative partner that our customers trust.
Robyn Smith is an advocate for helping associates move from being to well-being. She is a tireless advocate for adding and expanding benefits and was instrumental in rolling out the company’s first on-site health clinic, which achieved 93 percent utilization last year, thanks to expanded hours, urgent care and specialty offerings.

She formed a team to formally plan and align wellness activities across the company’s clinic, food services, benefits, learning/development and communications teams. Offerings that stemmed from this include the first-ever Financial Wellness Month. In 2019, the company offered free one-to-one retirement planning with its 401(k) partner, as well as student debt-management consultations.

Further alignment happened through offerings in the café and gym, such as summer month hydration challenges. Robyn’s goal is to ultimately tie the company’s benefits and offerings together to achieve a truly holistic wellness experience.

She was the driving force in bringing childcare to campus, providing high-quality care while giving parents more time to spend with their kids.

Robyn champions Associate Network Groups, including Young Professionals, Innovate, PRIDE, People of Color and the Women’s Network, to foster professional development, networking and mentoring, while deepening engagement and a greater sense of camaraderie.

Under her guidance, the company has been named Fortune’s Best Workplaces in Health Care and Biopharma list (2018, 2019); Best Workplaces for Women list (2019); and Best Workplaces for Millennials (2018).


In all her endeavors, she has a passion for investing in tomorrow’s leaders, and she values mentoring professionals at all stages of their careers.
Lisa Daniels sets the tone for more than 3,000 KPMG partners and employees across her market. She believes it’s vital to understand the perspective of others and to learn something from everyone you meet. She understands the conflicting demands of work and personal life, so she empowers her leadership team and their teams to be flexible and help each other meet work and personal commitments.

Lisa co-led the San Francisco office’s “Talking Inclusion” forums that brought together employees for a frank and honest conversation about inclusion and diversity in order to build greater understanding and the continued growth of our inclusive culture.

She holds monthly office-wide “News and Networking” sessions to bring KPMG’s diverse group of professionals together and enables KPMG’s ongoing sense of community and collaboration.

The traits of “For All Leadership” are complementary with KPMG’s values and culture, and Lisa is a role model for both. As co-chair of the Bay area chapter of Women Corporate Directors; partner champion of KPMG Family for Literacy San Francisco; leader of KPMG Silicon Valley’s Building a Diverse Board program; and a member of the American Heart Association’s San Francisco Go Red Executive Leadership Team, she helps bring diverse groups of people together for a common cause.

Lisa expanded the impact of KPMG’s community service by launching a Day of Giving across the entire market. She spearheads several KPMG San Francisco initiatives, including Innovation Pop-ups.

Lisa fosters trusted relationships with clients and with individuals at all levels inside her market and across KPMG, provides strategic leadership and maintains tactical-level contributions as the lead partner serving several large global clients. Under her leadership, KPMG has experienced double-digit growth in business across the San Francisco, Bay Area and Pacific Northwest, KPMG’s second-largest market.

She always takes the time to understand the perspective of others, treating people with respect.
Peggy Powers is a connector — which is fitting, because she led the transformation of Kronos from an enterprise vendor to a SaaS powerhouse. To accomplish this, Peggy created a culture of continuous improvement and innovation for everyone in her 300-person global cloud team.

She introduced the “CloudInspired” program to recognize those who innovate in small and big ways. CloudInspired also encourages team members to solicit help from other colleagues, furthering the corporate culture of caring that runs deep across the entire company.

Peggy led the implementation of the Continuous Improvement program to drive change, efficiency and an improved customer experience across the organization. She partnered closely with leaders in professional services, engineering and global support to implement best practices and enhance customer support through product refinements and new features. The result was millions of dollars of annual savings; cloud margins approaching 80 percent; reduced manual activities; and a world-class SaaS customer experience.

This culture of continuous improvement has been instrumental in driving growth: Cloud operations have been at the forefront of leading the business to nearly $1.5 billion annually with record customer retention rates.

