

Nominee SH1

CATEGORY: SYLVIA HENKIN MENTORING AWARD - Woman who has dedicated herself to mentoring other women in their personal/professional lives. Women aged 50+ are eligible for the Sylvia Henkin award.

What qualities does your nominee possess that make her an effective leader in her field?

Nominee is an optimist who believes in the goodness of all persons. In her eighties, she is a life-long learner who continues to be curious and engaged. She listens and acts in ways that influence others for the betterment of Sioux Falls. Nominee is always nonjudgmental, empathetic and intuitive in her work with clients. Nominee utilizes the “creative gaze,” where she, as the mentor, believes in the goodness and sees the potential in another before they are able to see it in themselves. Nominee promotes peace and harmony in people. She maintains her enthusiasm and energy and participates in healing wherever she experiences pain and suffering in others. She is humble in her work with the broken hearted. She walks with disenfranchised persons to learn from them and advocate for their needs.

How has your nominee demonstrated skill development and growth within the category of her nomination?

Nominee’s career began as an position, then a position supervisor, and was later promoted to the administrative team. She was elected by the Organization to be their VP for 4 years and president for 8 years. Her leadership team encouraged participatory government; involving, and calling on the personal gifts of the employees. In the 70’s, Nominee took part in many workshops that focused on personal psychology. In 1984 she discovered a Growth Program. In the program she discovered the program methodology brought substantive changes in her life and prompted her to study to become a program educator. Nominee received her license from Program International and become a Program Educator (1989). She has given workshops in South Dakota and Minnesota, as well as to women in prison in Springfield and Pierre. She continues to facilitate growth groups and individual counseling.

What achievements has your nominee made, personally and/or professionally, that are evidence of their qualification for the EmBe Tribute to Women Award?

Nominee has Master’s degrees in Industry and in Religious Studies, as well as a certificate in pastoral counseling. She is co-author of two books relating to industry subject matter. She started a program at Organization in Sioux Falls that was a formation program for people interested in joining the Organization. Nominee volunteers at an Organization and has been a prayer partner for another Organization. She belongs to a social justice organization that advocates for non-violence. She participates in peace marches and vigils against the death penalty.

Please share a brief story that illustrates a specific contribution made by your nominee, as well, their overall impact in their business, organization and community.

When I was 31 years old and a position and single Mom, a friend introduced me to Program. At my first Program workshop I knew Program would be life changing for me. I continue to attend workshops and a monthly growth group. It is a life-giving to journey with others searching to be the best versions of themselves. Nominee has mentored hundreds of people. Recently Nominee offered an 8 hour workshop over several months to sixty industry employees where I am the current manager. Many were touched by her gentle presence and the growth tools offered at the workshop. Nominee facilitates this remarkable process where people experience something larger than themselves. She desires to invoke action that leads to a more peaceful and loving world. The words of St. Paul echo in her heart and define her ministry: “You are God’s work of art. “ (Ephesians 2:10)

Nominee SH3

CATEGORY: SYLVIA HENKIN MENTORING AWARD - Woman who has dedicated herself to mentoring other women in their personal/professional lives. Women aged 50+ are eligible for the Sylvia Henkin award.

What qualities does your nominee possess that make her an effective leader in her field?

Passion - you simply will not find an individual who cares more deeply. Her passion for the industry emanates throughout every interaction with her team and her customers. Her passion inspires the rest of us every day. Dedication - this nominee completely immerses herself in the lives of those who, because of age or disability, can no longer advocate for themselves. For 35 years she has become part of her customers' families. She has mentored them through every personal and industry situation imaginable. She has helped people move, gone shopping for shut-ins, hosted widows for Thanksgiving, cheered on business transitions, and even been present at death. Selflessness - she pours herself into others. She empowers and encourages us to forge the same deep, meaningful, and lasting connections with each of our customers that she has done with hers.

How has your nominee demonstrated skill development and growth within the category of her nomination?

This nominee has developed and grown her relationship-building and mentoring skills. She moved to SF as a young woman in 1984 for a new job. She had grown up in rural State with a humble childhood, had lost her parents at a young age, and had been working in industry in another city. She moved to town knowing no one. You will not find another woman who has grown and developed more relationships in our community. She knows every industry colleague and partner in town. As a mentor, this nominee is demonstrating the single hardest skill - coaching up and then letting go. She has chosen her successor at work and has given up her manager title in 2019. This nominee is using the last year of her 35 year career to fully transition her role, thus insuring her legacy and the continued happiness of her customers and the continued success of our organization.

