



Please provide a brief introduction about yourself:

I am a daughter, sister, Mom, wife, aunt, partner, friend and colleague, however I consider my truest self to be a connector. Figuring people out and leaving people with a sense of comfort is my ultimate intention. I provide an empathetic ear and lead with my heart as much as possible. However my professional side tries to be firm yet fair, my tendencies as an over thinker and over feeler are to manage where I invest my thoughts and feelings. Lead with authenticity, integrity and humor seems to work best for me, I strive to inspire those around me, to become the best version of themselves.

Describe your current role with BSH and departments or regions you may interact with in your work:

Product Trainer for Western Canada (Bosch/Thermador/Gaggenau) which spans 4 provinces: BC > Manitoba. 4 years reporting to the BSH Marketing team, supporting the Sales team and assist in all our major events and conferences. In addition I have spent the last 2.5 years cultivating our Culture Team in Canada from 4 to 15 team members, as

President, working with Senior Leadership to achieve our goals of giving back including a multi-year partnership with Bosch & RMH of Canada.

What hardships or obstacles did you overcome in your career journey?

Looking back the earliest obstacle I recall was discrimination for being young and female, as a 16 year old working in a hardware store, I came from project parents who taught me to do things for myself and my Dad was a journeyman carpenter and architect in my earliest years and while I had confidence in my ability, many customers and colleagues were skeptical. In a short time I was giving expert seminars and started a movement at Home Depot in 1994/95 (my graduation year) to start teaching "How-To" classes for homeowners. I soon saw respect and trust overcome even the most seasoned associates, but it was not without MORE work than those that fit, the Home Improvement Expert 'look'.

How do you handle your work/life balance?

Carefully, over the years this has not always been a priority but it's getting better! Over the past 30 years I always felt you had to work smart AND hard, but results can be underwhelming if you don't take care of you. Culture and societal cues are evolving and in 2023 we hear more about balance and family first than ever before. This is easy to understand but at times hard to do, I deal with some pretty complicated personal dynamics and with all the love and support in my corner, it is easy to lose yourself in 'making a living' instead of 'working to live'. It's never 50/50 all the time, but I try to remind myself to ebb and flow and sometimes what feels like a step back, is actually preparing to propel you, like an arrow.

In the spirit of the Diversity Days theme, what do you see as your unique contribution to BSH?

My unique contribution is a fierce dedication to being authentic. What you see is what you get, I will always tell you the truth, if you ask for it. I will always try my hardest to remove intolerance, stigma and imbalance wherever possible. I have always rooted for the underdog and stood up to bullies when possible, I am learning to Lean In (great book) and contribute, know my worth and coach people to do their best. Biggest lesson for 2023 has been setting boundaries, still a work in progress, but getting there!