To facilitate more interactions between team members regardless of location, she introduced #CloudConnects, encouraging her team members to connect on professional and personal levels with other Kronites. Members of the cloud team now interact and build trusting relationships within and beyond their specific teams, speeding our transformation into a collaborative and transparent SaaS company.

Her breadth of experience in Kronos gives Peggy a deep understanding of how certain team or individual asks and projects can make an impact, and she always takes her team into consideration.

With Peggy’s leadership, it’s no coincidence that 2019 was Kronos best year yet for driving new international customers and sales.
Julie Colwell navigated the organization through a period of unprecedented change with the vigilant, encouraging and calming leadership style that enables her to deliver and bring great value to associates at all levels of the organization.

She’s committed to identifying and mentoring next-generation talent, inspiring teams to work through unprecedented challenges. For example, her steady hand steered the organization through the three-year acquisition of Starwood Hotels that added more than 50 hotels and 17,000 associates in her region, while driving the alignment of two different cultures to achieve one mission for all.

During a period of significant organizational and labor challenges, as well as natural disasters, Julie was able to drive up engagement scores for her business consistent with “best employer” scores across all industries. Her engagement scores for her direct reports were 100 percent.

As a successful woman with two daughters, Julie is devoted to opening doors for other women, encouraging and empowering them across disciplines and levels. She recognizes that diversity and inclusion are strategic business imperatives and ensures Marriott’s commitment to a culture of inclusion, increasing female and minority representation across key roles within the organization.

Julie serves her community within and outside Marriott. She played a key leadership role in founding and growing JEWEL (Joining Exceptional Women & Engaging Leaders), a women’s networking and professional development group at Marriott. Its mission is to foster the professional and personal growth of women leaders through education, community involvement and networking. She also engages with two charitable organizations, Luggage for Freedom and Girls on the Run.

Julie is a constant advocate and role model for creating balance in her colleagues lives, providing support to TakeCare, Marriott’s holistic approach to associate wellbeing based on the universal human need for opportunity, community and purpose.
Joseph Carberry constantly asks the employees of Medical Solutions Supplier, “Why?” The answer is, “Because life can be better.” Medical Solutions Supplier is proud to leave every person and situation better than when they found it.

Joseph always shows up and genuinely cares for people, providing a unique sense of family and devotion among team members. By saying and demonstrating that culture comes first, he gives clarity around priorities, as well as a sense of safety and trust that fosters loyalty.

His leadership shines brightest in challenging times. In early 2019, Medical Solutions Supplier faced a threat that could have seriously impacted the business. Other leaders might have retreated in fear, but Joseph chose to double down on culture, making it the top priority of the company. He kept all team members apprised of the facts and encouraged everyone to stay true to the mission of making lives better for others. All were rewarded for continuing to exemplify the company’s core values in difficult times.

At that time, Because Dreams Can Come True was introduced, a program that encouraged employees to submit dreams. For example, a bride-to-be needed help financing her wedding, while another wanted to take their family to a Philadelphia Eagles’ game. Then, members of the executive team would try to fund the dreams. With the potential downturn in business, other leaders might have withdrawn the program entirely. Instead, Joseph and founder Steve Kantor funded the Dreams program from their own pockets.

Neither did the company pause its Employee Scholarship Program. Instead, Joseph personally funded it. Weathering the storm together has only made them stronger as an organization.

It’s not surprising that The Giving Tree was Joseph’s favorite book as a child. He takes the time to hear what people really need — and that makes all the difference in the world.
Anita Grantham is dedicated to building an engaged, high-performing workforce that is passionate about driving business outcomes and aligns to Pluralsight’s mission of democratizing technology skills.

When she joined, she revamped the company's values: create with possibility; committed to something bigger; accountable for excellence; seek context with intention; be our word. She helped create the company's 2022 Vision, a strategic framework that prompts each employee to ask if their projects will help the company reach its goals and how.

