



# Sample Leadership Awards Nomination

## Category: Non-Profit and Academia

**Purpose:** To honor a woman who demonstrates exemplary leadership traits and has achieved success in a non-profit organization or educational institution.

**Eligibility:** A woman who works for a non-profit organization or higher education institution in the Washington, D.C. metropolitan area. *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.

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### 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.**

[Nominee Name] is an example of a quintessential principled leader, who rose from being a QA (quality assurance) analyst in a small company to being the Senior Director at [Company Name]. In her current role, her vision to provide the best possible service to millions of high students, who use [Company Name]'s examinations. A number of challenges required to lead some industry first initiatives. For example, as Covid related disruption started, the [Company Name] faced the challenge of delivering examinations and scores online for millions of students around the world. [Nominee Name] conceived and led the initiative to deliver one of the first cloud-native applications for [Company Name] to leverage 'massive amounts' of data, in real-time and provide actionable insights to the backend, frontend, and customer service teams, so students can take examination and get scores in time. While the business case looks simple, the technology challenge of incorporating data monitoring, assurance, and data quality checks between a 'large' number of interconnected applications in different platforms was daunting, to say the least. On top of it, the idea of building the 'data-driven' real-time actionable insights just 3 weeks before the launch of online examinations, was borne out of the need to look at insights in real-time because the students were using a multitude of devices, using many different browsers with wide ranging resolutions and speeds to connect to the system, but expecting flawless experience.

[Nominee Name] and her team learned new cloud-based technologies, and the layout of 'large number' of interfacing applications and brought a number of teams for example, DevOps teams, the Database teams, Customer Experience teams, the IT team, to work collaboratively while keeping her Senior leaders fully engaged.

[Nominee Name] has all the characteristics of a principled leader, passion for technology, and community. She shares her vision to build next generation solutions and achieve greater value.

## Achievement

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

Imagine the challenge of providing real-time insights when over 10,000 simultaneous login per second takes place, from a multitude of devices using different operating systems, browsers, and network speed, and the packet flow to deliver access and appropriate content in a personalized manner, so the experience of the students to use [Company Name] platform is seamless. [Nominee Name] the team to conceive and build the first live monitoring of Advance Placement (AP) examinations in the history of [Company Name], and delivered in the shortest possible time. This marked a milestone for [Company Name] to deliver business operations from Paper Driven to Digital Driven Examinations. A single student interaction results in multi-fold records with a large number of data elements that are delivered to multiple workflow applications for providing the right content to the students. Many things could go wrong, for example, retries to submit the same work from multiple devices, as their home network bandwidth fluctuates from device to device, causing [Company Name] systems to reconcile the data uniquely. A list of such student activities and its impacts is quite long, but the real-time data-driven systems for interflow analysis built on cloud platform leveraging some of the latest tools available on the Cloud platform from modern databases to interactive visualization, alarming and alerting systems based on 'data mining' and artificial intelligence proved the success of the solution deployed. The system developed to handle over 100 million records to deliver actionable dashboards for various teams to deliver real-time alerts to proactively fix any challenges to increase productivity and value to [Company Name] and its student population.

## 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] is a dedicated employee and community leader. For over a decade, she has been engaged in promoting and mentoring young girls in areas of culture, science, yoga, and others, by volunteering her time with a number of not-for-profit organizations. One of them being [Country Name] International School, where she has mentored over 400 kids. She has been active in working in kitchens to feed the needy and the homeless in the DC area.

[Nominee Name]'s approach to community commitment is commendable and a model by itself. It always feels she has infinite energy with the resilience that is contagious, even after spending long working hours at her full-time job. Her passion for delivering excellence whether is a shorter or smaller engagement or a large event is unmatched by many. [Nominee Name] is married to [Husband's Name], who is also a technology professional and contributes significantly to the community missions she leads. She is a mother of 3 kids, of which two kids are in college and one in school. She has given the same training to her kids when it comes to community service. They participate with her in all her engagements with the same passion and dedication.

She loves to do community services, but does not talk much about it and publicizes it. Only those who meet her would know that she is a born community leader who balances her work, home, and community activities with the same passion, and dedication that it may feel she is everywhere. I only wish, there are more community leaders like her.