

23rd Annual Women Worth Watching® in Leadership Awards

NOMINATION FORM

* Nomination fee will be returned if your candidate is not selected.



There Is a Woman Worth Watching® in Your Organization

Profiles in Diversity Journal® invites you to participate in our 23rd annual Women Worth Watching® in Leadership Awards and recognize the dynamic women who are using their talents and influence to enhance your workplace and change our world.

NOMINATION DEADLINE May 31, 2024

Our nomination process allows us to honor those at the top of their fields and better recognize their unique backgrounds and accomplishments.

Our crystal award (see above) provides a lasting reminder of this prestigious honor and elevates the internal celebrations in companies around the world.

Previous winners include:

Mary T. Barra a 2011 WWW, is now CEO of General Motors.

Lynne Doughtie of KPMG, a WWW in 2008, was promoted to CEO in 2015.

See our latest WWW to CEO list on **page 6**

How do I nominate a Woman Worth Watching?

Simply complete and save this nomination form. Then upload it, along with your entry fee, to our system. If your nominee is selected, we will send her a brief Question & Answer form. Your nominee will provide professional information, a short essay, your company logo, and high-resolution photographs. PDJ will dedicate a full page to your winner in the Q3 issue of our magazine.

NOMINATIONS WILL BE ACCEPTED UNTIL May 31, 2024

Nominate your Women Worth Watching® today!



23rd Annual Women Worth Watching® in Leadership Awards

NOMINATION FORM

(Please fill in all form fields and be sure to save this file when completed)

THE NOMINATING PROCESS

Nomination

Information you provide in this Nomination Form (see pages 3-4) must be **uploaded*** by **May 31, 2024** at **womenworthwatching.com/nominate**. No self-nominations will be accepted. Nominations will be reviewed and judged based on the brief bio included, as well as contributions and achievements in at least 3 of the following 5 criteria:

- Leadership
- Executive Responsibility
- Professional Achievement
- Innovation
- Mentorship

* Nominations must be submitted/uploaded through the provided online form detailed below. Email submissions will not be accepted!

Entry Fee

There is a \$495 processing fee per nomination which must be received by the nomination deadline. If your nominee is not selected your nomination fee will be refunded.



Timeline for the issue

- Nominations Closed May 31
- Winners Announced
- Q&A Form sent to winners
- Projected Publication date in September

IF YOUR NOMINEE IS AMONG THOSE SELECTED . . .

Winners will be notified and provided an information packet guiding them through the submission of the following items:

- **Questionnaire** that will allow us to showcase her attitudes, talents, and personality
- **Personal Essay** (300–400 words) on a topic from a list we provide or another topic she chooses
- **Corporate Logo**

2024 Photography Requirements:

Please provide us with professional photos if you can; they can be existing photos, such as your corporate head shot, an environmental shot, or a full-body shot. These photos may have previously appeared in other publications or in PDJ.

- Photos must be 300 DPI, high-resolution .jpeg or .tif files, and at least 3"x5" or larger.

23rd Annual Women Worth Watching® in Leadership Awards

NOMINATION FORM

(Please fill in all form fields and be sure to save this file when completed)

Submission Deadline: May 31, 2024

23rd Annual Women Worth Watching® Awards

Tell us about your nominee and how she has distinguished herself in her career or chosen field.

Please complete this form and upload it at <https://diversityjournal.com/www-nomination-upload/>.

NOMINEE INFORMATION

Nominee's Full Name: _____
(as it would appear in print)

Her Job Title: _____

Her Organization name: _____

Her full corporate Mailing Address: _____

Her E-mail Address: _____

Her Phone Number: _____

Contact info for Nominee's Administrative Assistant: _____

NOMINATED BY

The nominator must be the primary point of contact for all editorial communications. Using a company executive as the nominator will not carry any extra weight or increase the nominee's chances of selection. She will be evaluated on her merit alone. Please ensure that the person whose email address is entered below is available to manage all communications going forward.