She implemented Leaders Unplugged for executives to engage with team members via smaller roundtables. She replaced performance reviews with the Performance Relating Experience that focuses on two-way conversations.

She launched the Total Rewards Program, a highly competitive compensation and benefits package that includes unlimited paid time off; term life insurance; physical and mental health coverage; dental and vision insurance premiums paid in full; matching 401K; tuition reimbursements; a generous stock purchase plan; and RSU grants. Pluralsight also takes a company-wide week-long, mid-year break to spend time with friends and family.

Anita advocated for a Diversity and Inclusion function in her organization and formed the Women at Pluralsight mentorship program, while building relationships with national and international community groups like TechLadies, Lesbians Who Tech, and the Black and Asian Chambers of Commerce in Utah.

She established weekly town hall meetings where team members can learn about upcoming initiatives and goals, as well as executive coaching for leaders to learn the best ways to lead, communicate and facilitate success among their teams. She encourages honest communication by practicing it herself, sharing her own personal stories and revealing her own limitations. The result of her work is a culture that engages in healthy conversations with openness and honesty for team members and leaders alike.
Brian Turner’s leadership style is simple: Put the right people in positions of leadership, step out of the way and tell them, “Go create some magic and let us know what you need.”

Over the last year, Brian distributed decision making for the consulting business, empowering more than 30 people, including younger, emerging leaders, to drive the company’s direction. He provides broad guidance and clarity, and then relies on them to help shape the future. He advises his team to take the time to think about the contribution they want to make in the world and be daring enough to do it.

There’s no manual for empathy, and it’s tough to measure. But Brian encourages his leaders to embrace empathy and inspire it in others by being curious; opening up to a wider view of an issue or team; showing that they value input; modeling the behavior they want to see; and showing that it’s okay to be vulnerable.

Brian models Point B’s values. During hard conversations, he makes sure to listen, observe and understand what others are feeling. For example, when he filled the top leadership position for the firm’s largest market, many candidates were disappointed not to be chosen. He worked with them to understand where they wanted to take their careers and how he could help them succeed.

Brian’s leadership acumen and style have been a foundational element for the firm’s strong results. His teams have the space to do their best work for customers, resulting in a Net Promoter Score of 73 — four times greater than the consulting industry average.

Brian’s impact goes well beyond the data that supports his success as a leader. His influence is felt every day in his connections with all employees at the firm, regardless of title or tenure.
For Sunil Kasturi, no task is too big or small, if it’s standing between his people and the results they need. Sunil always finds a way to get the job done, sometimes taking on a superhuman amount of work. He does this with an unrivaled joy and enthusiasm.

Throughout his career, Sunil has demonstrated an exceptional ability to drive growth. But Sunil isn’t just good at business growth, he’s a good person and leader for Propeller.

His dedication to others doesn’t happen only in the office. Sunil is driven by a deeply held belief in the importance of community service. He’s served on the board of the Portland Gay Men’s Chorus, he’s a regional officer for a spiritual group, and he dedicates several days a year doing community outreach and volunteering. He also serves as a clinical assistant for Outside In, an organization for homeless youth and underserved populations.

As the Executive Chair to the Community Internal Initiative, Sunil has been instrumental in Propeller’s commitment to the community, supporting organizations like Dress for Success and Project Open Hand while creating a strategic partnership with the San Francisco Chamber of Commerce’s pro bono team.

He lent his heart and mind to crafting Propeller’s company culture, which has been recognized as a Great Place to Work.

Driven by the values of authenticity and accountability, he is a unifying force throughout the Propeller organization, sharing his boundless energy, incredible knowledge, and intense dedication to the team. Sunil is inclusive, engaging and always available to help navigate any situation. Because of his transparency about the business and employees’ roles, as well as his ability to really listen, employees trust his leadership and guidance.
When Joe Atkinson started at PwC more than 25 years ago, he couldn’t have imagined the impact that he would have. He advises his team that some of the best opportunities out there are ones you don’t even know about and wouldn’t predict for yourself.