What achievements has your nominee made, personally and/or professionally, that are evidence of their qualification for the EmBe Tribute to Women Award?

- Third ever woman to become an Officer of our company; was Assistant Vice President, Vice President, retiring 12/2019 as Senior Vice President
- Built division from 5 employees overseeing a couple hundred accounts to the single largest income revenue generator for our business
- Hired and managed team of 20, most of which are women
- Division now over 1300 accounts, representing \$3.69 billion in assets under management, generating \$5.3 million in annual revenue
- Organized and hosted an annual "Event" for children with disabilities for over 30 years
- Many years as volunteer with Organization South Dakota and is the past Board Chair
- Past recipient of our company's annual Community Service Award, which annually recognizes one of our 275 employees for exemplary volunteer work

Please share a brief story that illustrates a specific contribution made by your nominee, as well, their overall impact in their business, organization and community.

A Wednesday in December: this nominee rose for work and dove straight into helping one of her customers. Her customer had needed some new pants which this nominee had shopped for, but now this customer needed some alterations, so this nominee made sure to arrange those. This nominee then attended a team meeting as an 'early adapter' of some new software the department was piloting. After lunch, she took one of her team members for her annual performance review. After completing a full day of pouring herself into others at the office, she joined a friend for a cooking class at K. This is where a long, trying, and rewarding day would wrap up for most of us. However, this nominee had a volunteer Organization duty, so she went to the airport to greet the customer upon their arrival and to drive them safely home. Every day is a day spent investing in others.

Nominee SH4

CATEGORY: SYLVIA HENKIN MENTORING AWARD - Woman who has dedicated herself to mentoring other women in their personal/professional lives. Women aged 50+ are eligible for the Sylvia Henkin award.

What qualities does your nominee possess that make her an effective leader in her field?

This nominee is not only a leader in her field; she is a supporter, mentor, trainer, an excellent communicator and a great motivator. Her subject matter expertise in her work is serious; as there are hundreds of lives in the balance due to the nature of her position. Her job is position, she works “with” colleagues, not to catch them not following the rules, but to help them be successful. She holds people accountable when the rules aren’t being followed, but always in the spirit of ensuring that the departments are providing the best work possible. She has a common-sense approach to her work and models accountability to all by going above and beyond assigned duties to help clients. She is a solution-orientated leader that empowers others to find the right answers. The nominee’s work is highly regarded, it’s important to share there are four different organizations that she works with contributing to this single nomination.

How has your nominee demonstrated skill development and growth within the category of her nomination?

She began her career with the Organization, in 1988 serving in a position working with the geriatric population. In 1992 she became a position in Pierre, in 1994 she began working for Organization. She joined the Organization team in 1997. She has continued her work serving children by working closely with child care programs to ensure a safe environment for children. During her tenure with Organization, she earned her Master’s degree in Administrative Studies & obtained hours in professional development training. As a veteran in her current role, she continues to fine tune her craft of building relationships with the programs and providers on her workload. Her contribution to safe, quality industry includes oversight of 48 industry providers & 45 licensed industry centers. What a contribution to workforce development.

What achievements has your nominee made, personally and/or professionally, that are evidence of their qualification for the EmBe Tribute to Women Award?

She has devoted her professional career to furthering the industry she oversees. She has spent nearly four decades creating a bond of trust, respect, and collaboration with those she oversees, an achievement all overseers should aspire to obtain, but seldom reach. She is a mentor, a teacher, and always a great support. She serves in her role as a resource member to multiple organizations such as these three. She is an assistant at Organization which serves adults with disabilities providing assistance so they are able to remain in their homes. In addition, this nominee writes scripts for the television ministry at her local church. She also continues to attend various annual conferences & trainings on the topic of industry to gain knowledge on appropriate industry practices which she can share with people she works with and oversees.

Please share a brief story that illustrates a specific contribution made by your nominee, as well, their overall impact in their business, organization and community.

This nominee has made it possible for thousands of people to go to work knowing that their other concerns are not a concern. Businesses are able to have employees who are focused and at work because they have safe, quality industry – all because of this nominee. Talk about an economic impact, she’s helped the community generate millions of dollars! Another example of the nominee’s contribution is how she took the time to send an email of appreciation to an organization’s leadership, recognizing HR and staff development for superior performance during an audit of staff records and continuing education hours. The nominee has a HUGE workload, but yet she made the effort to recognize and lift up others for doing great work. That’s just another example of why she is so worthy to win the Sylvia Henkin Mentoring Award.