

<b>Executive/Manager Category</b>	
<b>Nominator</b>	
<b>Name:</b>	Deirdra D. Glover
<b>Title:</b>	Principal Consultant
<b>Company:</b>	North Highland Company
<b>Nominee</b>	
<b>Name:</b>	Dan Reardon
<b>Title:</b>	President and CEO
<b>Organization:</b>	North Highland Company

Since joining North Highland six years ago, I have consistently been inspired by the level of openness and authenticity that exists within our leadership team and the information that is broadly shared. This is a true testament to the environment that Dan creates for our organization. I have been honored to get to know Dan while participating in the design of our strategy for Inclusion & Diversity (I&D) at North Highland. The examples of integrity that I have personally experienced include:

Dan has led the charge with introducing I&D at North Highland and has been steadfast in his commitment that this is not only a ‘right thing to do’ but rather a business imperative for our organization. He is willing to lean forward and have conversations that are difficult and while doing so, create a safe space for others to do so and challenge conventional thinking in the process.

Dan engages leaders and the broader organization by being willing to acknowledge the points in the process where a situation may cause question and/or be uncomfortable. He has been the first to acknowledge that the process of exploring ways that I&D can contribute positively to an organization is at a minimum a two-part journey – 1) inward to assess our own thoughts/beliefs and 2) outward to help create an inviting space for people to feel a part of the broader organization.

Though as you can imagine, the schedule of a CEO is quite busy, Dan makes time to participate in a foundational orientation that is completed by all new North Highland employees. The session is deeply engaging and immersive. Dan, makes it a point to answer any questions posed (they are not staged in any way). All are encouraged to share any question on their minds regarding our company values, norms, culture, etc). Dan embodies the very nature of integrity when I see this in action because he is willing to ‘have the hard conversation’, keep promises made, and create an environment that encourages all to do so as well.

I was invited to join Dan in establishing a partnership designed to help participants in our I&D process explore specific topics more fully. This 'cross-cultural partnership involved receiving a specific topic, assessing our thoughts individually and then coming together to discuss them with a partner. As you can imagine, being several levels more junior than Dan, I was a bit more deferential than I would normally be when speaking with a peer. Dan acknowledged that this may be the case and showed empathy understanding my position. In doing so, he proactively raised a question of what we could do to create a safe space where we both could speak openly and invite the other to do the same. I will always have a wonderful memory of this pivotal moment because though he did not have to do so, Dan showed respect for me and recognized that we could go through the motions or truly have conversations that could help us both expand our thinking. I will always appreciate the respect that Dan showed for my contribution and participating in this experience with him was truly a gift and remains so.

Dan is a very visible leader for our organization. He genuinely listens with an open mind and is willing to acknowledge areas that are new and/or uncharted for him. That further contributes to creating the safe environment for others to do the same and to disagree (without being disagreeable). I have personally witnessed him participate actively in a healthy debate regarding a topic or matter that would impact our organization or our company culture and experienced the impact of this for those new to our organization.

Dan is a leader who accepts responsibility for decisions made and encourages this in others. Accountability is a critical part of the process and Dan challenges us to lean forward and accept it when the situation, our peers, our clients, and our company need us to do so. He believes that one does not need to have a specific title to be deemed a leader. One only needs to look up/back/over and see that they are in fact leading often despite the specific title the individual may hold.

Dan has consistently invested time and effort as we continue to evolve our Inclusion & Diversity program and takes action to ensure that there is tangible evidence of what we believe and hold true in this space. This includes reviewing our core company values and actively seeking to expand them to ensure that they resonate broadly and help promote the inclusive environment we are working to build. I am continually inspired by the level of commitment and responsibility Dan has taken in this space.

As I meet business and community leaders throughout Atlanta, people often not only speak highly of North Highland but also of Dan Reardon and his leadership. He has such a great appreciation for the Arts and the great work that non-profit organizations are doing in this space in Atlanta. His work with the Alliance Theater, the Atlanta Regional Arts Task Force steering committee, and as a member of both Business Executives for National Security and Rotary Club International, Dan has a sincere and genuine commitment to the Atlanta community and that is widely felt throughout the region. I am so pleased to be a part of the North Highland family and am continually inspired by not only Dan's work but the way that he leads our organization. I respectfully submit this nomination for your consideration. Thank you.