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What are you doing to lead change within your organization?

I joined Juniper's IT-Security organization to lead ediscovery and information governance initiatives. After several years of providing advisory services primarily as an executive at global consulting firms, I wanted to go in-house and return to devoting my attention to one client. The synergy seemed perfect - Juniper's aims for my role meshed with my own areas of strength - *proactive mitigation of risk* as well as *effective and efficient event-driven response*. I am excited to be ideally poised in an organization that has been focused on these objectives yet always looks towards innovation to advance both internally and for its clients.

What is one career moment that you are most proud of?

Before joining Juniper, I spent two years as an independent practitioner engaging with clients who trusted me to guide them in furthering information governance throughout their organizations. After many years of being on the road, sometimes 80% of the time or more, the opportunity to give razor-like focus to a few select clients and projects while working mostly from my home office was a fulfilling experience. I was humbled to realize that the reputation I had built of being trustworthy and reliable plus entrepreneurial muscles that I didn't realize I had, were conducive to sustaining a successful independent practice until I finally found an organization that truly shared my goals and values.

What is one piece of advice that you would share with a young woman starting out in her career?

Explore yourself. Dig into your values and determine the higher ground of what is important to you and what you genuinely want to experience, as opposed to being driven by micro action items and pursuits that you are pointed towards by others. When you truly tap into the authentic source of your motivations, you can find a path that feeds and fulfills your soul as opposed to saps your

energy. Additionally, having a trusted mentor that you can bounce things off to keep you on track is invaluable (see next).

Who have you looked to as a mentor in your career?

I met Pam Davis in 2010. Initially she was my client, but through the trials and tribulations of being in the trenches together during many large litigations and architecture of and workflows for ediscovery systems, we cultivated this wonderful friendship. We have shared so many experiences over the years, whether it be deep conversations about how to take the core values of truth and justice and apply them to ediscovery, how one's upbringing can influence you positively or negatively, or the joy in spending time with your "family" (friends who are family) and puppies. Ultimately, Pam is a person you may meet professionally and determine is as impressive as you would expect given her Harvard and Yale educations and the ediscovery organization she built at Google. However, once you learn more about her giving and humble demeanor and obstacles she's hurdled, you begin to understand what a truly amazing person she is.

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