Joe leads the company’s digital transformation, and he committed to digitally upskill all 50,000 employees and ensure that everyone, regardless of level, title or experience, could take advantage of new technology and reach their full potential.

In order to make learning convenient, digestible and accessible, Joe worked with his teams to create tools that meet all employees where they are. With input from employees, Joe developed solutions that allow them to learn independently and have fun at the same time.

As an example, the Digital Fitness App his team created gamifies digital learning. It enhances digital literacy through a platform that fuels individual curiosity and informs workforce strategy. It’s now used by 40,000 employees.

He launched the Digital Accelerator program, an initiative open to all employees, to teach key digital skills, such as automation, machine learning, data analytics, design thinking and digital storytelling. With this newfound knowledge, individuals go back to their engagement teams and serve as catalysts to help challenge conventional approaches to work while technology-enabling every aspect of their jobs.

Now, PwC’s teams have a renewed focus on digital and technology, which has helped to minimize repetitive and highly manual processes, allowing employees to be faster and more consistent on engagements, as well as save money.

His impact has gone beyond just the technological aspect to inspire people to be their best selves, empowering them to be change agents of the firm and making them feel like a part of something greater than themselves.
Scott Noonan oversees all of the company’s community relations and volunteer programs, leading ReliaQuest’s staff to work with 2,000 students across the world in 2019 alone, participating in 1,000 volunteer hours as a company. ReliaQuest partners with Junior Achievement of Tampa Bay, Southern Nevada and Ireland, teaching students from elementary through high school workforce readiness and cybersecurity skills.

Scott was at the forefront of ReliaQuest’s first national cybersecurity partnership with 3DE, an organization making quality education accessible to all high school students. He oversees ReliaQuest’s partnership with Think Big for Kids, a program of the Boys & Girls Clubs of Tampa Bay that gives students exposure to companies and potential career paths.

He heads ReliaQuest’s philanthropic efforts that include sponsoring events for charity and non-profit organizations. The Tampa Bay Lightning’s Bolt Run helps to provide transportation for injured patients to make follow up appointments. The Gramatica Family Foundation kickball tournament funds new homes for wounded veterans. And the onBikes annual bike build produces bicycles for under-privileged children during the holiday season. ReliaQuest also supports the American Cancer Society.

Scott also leads hiring initiatives that prioritize diversity, comprehensive and relevant training, and values-based alignment. He implemented the ReliaQuest Leadership Academy and created a new-hire onboarding processes that focus on culture training, ReliaQuest company history and the mindset of the organization.

His efforts helped the company to maintain an industry-leading employee retention rate of 91 percent over the last four years.

He believes that most great accomplishments are done by groups of people coming together, not by one individual. He understands what motivates the team and how to get everyone on the same page, acknowledging that each person’s life outside the office is just as important as the work and contributions they make in the office.
DJ Paoni uses collaboration to spark innovation and bring quality improvements to the company and all the communities it touches. He’s committed to the future of SAP’s workforce, education within and outside the organization, and fostering a culture of inclusion and opportunity across the workforce.

He launched the Emerging Talent Advisory Board (ETAB) to give millennials and Gen Zers the opportunity to share their voices and help shape the company’s future. He champions the SAP Academy, a three-year immersion for early talent that helped increase the company’s representation of young sales talent from 2 percent to 12 percent in three years.

DJ leads many Diversity & Inclusion (D&I) efforts at SAP and hired the first D&I lead in North America to support corporate D&I programs focused on gender intelligence, culture and identity, differently-abled individuals and veteran affairs. He re-launched the region’s Diversity & Inclusion Council and spearheaded the creation of a D&I Ambassador Network to complement the work being done by the Council.

DJ is a sponsor of SAP’s Autism at Work program, which employs more than 160 colleagues with autism across 13 different countries and contributed to SAP’s top score on the Disability Equality Index.

His involvement with Project Propel expanded SAP’s recruiting efforts to Historically Black Colleges and Universities. He is also the executive sponsor of the North America Business Women’s Network.