Nominator's Name: _____

Title: _____

Organization: _____

Mailing Address: _____

Phone Number: _____

Mobile Number: _____

E-mail: _____

Secondary Contact

Name & E-mail: _____



23rd Annual Women Worth Watching® in Leadership Awards

NOMINATION FORM

(Please fill in all form fields and be sure to save this file when completed)

Submitted nomination and entry fee must be received before May 31, 2024

Complete and upload at <https://diversityjournal.com/www-nomination-upload/>

REASON FOR NOMINATION

Briefly describe why this executive should be considered a 2024 "Woman Worth Watching®":

(In 200 words or less, tell us what makes your nominee stand out.)

Your Nominee's Biography

(In 500 words or less, provide a brief professional biography, including special achievements and examples of Executive Responsibility, Leadership, Professional Achievement, Innovation, and Mentorship).

23rd Annual Women Worth Watching® in Leadership Awards

NOMINATION FORM

(Please fill in all form fields and be sure to save this file when completed)

NOMINATION UPLOAD & FEE SUBMISSION

NOMINATION FEE: \$495

After uploading your Nomination form, please be sure to visit our secure payment portal, where you can submit your entry-fee payment.



Please upload this document (do not email)
at: <https://diversityjournal.com/www-nomination-upload/>



Submit \$495 application fee payment at:
<https://buy.stripe.com/00gdTG8hdggjduo7ss>

If you need an invoice for payment please email
James Rector: profiles@diversityjournal.com

Submitted nomination and fee must be received by May 31, 2024

Emailed submissions will not be accepted!

FREQUENTLY ASKED QUESTIONS

- 1. Will the nomination fee be refunded if our candidate is not selected?**
Yes. Your nomination fee will be returned in full if your candidate is not selected.
- 2. Can my organization nominate more than one Women Worth Watching® candidate?**
Yes. Each organization may nominate up to four (4) women for this award.
- 3. Is my organization allowed to nominate a candidate who has been named a Woman Worth Watching® in the past?**
Yes. Your nominees may include a candidate or candidates who have previously been named Women Worth Watching®.
- 4. How will my organization be notified of our nominee's acceptance?**
Confirmation that your organization's nominee has been accepted will be sent to the nominator and the award winner along with the Question & Answer Form.
- 5. Is purchasing an advertisement in the Q3 2024 issue of PDJ required if our nominee is accepted?**
No advertising purchase is required to participate in the Women Worth Watching® in Leadership Awards. Advertising space is available for organizations to leverage this prestigious awards issue to congratulate their winning candidate(s).
- 6. Will we be able to receive pdfs of our nominee's profile layout?**
Yes. If you wish to receive a **FREE pdf** of your nominees layout from the Q3 magazine, please email a request to steveveth@diversityjournal.com after the issue has been launched.

Page 5 of 10

Women Worth Watching® in Leadership who became CEOs

NAME	COMPANY	YEAR WWW	CEO
Mary T. Barra	General Motors	2011	2013
Lynne Doughtie	KPMG	2015	2015
Ursula Burns	Xerox	2004	2009-2016
Ellen Kullman	DuPont / Carbon	2004	2009-2015 / 2019
Marillyn Hewson	Lockheed Martin	2005	2013
Lynn L. Elsenhans	Sunoco	2003	2008-2012
Beth Mooney	Key Bank	2007	2011
Patricia Woertz	Archer Daniels Midland	2005	2009-2014
Michele Buck	Hershey Company	2005	2017
Patricia Kampling	Alliant Energy	2010	2012
Deborah Gillis	Catalyst	2010	2014-2018
Ilene H. Lang	Catalyst	2005	2008-2013
Karen S. Lynch	CVS Health	2019	2021
Frances Allen	Checkers & Rally's Drive-In Restaurants	2014	2020
Alex Johnston	360 Concussion Care	2015	2020
Jennifer M. Keough	JND Legal Administration	2014, 2017	2016
Lori Singleton	Arizona Forward	2016	2017
Rachel Taylor	Nubix	2016	2017
Stacey D. Stewart	March of Dimes	2015	2016
Maggie Chan Jones	Tenshey	2014	2017
Dr. Rhonda Medows	Ayin	2013	2018
Jennifer Sherman	Federal Signal	2013	2016
Rita Johnson-Mills	Nightingale Partners	2011	2020-2021
Joyce Aiko McCulloch	Ai Inclusion	2011	2019
Carrie Young	Unravel My Travels	2011	2019
Sharon Rossi	Food Science Corporation	2011	2017
Kathleen Gibson	Southwestern Medical Foundation	2011	2012
Mary Tuuk Kuras	Grand Rapids Symphony	2010	2019
Stacy Brown-Philpot	Task Rabbit	2009	2016-2020
Heidi Shyu	Heidi Shyu Inc.	2008	2016
Karen Sock	Sock Enterprises Inc.	2008	2008
Cassandra Chandler	Vigeo Alliance	2006	2019
Helena Foulkes	HBC	2006	2018-2020
Cynthia Hardy Young	Pivot Global Partners	2006	2014
Karel Czanderna	Flexsteel	2005	2012-2018
Pamela Miller Esq.	Summit Global Strategies, Ltd.	2005	2012
Judy Marks	Otis	2004	2017
Lily Shen	Transfix	2021	2020
Amy Shaw	United Healthcare	2021	2021

