



Sample Leadership Awards Nomination

Category: Unsung Hero

Purpose: To honor a woman who is managing technology innovation projects at the project manager level, working in the trenches daily, and making a major impact on technology.

Eligibility: A woman who works in the technology industry at the project manager level or below. *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.

[Nominee Name] is an Unsung Hero. [Nominee Name] comes to [Company Name] every day striving to make a difference. She focuses on the success of the organization's mission rather than personal accolades. What drives [Nominee Name] is developing and positioning her team to solve challenging problems in innovative, holistic, and creative ways to achieve team and customer goals. Her Information Security team enables the technical teams to keep the enterprise safe and secure while making work easier through continuous improvement and automation.

[Nominee Name] is a transformational leader, enabling technology deployments and customer success for more than two decades. Before coming to [Company Name] 10 years ago, [Nominee Name] was a road warrior serving as a leader of Customer Success at [Previous Company Name]. [Nominee Name] understands that people are what ensures success. Technology is the predictable part and many times gets the glory. Although she has been driving technical implementation success for decades, she knows the secret recipe includes people and processes. At [Previous Company Name], her large global implementation team was responsible for ensuring their customers, fortune 500 companies, met their strategic outcomes. Her team's customer's return on investment was measured through the adoption, and savings targets where she exceeded customer expectations, evidenced in the bottom-line savings of millions of dollars. As a leader at [Company Name], she has led her team to consistently exceed expectations ensuring the health of the portfolio, planning strategic objectives, and then flawlessly executing against them. She also had the vision to add several new service offerings to her team's catalog that closed gaps, improved business impacts, and improved the credibility of the brand. This included automation, organization change management, and scaled agile principles to visualize and prioritize work. Her comprehensive approach optimized how [Company Name] operates and has increased the speed of adoption.

Achievement

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

[Nominee Name] consistently role-models leadership behaviors, both by empowering her teams to shine and by pioneering change. [Nominee Name] transformed her team to focus on sustainable capability delivery, to become stewards of change, and to increase engagement for adoption and improved customer experience. She had the vision to evolve her services beyond execution and establish a service-oriented model. This included building automation, organizational change management (OCM) and branding-focused communications. [Nominee Name]'s team deployed awareness strategies to improve the speed of adoption of the most critical security measures. She developed an OCM arm focused on user experience thereby softening the image. Her team deployed a security solution to 12,000 users with 0% negative impact, an excellent customer experience. She is focused on continuous improvement and influenced her executive leadership to support her creation of a robotic process automation (RPA) team. This included building the skillsets within her own team to become one of the first RPA team's dedicated to automating processes removing 3000 manual hours from the environment. These measures increase the success of her team's customers and allows them to redeploy resources to more strategic efforts.

The CISO selected [Nominee Name] to participate in World 50 Next Women, an exclusive executive development program for top global leaders. She was selected to the inaugural [Program Name] in [Year] with Harvard Business School, and successfully completed [Program Name] with MIT in [Year]. [Nominee Name] uses her development opportunities to develop others. As a result, she designed a visual management system to help her department visualize work and break down silos. Transparency improved, and they eliminated collisions with the teams reducing necessary re-planning. This helped her build an agile team focused on producing one backlog aligned with the enterprise priorities. She never stops thriving to create efficiencies in the teams to make work easier.

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 true leader. She mentors several women and men in technology and coaches several peers. She values a positive work environment. She partnered with a peer to design a program to better measure inclusion which was rolled out to the enterprise. [Nominee Name] continually drives a culture of Diversity & Inclusion (D&I). It is important to her, and she continues to elevate the conversation openly and without hesitation. She embraces her leadership role to develop and retain our most critical resource – our people. She uses development opportunities and shares her learnings to promote continuous improvement. Recently, [Nominee Name] scheduled time with all managers to discuss mentorship vs. sponsorship, tips to sponsoring and elevating women, and taught them how to recognize and breakdown bias. She works hard to elevate those around her to try new things. [Nominee Name] is not afraid to have crucial conversations. [Nominee Name] also conducted a separate working session with managers on developing their elevator pitch and their brand to elevate those around her. [Nominee Name]’s number one top performer was interested in being promoted to the next level in her career. Although this would leave a large gap to fill in [Nominee Name]’s org, she mentored her employee, sponsored her to her network and ultimately helped find her best employee a promotional opportunity outside of her own organization. One of her favorite sayings is, “the name on the front of your jersey is more important than the name on the back” and she lives that motto at work and in life daily.

[Nominee Name]’s altruism carries beyond her career at [Company Name] into her local community. [Nominee Name] is a strong anti-cyberbullying advocate and uses her Cyber Security expertise to educate and protect the community around her. She and her husband own a small business, and she uses this platform to give back to her community by raising awareness around many cyber-related issues facing our children today. She is the co-creator and business sponsor of a free lecture series that raises cyber awareness in her community on topics like the Dark web, cyber-bullying, cryptocurrency, and human trafficking. Last year’s lecture series reached more than 1200 people. She hosts experts in their field and brings in speakers from [Government Agency] and other renowned organizations. One recent lecture engaged the [Government Agency] in educating parents about cyber-bullying and catfishing. Two crimes

where an online impersonator grooms a child into activities they normally wouldn't do. She also hosts cross-industry cyber security meets ups where experts share war stories, best practices, and ways to keep our communities safe and secure. In the last 5 years, her business has either promoted, provided a venue and forum, provided proceeds from sales, and/or co-organized fundraisers for local organizations supporting the [Non-Profit List]. She partnered with a local organization who offers programs and services for adults with disabilities by employing adults with special needs in their facility. Finally, she supports her local Fire and Rescue department through an annual fundraiser which has raised more than \$60,000.00 for these critical local public services.

At work, [Nominee Name] helped her department become an approved sponsor for and represented [Company Name] STEM to 30 young girls as part of [Community Program Name], a free community event for high school and middle school students who know how or want to learn to code while competing for prizes.