He is a board member for GENYOUth, a non-profit that collaborates with schools, communities and business partners. He helped create and host the AdCap Challenge that lets teens present their innovative tech ideas. He also serves on the board of The Network for Teaching Entrepreneurship.

DJ is a leader whose unrelenting enthusiasm for growth and innovation is felt across the organization as he encourages everyone to drive SAP towards the new and unknown — together.
Florin Arghirescu understands more than most the importance of empowering everyone when going head-to-head with some of Synchrony’s greatest business challenges. Synchrony sits at the intersection of retail, payments and technology, the combination of which creates a very dynamic environment.

Luckily for Synchrony, Florin leads the team that’s making Synchrony a more agile organization. He and his team have deployed agile methodology in the development of new solutions to allow to test and learn fast. As the team challenge themselves, they’re helping the rest of Synchrony think about how to work together differently — from breaking down functional silos to organizing around integrated products and experiences.

But it’s the way Florin has achieved milestones that’s most impressive. His employee survey scores are at or above the Top 5 Best Companies to Work For, and the numbers paint a picture of a collaborative and driven team that takes great pride in their work.

Florin knows it’s critical to give everyone a voice at the table and to listen humbly. He empowers and motivates his team to constantly evolve: to be more agile, more customer centric, more transformational.

Listening is inclusive, and Florin has built a team of professional listeners. They work hard to understand their clients’ unique brands and how our digital solutions can create better brand experiences for their customers. They also trust him. It’s part of a transformation that’s allowing Synchrony to win new deals and attract leading digital partners, including a 2019 PayPal conversion and expanded relationship with Venmo.

Florin embraces continuous learning, never becoming complacent, staying open to ideas and being a great listener. He is comfortable with ambiguity and changes course nimbly, recognizing that Synchrony needs everyone on the team contributing at their highest levels regardless of position or title.
Alex Lahmeyer drives company-wide team composition targets by engaging with the most senior and executive levels to ensure Thumbtack is an inclusive workplace. His thoughtfulness is key in getting others across the organization to look closely at their own ways of operating to help their peers feel like they belong.

He helped hire Thumbtack’s first diversity recruiting lead, enabling the company to implement the Rooney Rule and install a strong pipeline of diverse talent for senior leaders.

Under Alex’s leadership, Thumbtack established eight Employee Resource Groups (ERGs) for underrepresented populations across three global offices. One ERG created a guide for parents returning from parental leave, and another for managers of a new parent. Another expanded fertility benefits to include adoption, surrogacy, and gender dysmorphia. And one ensured that customer teams proactively identified and hired Spanish speakers to support our Latinx customers.

Alex also developed an engagement survey to give minorities at Thumbtack a platform to provide constructive feedback about ways to make the workplace more welcoming and open to those who may have previously felt or been overlooked. He was instrumental in creating company-wide recognition initiatives such as Thumbtack’s Ally Week, which engages all employees by providing ideas and resources for how they can be more involved.

He actively seeks out those voices within the organization that may sometimes get drowned out and makes sure they are amplified. Whether it is advocating for gender pronouns to be added to employee profiles, making sure that remote employees have a chance to speak up while on a call, or creating spaces for employees with unseen disabilities, Alex is one of the most trusted and reliable advocates at Thumbtack.

His leadership reminds us all that inclusion is about the journey, not the destination.
The For All values align with the core values of The Trade Desk and, throughout his five-year career there, Aravind Chandrasekharan has maintained a strong focus on openness, agility and fostering human connection.

When Aravind and the product management team wanted to optimize the way their work groups set strategic priorities and worked toward the larger organization’s goals, they developed a framework called “Initiative Driven Planning and Execution.” This approach was developed to build toward a more optimal planning and execution model that delivers on clear business objectives, instead of the number of features shipped.

Aravind showed depth of thought, courage, and a willingness to innovate in helping to lead this project while also being inclusive.

