



Sample Leadership Awards Nomination

Category: Corporate Mid-Market Sector

Purpose: To honor a woman who demonstrates exemplary leadership traits and has achieved success at a business entity with annual revenue between \$50 and \$750 million serving customers in a commercial, government or non-profit space.

Eligibility: A woman who works in a business entity between \$50 and \$750 million in revenue. *She does not need to be a WIT member.*

Ideal Candidate: A woman who has accelerated and advanced her career beyond typical performance expectations while providing exceptional leadership and mentorship, who contributes to the community, and who satisfies all selection criteria.

Overall Eligibility Requirements

- ◇ Nominees must be women who work in or support the technology industry.
- ◇ Nominees **must live and work** in Northern Virginia, Maryland or Washington, D.C.
- ◇ If selected as finalists, we ask that all nominees attend the Awards Banquet.
- ◇ Nominees must be amenable to press coverage.

The finalists will be announced in Q1 of the awards year, and every nominee will be informed if she has been selected as a finalist. One award will be made in each category.

Nomination Process

In the automated nomination process you will be asked to provide basic identifying information about the nominee and yourself as her nominator (organization, title, etc.).

You will then be prompted to provide evidence for each of the criterion listed below. You are given up to 2,000 characters to describe how your nominee meets or exceeds each criterion. You improve your nominee's chances of selection for the award if you provide specific examples of the ways in which your nominee has met this criterion rather than making generalized statements.

Remember this is an award with a particular focus on how women of achievement have led and mentored others to be successful in their careers. Both aspects must be addressed. You should include evidence to support each of the criterion in the appropriate category. You will also have an opportunity to attach the nominee's resume or bio if available to you.

Selection Criteria

Nominees will be judged based on the specific evidence provided within the nomination form that demonstrates their embodiment of WIT values. You will be asked to provide discrete, specific examples of what your nominee has achieved and how your nominee has demonstrated that she is an example of these values:

Leadership (35% of total score)

Leading and/or Empowering Others to be Architects of Change in the Technology Industry

Achievement (30% of total score)

Achieving Success in a Technology Field or an Organization in the Technology Industry

Mentorship & Community Engagement (30% of total score)

Advancing Women in Technology "from the Classroom to the Boardroom"

Leadership

Please describe the nominee's role, vision and the work for which they are being nominated. The accomplishment must have happened during the past calendar year. Please describe complexity and scale of achievement, as well as leadership style.

Named [Title] of [Company Name] in [Year], [Nominee Name] has grown [Company Name] by diversifying the business base and developing growth initiatives to extend its influence nationally. She has over 35 years of demonstrated success spanning the cybersecurity, defense, intelligence, and government and commercial industries. [Nominee Name] is a published author and an accomplished Executive with expertise in organizational transformation. Under [Nominee Name]'s leadership, [Company Name] received a [Year] Industry Innovator award for its [Project] technology. [Company Name] was also listed as [State]'s #2 Top Cyber Company in [Year] by the [City Name] Business Journal.

In [Nominee Name]'s book [Book Title], she demonstrates leadership methods she uses to lead [Company Name] employees. For example, [Nominee Name] discussed taking over a small organization of competent, hard-working personnel with pervasive bad communication habits causing drama, mistrust, anger, and low morale. She did a rapid analysis by interviewing each of the people in the organization. She then had a daily mandatory staff meeting to force everyone to talk face to face about tasks, issues, and statuses. This minor change had amazing consequences. Employees stopped sending flaming emails and instead talked to each other to work out issues. They worked out process changes to streamline the work and created a vision for the organization. [Nominee Name] held a weekly introspection of herself and the team. She looked at what was working, what still needed improvement, and how to handle things better.

[Nominee Name] used her knowledge and similar skills with [Company Name] within her first week as [Title] of [Company Name]. [Nominee Name] sat down with [Company Name] employees individually to discuss employee happiness and developed process improvement plans to increase happiness for all employees. Her goal was to help create a more comfortable and productive place to work, which she completed successfully.

Achievement

Please detail the nominee's impact with evidence-based support. Include financial performance, technology transformation KPIs and other quantifiable indicators of success.

When [Nominee Name] took over [Company Name], 75% of the company was in one large contract broken apart and recompeted, and most of the contracts were with one customer. [Company Name] also worked solely as a subcontractor without any prime contracts. [Nominee Name] took a risk and changed the focus of the company to diversifying the business base both in the type of work and mix of customers. [Nominee Name] led the following changes at [Company Name]:

1. Reorganized to focus the company on a diverse set of customers. [Company Name] has had success and won over 20 new contracts in the last 2 years with 13 different agencies including 6 prime contracts.
2. Created a unique commission incentive to focus on cyber and IT services and engineering growth. [Company Name] has over 300 field engineers.
3. Created and launched [Company Name]'s first product, which is the world's first off-the-shelf scalable, pre-configured, cloud-enabled, and NIST-Compliant secured data center built and delivered in 90 days using a certified, secure supply chain. The data center has over 250 NIST security controls with penetration and vulnerability validation and provides about 85% of the documentation needed for a government organization to acquire their Authorization to Operate (ATO), allowing the customer to go to an ATO status within weeks, not months or years.
4. Received the [ISO Certification Name] certification. [Company Name] is the only US company to have that certification providing a unique discriminator in the marketplace.
5. Created a service to provide Supply Chain risk assessments on manufacturers, distributors, and Value-Added Resellers. Won a [Government Agency] contract to provide Supply Chain Risk Assessments for products being purchased across all of the [Government Agency].
6. Automated all the internal systems (HR, Financial, Recruiting, Security) so all the tools are seamless integrated reducing data entry and allowing headcount growth without increasing infrastructure cost.

Mentorship & Community Engagement

Please detail how the nominee is an exemplary role model/advocate. How has she used her leadership skills to act as a mentor, sponsor or advocate, helping women envision or advance in their careers? Please also include any community/civic involvement.

[Nominee Name] has made it her goal to develop future women leaders in her profession and community. She maintains a strong relationship with [Private] High School and participates in their intern program designed to provide disadvantaged city youth with enriching internship opportunities. She also reaches out to the local school systems to hire interns from County Cyber Security high school program. [Nominee Name] wants to ensure young women and girls are given the same opportunities as their male counterparts to science, technology, engineering, and math (STEM). [Nominee Name] is on the board of the County Early College Advisory program supporting STEM and Cyber careers. She is also on the board of directors for [Non-Profit Organization], which raises money for STEM scholarships.

[Nominee Name] is also a mentor to women in the government contracting community and supports their careers and business growth. She operates a Women in Government Contracting networking event for women of various stages and positions in their career to bring them together. She has been a mentor at the Women In Intelligence Group (WIIG) and has participated in mentoring panels. [Nominee Name] included [Company Name] in the [Government Agency] Mentor Protégé program, providing mentorship to small local businesses.

[Nominee Name] strongly believes in encouraging the growth of girls and women in technology. She is a member of the [Executive Peer Group], which connects accomplished women professionally and personally, while also mentoring future leaders. [Nominee Name] recently brought a group of women from inside and outside her company to an annual [Executive Peer Group] luncheon to discuss women empowerment, gender disparity, and leadership. These women were encouraged to speak up in meetings and to not be afraid of asking for what they want out of their career in a comparable manner to successful men. [Nominee Name] also mentors women and women-owned businesses on methods of success and how to bring more women into traditional male and male dominated roles.