NAME	COMPANY	YEAR WWW	CEO
Laverne Council	Emerald One	2004	2019
Clair Watts	QVC (U.S.)	2004	2011–2014
Jean Blackwell	Cummins Foundation	2005	2008–2013
Marie Coyne	UCC Cornerstone Fund	2005	2021
Karel Czanderna	Flexsteel Industries	2005	2012–2018
Sandra Hanington	Royal Canadian Mint	2005	2015–2018
Katherine Harless	IDEARC Media Corporation	2005	2006–2008
Linda Hudson	BAE Systems The Cardea Group	2005	2009–2014 2014–2020
Marise Kumar	Vistage Worldwide, Inc.	2005	2021
Margaret McGlynn	International AIDS Vaccine Initiative	2005	2011–2015
Ana Mollinedo Mims	Ana Mims. LLC	2005	2010
Maritz Gomez Montiel	Deloitte	2005	2011–2013
Tiffany Olson	Roche Diagnostics Corporation	2005	2005–2008
Launi Skinner	First West Credit Union	2005	2010
Dawn Sweeney	National Restaurant Association	2005	2007–2019
Marilyn Tavenner	America's Health Insurance Plans	2005	2015–2018
Laurie Burns	LBB Growth Partners	2006	2017
Lois Cooper	Human Capital Solutions Lois M. Cooper	2006	2015–2018 2018
Donnalee Demaio	United Guaranty AIG (Global–General Insurance)	2006	2012–2017 2018–2019
Pam Gardner	Your Mind at Work	2006	2013
Julie Gilbert	Wolf Means Business PreciouStatus The Julie Gilbert Group	2006	2009–2016 2010–2018 2018–2020
Mary Jane Hellyar	TechnoCorp Energy OLED	2006	2009–2010
Julie Fasone Holder	JFH Insights	2006	2009
Mary Howell	Howell Strategy Group	2006	2010
Catherine King	Adecco (UK & Ireland) Hudson (UK, Ireland & Middle East)	2006	2008–2009 2010–2011
Michelle Van Dyke	Heart of West Michigan United Way	2006	2016
Kerry Carter	American Expediting Company	2007	2020
Ellen Costello	BMO Financial Corporation	2007	2011–2013
Lin Cummins	Lin Cummins Connections Inc.	2007	2012
Lisa DeBois	GrowthFunding 1 Main Street Capital	2007	2012–2013 2013–2016
Mary Delaney	Luceo Solutions LLC (prev. PROFILSOFT) PROFILSOFT (Careerbuilder company)	2007	2011–2014 2011–2016
Julie Fream	Original Equipment Suppliers Association	2007	2013

Each Winner will receive a full page in the Q3 issue

Here are samples of some past winners' profile pages.

TITLE: GM Senior Vice President,
Global Product Development

EDUCATION:
BS, degree in electrical engineering
from General Motors Institute
(Kettering University);
MBA, the Stanford Graduate
School of Business

FIRST JOB: Acting Superintendent,
Maintenance & Tooling/Senior
Plant Engineer with General Motors

WHAT I'M READING: Everything I
can find about gluten-free diets, as
well as car magazines and books
on leadership

MY PHILOSOPHY: High integrity is
the foundation for everything.