Colleagues describe Aravind as caring deeply, not only for those on his immediate team, but for all the people he works with in the office and across the globe. One example is his recruitment process that emphasizes inclusion and belonging when interviewing and hiring new candidates. He built a process that gives teammates at various levels in the company the opportunity to shadow hiring managers during the interview process, ensuring that they feel connected and deeply understand the values and competencies the company looks for in candidates. He’s inspired others across the business to be inclusive and thoughtful with their contributions, big or small.

Aravind has the unique ability to contribute to the business in ways that simultaneously prioritize culture and the bottom line. He knows that, to foster diversity, we must truly see from someone else’s perspective, rather than judge from our own. This takes effort and time, but time is one of the most important ways to build trust and relationship with people. He shows by example that investing your time in people shows that you truly care.
In 2019, Cecile Alper-Leroux led a group from Ultimate Software on a grueling four-day trek along the Inca Trail to Machu Picchu. Despite tremendous odds, all 24 women reached their destination together.

This is just one example of how Cecile inspires people to be more than they ever dreamed possible. An economic anthropologist, Cecile has dedicated her life to helping companies design experiences that enable all people to achieve purposeful and productive jobs.

Her first book, “From Dissonance to Resonance: Bringing Your People and Organizations into Sync,” describes her vision of a world in which people can resonate with the structures, ideas, norms and new technologies that define today’s work experience.

Cecile has never let others define her. She rejects stereotypes and helps other identify strategies to do the same, finding and channeling their unique strengths. She embodies and fosters inclusion and empowerment.

She is a role model among women in tech, and a mentor to employees and students at all levels — inside and outside of the company. She serves as an executive sponsor of Ultimate’s Women in Leadership group, and she helped a direct report fulfill a years-long vision to create, lead and launch an interdisciplinary Equity at Work Advisory Council.

Her efforts have resulted in new products and service offerings, and key hires and retentions at all levels. Her direct influence resulted in global sales and after-sales totaling in the multi-millions of dollars annually.

Cecile’s impact is felt by everyone. She inspires, uplifts, mentors, enjoys and celebrates all people. Her team adores her, her peers admire her, her boss reveres her and people want to hear what she has to say. She is that rare life-giving spirit in a world that sometimes needs to be reminded how to be most human.
Lane creates an atmosphere of inclusivity and positivity that permeates everything Vantagepoint ai does. He repeatedly models the company’s core values of teamwork, innovation, communication, positivity, purpose, passion, respect and integrity.

Vantagepoint ai helps people make money. And while “money makes the world go around,” the company believes that you have to “spread it around to make things grow.” That is why they regularly donate a portion of their revenue to Shriners Hospitals for Children and The Children’s Cancer Center, while supporting other local groups with initiatives like canned food drives, office clothing drives, house painting and hurricane assistance.

Lane is steadfast in dedication to the entire team. Everyone at Vantagepoint ai has 100 percent medical, dental and vision coverage. Employees enjoy breakfast on Fridays, catered lunches for special and random occasions, and perks including off-site, all-expense paid weekends. On holidays, Lane may personally greet everyone at the front door with a themed treat.

Lane has worked to revamp structure to be more congruent with the company values and promote cross-team knowledge. Vantagepoint ai has a full-time staff member who is tasked with supporting culture. Budget is regularly set aside for professional development for the entire team including cross-team book club, mentoring, and events.

Vantagepoint (formerly known as Market Technologies) has been recognized as a top workplace in the Tampa Bay area and by Inc. 5000. This year, they were thrilled to be nationally certified as a Great Place to Work and as a Fortune Top 150 Small and Medium Workplaces.

Lane truly leads by example. He is actively accessible to everyone in the company and makes the effort to make everyone feel welcomed, empowered, inspired, and passionate. His leadership has shaped the company into a place where people are valued, respected, and treated with dignity.
Her peers describe Megan Price as a force for good, both in her company and throughout her community.

At work, Megan is responsible for her team exceeding its stretch goals four months in a row. She created a friendly bridge between the sales team and other departments in the company, developing close relationships with those she works with while inspiring others to do the same.

