

Executive/Manager Category	
Nominator	
Name:	Lisa Bronson
Company:	FIS
Nominee	
Name:	Cheryl Briscoe
Title:	Development Manager Senior
Organization:	FIS

Give up to three examples of how this person demonstrates Integrity:

Integrity is the quality of possessing and steadfastly adhering to high moral principles or professional standards. When we think of integrity, we think of honesty, accountability, respect, and compassion. Integrity is telling the truth even when it would be easier to lie; keeping a promise no matter what; never twisting facts for one's own advantage; and being willing to stand up for what is right, even at personal cost.

Integrity is in Cheryl's DNA. Her behavior illustrates integrity the way we defined it when we were children, before we knew it was integrity, and in a way we rarely see as adults. Cheryl was the kid who didn't jump the line. She brought enough candy to share with the class. She didn't cheat off of your test but she didn't tattle on you if you did. She may have worn the cutest outfit in class but would never make fun of someone who couldn't afford the same. If Cheryl got caught doing something wrong, she faced the consequences and never let someone else take the blame for her actions.

As adults we still value the same things in a co-worker, a boss, and a friend but now we call these qualities integrity. Cheryl's traits have taken her from the playground to the conference room and she has found admirers and made friends all along the way.

Cheryl's current role is Application Development manager. Currently the Application Development team is going through a huge transformation. The team was recently outsourced from Ceridian to FIS.

This change has caused major concerns throughout her team and associated teams. Before the transition, Cheryl always conducted individual meetings with her direct reports.

As a pro-active move, Cheryl continues these 'one on ones' and uses them as a forum to address individuals' concerns about ongoing organizational changes. During this chaotic time, Cheryl has continued meeting weekly with her extended team, including employees still working for Ceridian. Collaboration and communications are her keys to success. Honesty is the rule she uses in her communications. Ask her anything. If

she can answer honestly, she will. If she can't, she will let you know. If she doesn't know the answer, she'll find out the answer.

The new FIS leadership team and HR representatives use Cheryl as the example of "how to do the right thing" as a Leader.

Give up to three examples of how this person demonstrates Respect:

Respect helps create a state of partnership and teamwork. Respect is defined by the qualities of humility, empathy, lack of blame and emotional mastery. Some examples of behaviors that typically illustrate respect would be: listening and being respectful of others, not blaming others, welcoming suggestions, being willing to compromise, admitting limitations, and maintaining composure by expressing disagreement calmly.

Cheryl respects everyone from the CEO to the cleaning crew equally and understands that it takes everyone to make the organization run smoothly. She never treats any one member of the team as better or more important than another. She's not someone who only 'manages up'. Her compassion and empathy reaches from top to bottom. Empathy is one of her strong suits and is one the things that garners her so much respect from others.

Cheryl had a team member, Jennifer, with stage 4 cancer. The individual was a valued team member. For 6 months, Cheryl visited her weekly cooking, running errands, taking her to doctors' appointments and medical treatment. During Jennifer's final days, Cheryl stayed with her and comforted her by telling funny stories from the office. Cheryl did it because of her genuine concern for Jennifer and because it was the right thing to do.

Give up to three examples of how this person demonstrates Responsibility:

The words "Not MY Job" are not in Cheryl's vocabulary nor have they ever left her mouth. In the absence of a Product Owner in the payroll arena, Cheryl stepped-up to manage this line of business, in addition to her development responsibilities. This line of business contributes \$300M in revenues to the company. Cheryl determined the strategic direction, develops and manages the budget and establishes software release schedules. Needless to say this had and continues to have a huge impact on sales and client retention.

Problem solving and being proactive are two hallmarks of Cheryl's work style. When one of the critical IT systems was dying on a daily basis, Cheryl wanted to know "why" and kept on it like a bulldog. After weeks of analysis to determine the current state, Cheryl implemented a "Get Well" program. Her continuous efforts have taken the system from daily 'Severity 1' (production stopping) events to nearly no events.

Over the last 100 days, there have been zero 'Severity 1' defects. This has never been accomplished with the current system.

Please relate an incident or tell a story that shows how this person demonstrates Leadership Character. Examples may include professional or community involvement:

Cheryl is a BIG believer in giving back to the community. As the President of the Ceridian Women's Network group, Cheryl spearheaded a year of self-improvement presentations and activities. One of these programs dealt with finances - "How To Make It, Keep It and Invest it". After a successful presentation at Ceridian, Cheryl then partnered with a women's homeless shelter to enable women to take of themselves and their children.

On a personal note, she is a vigorous member of the First United Church of Marietta. She is a key member of the "Strengthening Families" program which works with Cobb county juvenile court. The program is offered to families who are being served by the court due to problems with drugs, alcohol, or other at-risk behaviors. Families gather to eat together as a family sponsored by the church, break out for court directed therapy sessions by age groups, and return as a whole group for an activity. Cheryl is a strong proponent of families, friendship and ministry.

Are you aware of any ongoing investigations of business practices by any law enforcement agency involving the nominee or the nominee's company?

No