FAMILY:
Married with two children: a son
age 14 and a daughter age 12

INTERESTS: Attending my kids'
soccer games and their various
other activities

FAVORITE CHARITIES: I support
many organizations that are trying
to find a cure for Cancer

COMPANY:
The General Motors Company

HEADQUARTERS:
Detroit, Michigan

WEBSITE: www.gm.com

BUSINESS: Automaker

EMPLOYEES: 202,000



COMPANY AND EXECUTIVE WOMEN WORTH WATCHING® 2012 AWARD WINNER

Mary T. Barra

The General Motors Company

To begin with, I'd like to say "thank you" to *Profiles in Diversity Journal* for this prestigious award. This is very meaningful to me because it reminds me of what my parents used to tell me and my brother: "Work hard, treat people the way you want to be treated and it will all work out." It's been a great philosophy to live by in both my personal and professional life.

Two other big markers for me are integrity and character. These are qualities I expect of myself and look for in others. This means always doing the right thing even when no one is watching, even when it is hard. With integrity and character as a foundation, you and your teams can accomplish great things.

I'm often asked how I was able to survive in a male-dominated industry like automo-

tive. While that may be a fair assessment of the business, it's not how I have approached what has been a fascinating journey. I always tried to learn as much as possible from those I worked with and for, while also contributing as much as possible on my own. I never expected to be given anything except an opportunity. After that, it was up to me to prove my value. I also always focused on the job at hand and didn't worry about what was next, remembering the advice my parents gave me.

Today I have the privilege of leading GM's Global Product Development team of more than 30,000 designers and engineers who are responsible for developing cars, trucks and crossovers for customers in over 130 countries. To make sure that my team and I are doing all we can to bring cus-

tomers the highest quality and value vehicles, I encourage open dialogue, high engagement and true teamwork.

I want everyone feeling like their voice can and will be heard, whether you're a designer in Detroit or an engineer in Shanghai. Diversity of thought and experience is a competitive advantage. And once we decide on a course of action, we move forward together and get the job done quickly and efficiently.

I take special interest in young professionals trying to break new ground within GM and the auto industry. There were many men and women who helped me along my way. This is my way of giving back. I hope those who read this essay may in some small way be inspired to pursue a career, automotive or otherwise, that will take them to places they never dreamed of before.



“All ideas are welcome; the best ideas win.”

www.diversityjournal.com SEPTEMBER/OCTOBER 2011

27

Education: Marketing Master's Degree, Universidade Federal do Rio Grande do Sul; Bachelor's degree, Business Administration, Universidade Federal de Santa Maria (Brazil).

Company Name: Dell Technologies

Industry: Technology

Company CEO: Michael Dell

Company Headquarters Location: Round Rock, TX

Your Location: Austin, TX

Words you live by: Trust, authenticity, collaboration, and equality are the words I live by. They form the foundation of my relationships and guide my efforts to make this a better world.

Personal Philosophy: Wake up every morning with the intent to evolve, inspire and create a positive impact for all around you.

What book are you reading? *My Life in Full: Work, Family and Our Future* by Indra Nooyi (former CEO of Pepsico).

What was your first job? Bank teller assistant at Bank of Brazil, when I was 14 years old.

Favorite charity: Latinitas

Interests: Travel, books, music, people!

Family: Family is my essence. My mom was my inspiration, my husband is my safe harbor, and my sons motivate me to be a better person every day.



Be creative and thrive beyond the Glass Ceiling

What is the glass ceiling? It's a question that has haunted women for generations. A glass ceiling is an invisible, yet intimidating barrier. It's the subtle biases, the unspoken expectations, and the systemic inequalities that hold back talented women from realizing their full potential.

Throughout history, women have faced multiple challenges, battling against under-representation and the intersectionality of being a woman of color. The statistics are discouraging: women holding only a fraction of top executive positions, facing pay disparities, and encountering obstacles at every step of their careers.

Along my journey, I've always rejected the idea of someone else dictating my limits. The concept of the Glass Ceiling never held me back. Breaking it was not my focus; rather, I chose to create my own way forward. I realized that progress wasn't about breaking an intangible ceiling; it was about recognizing my strengths, being intentional with my goals, and building a solid support system.