Megan raises the bar for everyone at Weave. Her leadership is a source of encouragement for many employees, and, under her leadership and mentorship, many women have moved into leadership positions. She empowers those around her, leads with a humble attitude and serves as a role model and mentor for the women on her team.

On International Women’s Day, Megan organized a celebration for all women at the company. She took the lead in creating Weave blankets for all the women, driving a sense of camaraderie and rapport with her female colleagues who suffer together in an office with blasting air conditioning.

Megan also brings people together in service of others. She reached out to The Road Home, a private non-profit social services agency that assists individuals and families experiencing homelessness in Salt Lake County, and committed her team to fill 10 backpacks with emergency essentials. But she knew she could make a bigger impact if she involved more than her team. She brought the project to the attention of the company and was able to fill over 45 backpacks for the homeless. This initiative brought employees together and inspired many others at Weave to get involved in community service on a regular basis.

Her example and passion for service and kindness seep into everything she does, both personally and professionally.
Ayana Douglas is adept at navigating difficult waters, shining a light on opportunities for individual or company growth, and advising others facing obstacles. Whether rallying support to surpass an ambitious business goal or bridging perspectives to resolve conflicts, Ayana helps others see the big picture and understand the potential for growth in every opportunity. Employees describe Ayana as a teacher, a caring mentor and someone who sees the good in everyone. They say she inspires them with her straight talk, her poise and optimism, and her servant leadership.

Ayana inspires employees to more actively share their voices and leadership abilities at Wegmans.

She represented the Maryland division of eight stores and 3,000 employees on a company-wide Great Place to Work for All team. A team member’s role is to share what it means to be a great place to work, embody and promote “for all” leadership behaviors among store management teams, and collect stories of Who We Are values in action at Wegmans. The stories collected and shared are the living examples of Wegman’s family culture, where everyone has a voice and everyone belongs.

Ayana serves on the advisory board for the Hillside Work-Scholarship Program in Maryland. This program provides multi-faceted support to at-risk high school students to ensure they stay on track to graduate.

Ayana is an incredibly thoughtful, caring and empathic listener, as well as a clear, considerate communicator. This helps her quickly build trust with whomever she encounters, making them feel valued, heard and an integral part of the company’s success. She leads from her heart, with grace and humility.

Ayana recognizes her unique ability as a diverse, female senior leader to inspire and help model the way for leaders of all backgrounds to succeed and grow at Wegmans.
When Nancy Carper Hall became nurse manager of WellStar Kennestone Hospital’s Neonatal Intensive Care Unit five years ago, her team of 75 was struggling with engagement. Nurses felt unheard and unrecognized, with little faith their work environment could change. In just one year, Nancy transformed the culture of this vital team that cares for the system’s tiniest patients: Engagement scores skyrocketed from the 40s to the high 90s — and the team has sustained those scores.

A caregiver at heart, when Nancy moved from the bedside to the management side, she wondered who she would now care for. She realized she could care for her team and proceeded to develop a strong track record of cultivating teams in her 31 years at WellStar.

She takes a personal interest in every member of her team, as well as the patients. One nurse came up with the moniker Team NICU, and Nancy uses this to reinforce the strong bond among them.

Comments from Nancy’s team reveal she fulfills her purpose. They say she is always honest, even when it’s not what they want to hear. They can count on her to do what she says she will. They feel trusted and encouraged to work together to make the environment the best it can be for everyone from the staff to the families. Most telling is that when stressful situations inevitably occur, they bring out the best in everyone instead of the worst.

Nancy fosters diversity, looks for different talents and strengths, and recognizes individual gifts. She understands that true leadership starts with knowing and respecting the team. She goes above and beyond to make sure the unit runs smoothly and, what’s just as important, that everyone is cared for.
Jeremy Burton describes his role at Wonolo as Chief Therapy Officer. He penned the TAO of Wonolo that includes the company values:

» We put users first.
» We value hard work and celebrate results.
» We act as owners and work as teams.
» We take calculated risks and prioritize high-impact projects.
» We take our work seriously, but not ourselves.
» We hold the 5Ps to be self-evident: Punctual, Professional, Prepared, Polite, and Positive.

