

Inspiring Leader

Hannah was passionate about growing both personally and professionally. Our goal is to inspire other young women to find purpose in these areas as well. Inspired by Hannah would like to introduce you to Catherine Noack who has a similar mindset.

Tell us a little bit about yourself!

I'm 30 years old and have lived in Bethlehem for most of my life! I spent some time in Tucson, AZ but am a PA girl at heart. I've worked at ADP for almost 9 years, and have played multiple sports throughout my life currently choosing to exercise and bike ride in my spare time. I love spending time with my husband and pets on the weekend and am very close with my parents whose company I also enjoy.

What experiences did you have early in your career that motivated you to be a leader?

Early in life (and still today) I've always been a rule-follower who's been afraid to get in trouble. My parents were strict and I think being their firstborn had a lot to do with it. Although it was frustrating, it led me to be someone who leads by example in everything I do. Whether it's sports, school, or work, doing the right thing and working hard is something I'll never be able to get away from even if I tried. Once I realized that people started looking up to me for these character traits, it gave me confidence that I could one day be a leader.

What steps did you take to become a leader in your field? Did you have a mentor who inspired you?

Within my field, we've been blessed to have a really strong Leadership Development Program and phenomenal resources for those looking to grow their leadership career. The people that have inspired me and I've looked up to the most are the ones who have taken a chance on me- even dating back to my first leader who hired me right out of college with zero industry experience. I've never been someone who is overly confident in my abilities until others see it. So even in prior promotions, I've felt such loyalty to those who saw more in me than I saw in myself. I firmly believe that if you are willing to take a chance on someone and believe in them, you will have their buy-in and loyalty forever.

As a female leader, what had been the most significant barrier in your career and how did you overcome it?

The biggest barrier which I still face today is my mind. I experience a wild amount of imposter syndrome every day and my self-confidence at work has always been an area of opportunity for me. I tend to second-guess decisions I make, overthink situations, and allow others to influence how I feel I'm doing at the job. Again, while I haven't fully solved this yet, I've found it's so important to be vulnerable and acknowledge these feelings when they're happening- and really try to look in the mirror and understand WHY this happens. Sometimes you have to remind yourself even if you're in a male-dominant industry that you are in this role for a reason and stakeholders would not have put you there if they didn't believe you were capable.

You are undoubtedly busy, how do you take care of yourself and maintain good mental health?

Exercise and time to yourself is by far the biggest way I take care of myself and maintain strong mental health. Morning gym routines versus evening, have helped structure my mindset for work and give me the energy I need to have a constant positive impact on those I work with. If you're in a role that often pulls you in multiple directions where you are needed by many people, time to yourself is crucial to reflect and regain focus on the task at hand. It's taken me a bit to learn this piece and convince myself that I wasn't being selfish. It is absolutely worth it and necessary!



Inspiring Leader - part 2

What factors impact a women's ability to lead others? Give an example of how you have personally impacted change within your organization.

One of the biggest factors that I believe impacts a woman's leadership ability to lead is their ability to connect with others. Women tend to have very high emotional intelligence (EQ) and a strong ability to read others and listen to them. This is extremely important nowadays wherever you go in leadership. I realized this in a big way when I first got promoted to leadership at my company because I was promoted to lead a team of people who were new to ADP, sales, and a product we were launching. All product information and processes were new to me too, so we were truly learning everything together simultaneously. When you're in a leadership role and specifically sales leadership, this experience has shown me that product knowledge, sales ability and process efficiency truly all take a back seat to people leadership. If you prioritize leading people and connecting with people, having their best interests in mind, and believing in them, the rest will follow.

How can we create a community of young women and empower them to celebrate each other e.g., through mentorship, coaching, and networking

When I think about creating a community of celebration, empowerment, and mentorship for young women, I immediately think about a safe space for vulnerability. When women are in a leadership position and suffer from imposter syndrome, it's so important to have someone else that you can lean on and talk it through with. Oftentimes women report directly to males in leadership which makes it difficult to relate when these feelings come up. A community of women who lift each other up, remind them what others see in them and encourage each other is vital. Unfortunately, I don't think this happens enough!

What advice would you give the next generation of leaders?

Never get too comfortable. There are always things we can get better at and learn from, especially the way the world evolves so quickly when it comes to ideas and technology. There is so much content out there to help you get better at ANYTHING you want.

It's also so important to swallow your pride and find outside perspectives and collaborate with others when working towards a mission. One of my favorite quotes is "There is always room at the top, but never enough to sit down"!