For those of you who are also seeking to move beyond the limitations placed on you, here are some insights that have guided me:

1. Be authentic: Make yourself unique by embracing your natural strengths. What do you do joyfully, effortlessly that makes you stand out? When you embrace these qualities, you can open doors to opportunities that align with your true self.
2. Picture your future with clarity and purpose: It's not just about your next career move; it's about envisioning your life's path. Where do you see your life in ten years? What is the legacy you want to leave behind? Embracing this broader perspective empowers you to set meaningful goals and chart a course with passion and intention.
3. Build Your Network: Surround yourself with a diverse and supportive network. Find mentors, sponsors, and allies who will advocate for you when you're not in the room, and help you overcome obstacles.
4. Be a lifelong learner: Always seek for growth, and ways to evolve and improve. Seek feedback, run 360-degree surveys, and consider working with a coach to fine-tune your leadership skills.
5. Embrace Imperfection: Don't be afraid of making mistakes. You can learn and grow from them. Embracing imperfection fosters resilience and empowers you to persevere.

While the Glass Ceiling presents an obstacle we must recognize and work to eliminate for future generations, the true breakthrough lies in forging our path forward. By staying true to ourselves, setting clear intentions, nurturing a strong network, embracing continuous learning and imperfections, we can rise above limitations and redefine success on our terms. Together, women leaders can break barriers, paving the way for a limitless future where opportunities know no bounds.

To all the women reading this: know that you have the strength and reach the heights of your dreams. Your journey is unique, and you are not alone. Women leaders can break down barriers together, and pave the way for future generations. The possibilities are boundless, and I am excited for the transformative impact we are creating, one breakthrough at a time.

Company Name: New American Funding

Industry: Financial Services

Company CEO: Rick Arvielo & Patty Arvielo

Company Headquarters Location: Tustin, CA

Number of Employees: 3,594

Words you live by: If you see it, you can be it.

Personal Philosophy: Always take responsibility for yourself

What book are you reading? My latest reading has been articles focused on the social justice issues we are facing in this country and what we can do to bring about meaningful change for those who need it most.

What was your first job? Clerical position at TransUnion Credit

Favorite charity: Big Brothers Big Sisters of Orange County

Interests: Traveling and spending time with my friends and family

Family: My husband Rick, my sons Trevor and Dominic, my daughter Tara and son-in-law Stuart, and my adorable grandchildren: Shae & Roman

My other day job? Making sure mentoring for workers and the community is a priority

Throughout my career and amongst my achievements, my passion, above all, has been cultivating an inclusive work environment and nurturing talent. As the co-founder and CEO of New American Funding (NAF), my drive comes from our team's shared success and growth, which is the heart of our business. I'm specifically passionate about women in leadership and am committed to creating a multicultural workforce that excels through the societal challenges we face.

One way I create this workforce community that I'm so passionate about is through mentorship. It's where I can impart my decades of experience and wisdom to those beginning their professional journey. And it's where I find immense satisfaction, guiding employees toward their aspirations so they can be proud of their career path.

So I created a mentorship program, "Thrive and Lead." It's where I help people navigate their careers and everything in between, like networking and work/life balance. What's exciting is that this program isn't limited to our internal team; it extends to individuals outside our organization. I'm proud of this program because it reflects my belief in the power of shared knowledge and learning.

In addition to "Thrive and Lead," I launched the "360 Mentorship Program," a platform that matches early career employees with seasoned professionals within our organization at NAF. This program serves as an avenue for extensive career guidance and training. It also embodies that potent principle of sharing wisdom and experience.

My commitment to personal growth in my company goes even further with the "If You Want to Grow, We Want to Know" initiative. It's an open platform for our team members to discuss their ambitions and objectives with me and senior leaders. This initiative fosters a culture of transparency and paves the way for potential advancement opportunities within the company.

My goal and passion is to invest in our most valuable asset, people. My mentorship initiatives reflect that. I firmly believe that the best investment we can make is in the development and growth of our team members and especially by empowering women through leadership. Through their success, we collectively prosper and build a sustainable future for everyone, including at my company, New American Funding.