Jeremy believes being a “people first” company leads to better business outcomes. Therefore, the people team at Wonolo reports to Jeremy rather than to the CEO. He was instrumental in instituting a corporate initiative where each quarter all employees must complete a job in the company’s app, which helps the team glean insights to enhance product and service. Over the years, Jeremy has done countless jobs on the platform as part of Wonolo’s mission to empower the in-demand workforce.

Earnings from jobs employees have done on the app go to the Wonolo Community Fund to help give back to the broader community. To date the Wonolo Community Fund has raised thousands of dollars for non-profit causes.

Jeremy developed and leads a training session for all new leaders to focus on creating a people-first environment. He advises all leaders to consider one-on-one meetings as an investment in trust. He suggests taking a walk and focusing on the future instead of tactical items. And he believes in asking direct reports, “What resources do you need?”

The fact that he still leads these trainings is a testament to Jeremy’s commitment as a leader to building an empathetic organization where people from all walks of life can do their best work.
Emily Forrester directly developed and led initiatives to promote an organizational culture that is open, inclusive, and engaging to all employees. She developed new programs and benefits to meet the needs of a diversifying workforce, built trust and moved the company forward in a way that gives employees confidence that Workiva is headed in the right direction.

Her honesty and integrity drive her to do the right thing not only for the company but also for employees. She possesses a unique ability to identify and articulate the challenges that are faced from a people perspective, and she brings sound, impactful and actionable solutions to the table.

She was instrumental in driving the company’s disaster relief policy, as well as expanding the parental leave policy to better support employees.

Under Emily’s leadership, the Human Resources department has gone from a focus on administrative needs to focus on the strategic needs of the organization. She’s fostered trusting relationships across the organization by creating a fair and engaging employee experience for everyone.

Under Emily’s leadership, HR team members have been added to the Amsterdam, Chicago, Denver and Scottsdale offices in order to better address employee needs across all offices while sharing a diverse perspective on issues faced by employees in different locations.

Emily advocated for the establishment of a Director of Diversity and Inclusion at Workiva, as well as diversity and inclusion programs such as the Women of Workiva, VOCAL (Voices of Change Advancing Leadership), Men on Board, and the Women in Sales Employee Resource Group.

She has elevated her department without once taking credit for all that she has contributed. She celebrates successes as a team and always takes time to recognize others individually. It’s time for her contributions to be recognized.
As Jeree Hanavec led the effort to double the size of WWT’s North American Integration Center footprint, the company was able to continue operations while concurrently moving hundreds of truckloads of inventory between buildings. She rolled up her sleeves to assist her teams in every way. No task was too small, and Jeree always led by example during a challenging time.

When Jeree led the global diversification of the business, she successfully exported the WWT culture into various remote locations while integrating it with the local cultures.

She has the ability to drive business growth through scale and innovation, challenging her teams to constantly find solutions for process improvements while managing metrics that allow WWT to scale. She takes the time to communicate to all levels through quarterly town hall meetings, as well as round-table sessions with each area of her organization in a more small and intimate setting, to clarify any questions or concerns an individual and/or team may have.

Jeree sits as a member of the WWT Women’s Leadership Forum (WLF) Advisory Council, where she’s actively involved in bringing diversity to the forefront of WWT through networking opportunities, mentoring young female leaders and assisting in the organization of WLF events.

Jeree knows that WWT’s success will be a function of paying attention to all the little things along the way and the work one puts in to get there. She reminds all employees by example to appreciate the milestones in life, big and small, both personal and professional, that make this journey so remarkable.
The work you are doing is extremely important and tonight, we recognize you and celebrate your contributions, and hope it inspires everyone to continue the rewarding work of creating a Great Place to Work For All.