Boise Young Professionals – Mentor Profile

Contact Information 	Name: Stefanie Thiel Company: United Heritage Insurance Title: Vice President, Chief Human Resources Officer Industry: Insurance Phone: 208-965-6407 Email: sthiel@unitedheritage.com
Brief Education/Work/Personal History	Work History: I have worked in the HR Field for over 20 years. I started as an HR Assistant and have progressed through various positions. I appreciate that I had the opportunity to work in various HR roles as I have a clear understanding of the challenges and rewards that come with certain positions. My background includes experience in Manufacturing, IT, Aerospace, Healthcare, Finance, and Insurance industries. I truly enjoy my profession and love that no day is ever as expected or the same. My husband and I have 4 children and one granddaughter. We blended our families when the kiddos were very young and are blessed that our family is close and we actually like to be together. We are an active family and enjoy camping, travelling, weekend BBQs and have a love for animals. We have 2 yellow labs, 1 mutt terrier, a cat and 2 goats. I serve on the Saint Alphonsus, Nampa Foundation Board of Directors and I volunteer on the Power of Pink Committee. Education History: I have a BS degree in Business Management with an emphasis in Organizational Leadership from the University of Redlands and I received an MBA from Northwest Nazarene University. I am certified through the Center of Creative Leadership in Change Leadership and 360 Degree Feedback facilitation. I am also certified facilitator with Outcome Engenuity in Just Culture and Achieve Global in the leadership education modules.
What is your definition of leadership?	Leadership is not managing. A person can be in a leadership role at any level in an organization or stage in a career. As a leader, I value the team(s) that I work with and know that it is of utmost importance that I never ask anyone to do or work on anything that I would not do myself. I have to "BE" a part of my team as a mentor, educator, role model and inspire people to meet their full potential. When I think of leaders that have inspired me they have been compassionate, allowed me to learn from mistakes while being accountable, pushed me outside of my comfort zone and they trusted me. Integrity is the most important trait in a good leader; without integrity, there is not trust or credibility.
What are you passionate about in your industry?	Passion(s): I am passionate about helping people meet their full potential and ensuring that HR is valued and trusted. 1 The Integrity of Human Resources – making decisions that are fair, legal and for the greater good. 2 Development of Talent 3 Being a strategic partner and ensuring that HR adds value to the achievement of organizational goals and objectives.
	I think the most important lesson that I have learned is to accept that nothing is permanent and regardless of how well you plan life, events, etc – it will probably change mid-stream and you will need to adjust. I used to find myself frustrated and disappointed in myself

	when life did not go as planned. As I have grown up (still growing up) I have realized that adapting to the changes, misfortunes, chaos or other shift in plans will benefit me in the long run. I can't change everything, only how I respond to it. Every action and decision has a chain reaction– I can make it positive or challenging – and that is my always a choice and in my control.
Mentoring Format/Philosophy: (Organized agenda vs. social/roundtable)	I can adapt based on the needs of the person. I believe in having an organized structure/plan that is flexible and easy to navigate. Everyone learns differently and has different needs. My preference for meetings would be a more social/roundtable style.
Potential roundtable topics	Change leadership, Career Planning, Open discussions, Dealing with setbacks, Importance of Accountability, Valuing and appreciating our own talents/strengths.
What do you hope to gain from this experience?	I look forward to sharing my life experience, set-backs, challenges and achievements with young professionals in hopes of providing them insight and a real-life perspective. I wish I would have had someone tell me, when I was starting the adventure of life: *It is ok to fail – that it is actually normal and to be expected *Have fun because this is your future. Quit planning the future and "Be" in the now, appreciate where you are.
How much time do you expect participants to dedicate outside of group meetings?	That depends on the person and what they are trying to achieve.
Preferred meeting frequency, time of day, and location	1. Monthly 2. I am flexible, can do lunch, social hour in the evening, or a more formal setting