

CLINIQUE

WHO'S WHO



Who's Who at Clinique

Clinique Field

ELCP Field

Ulta Field

New York Office

Canada Office

Clinique Field



Leadership Team

Jennifer Harasim

Kelly Vitale

FEEM Team

Helen Atwell

Tabitha Cash

Virginia Lee

Emily Minne

Heather Moeller

Fanny Woo

Shannon Hoover

Sabrina Goulet

Team Cardi

Susan Cardi

Danielle Donofrio

Laurie Tichman

Gina Melon

Jennifer Duffy

Megan Judge

Diana Ross

Jessica Sobko

Jessica Margiotta

Sheana Hensley

Team Miller

Amy Miller

Suzette Dickey

Amy Pastula

Angela Foster

Jodi Ebanks

Steven Bernard

Issette Diaz

Carol Pappas

Jennifer King

Alana Triay

Ruben Belandria

Carolyn McCool

Teresa Von Riegen

Team Stevens

Brandy Stevens

Tracy Lambert

Brit Kenny

Mattie Palahniuk

Erin Shipman

Kewonia Alexander

Katie Sullivan

Victoria Lucas

Nichole Hall

Tricia Smith

Liliya Nickel

Clinique Field, continued



Team Green

Lisa Green

Kelly Isaak Westerberg

Lindsay Aurelio

Diana Charkchyan

Cindy O'Brien

Sophia Pickle

Sandra Beltran

Susan Horaney

Renee Cordova

Ashley Shields

Angela Kessler

Lori Rhodes

Karen Flad

Team Pease

Amy Pease

Kathy Greenbank

Mary Wayling

Janine Dahl

Danielle Delano-Miller

Manon Gauthier

Suzanna Lee

Janice Black

Nichole Halarewich

Linda Adams

Mona Monadi

Bora Manaj

Contingent Team

Chereth Robinson

ELCP Field



Leadership Team

Terry Gutierrez
Suzette Gachez-Brooks
Rachel Owens

Team Hawkes

Karla Hawkes
Mandi Hite
Ann Massey
Julie Anderson
Lara McIntosh
Zelda Taylor
Matthew Barber
Taylor Cocherell
John Godsey
Gina Stanley

Team Vork

Kathy Vork
Maricely Rivera
Staci Pollard
Alaina Mitchell
Barbara Leeds
Holly Gallegos
Kathryn Rose
Diron Carr
Lesley Inman
Dameon Mobley
Carmen Maestra

Team Pearson

Beth Pearson
Serafina Sullivan
Abigail Arce-Aguiar
Marjorie A. Presley
Monica Caruso
Courtney Johnson
Jennifer Beasley
Krystle Alfieri
Denise Crespo
Jeanne Tatum
Amelia Spyridon

Team Perry

Michelle Perry
Eric Treants
Kimberly Neas Crown
Shawn Mohammed
Lesley Meyer
April Black
Angela Dubois
Nicole Allen
Andrea Senic
Kara Newsome
Celinda M. Dolan

ELCP Field, continued



Team Rizzo

Renee Rizzo
Taylor Baltimore
Kimberly Anthony
Brianne Beber
Mary McGuire
Vicki Weaver
Esther Chi
Alesha White
Karen Salzano
Kayla Medved
Jill Gill
Sonia Welch-Tapley
Joyelle Haddix

Team Stephens

Sheocka Stephens
Katie Korwin
Kristin Moulton
Sarath Sam
Christina Johnson
Sonya Walton
Meranda Suazo
Anamarie Armijo
Jennifer Arechiga
Julie Hungate

Team Fagel

Emily Fagel
Lindsey Arnold
Molly Roberts
Sarah Lutz
Stephanie Boyle
Laurie Bailey
Stacy Bartok
Katelynn Nelson
Elena Economou
Cathy White
Kelsey Phillippe

Team Alles

Brooke Alles
Rafael Figueroa Casull
Shannon Spears
Makayla Smith
Beth Ann McDonald
Lauren Meadows
Kelly Metheny
Tiffany Soles
Elizabeth Collins
Alma Martinez
Cat Christensen-Liburdi

ELCP Field, continued



Team Justice

Misty Justice

Traci Sisson

Lori Tucker

Dina Butcher

Jennifer Whitworth

Allyson Lorenzo

Alicia Moak

Hannah Batts

Heather Kuret

Team Jack

Lauren Jack

Mandy Hacker

Rhayelyn Loveland

Tracy Rutledge

Renee Fahs

Brandy Casel

Annmarie Mews

Deirdre Grant

Marilisa Commerford

Andrea Wagner

Jessica Torres

Kelly Lucey

Team Moore

Meagan Moore

Jenny McGowan

Suzie Kerr

Jessica Hoang

Jodie Lysyshyn

Tara Baker

Leslie Emmerson

Shawn Hlowatzki

Frances Beaumont

Mindy Maier

Liz Balicki

Genevieve Gauthier

Rachel Thibodeau

Angela Boudreau

Jany Mercier

Christelle Chammas

Megan Houston

Ulta Field



Team Feeney

[Megan Feeney](#)
[Brittany Bailey](#)
[Rebecca Eagleson](#)
[Kaitlin Jagodowski](#)
[Sebastian Bouchard](#)
[Heather Frazier](#)
[Karen Fitzsimmons](#)
[Laurie Kinner](#)
[Heather Rubin](#)

Team Wilson

[Jessica Wilson](#)
[Jessica Vangeison](#)
[Carrie Dervos](#)
[Laura Feliciano-Bernaert](#)
[Tamara Smith](#)
[Roger Rivera](#)
[Andrene Williams](#)
[Rich Russell](#)
[Tiffany Terrell](#)

Team Tudor

[Joanna Tudor](#)
[Courtney Collins](#)
[Bonnie Decker](#)
[Sarah Stancy](#)
[Leann Stuart](#)
[Jelena Smileski](#)
[Amal Zarifah](#)
[Jessica Nelson](#)
[Beth Grzeskowiak](#)

Team Eaker

[Alyson Eaker](#)
[Brooke Fisher Sander](#)
[Nicholas Zerebny](#)
[Sam Shuman](#)
[Michelle Zimkus](#)
[Vanessa Duello](#)
[Nicole Avrett](#)
[Ness Karali](#)

Team Stockton

[Lori Stockton](#)
[Georgia Haas](#)
[Jackie Grace](#)
[Alex Barraza](#)
[Andi Hernandez](#)
[Ginger Burgos](#)
[Elyse Luevano](#)
[Gina Vallejo](#)

New York Office



Leadership Team

Beth Guastella
Christie Cotsonas

Finance

Stefan Wagner
Caroline Krasnoff
Kevin Zou
Connor O'Rourke

Ecommerce—Retailer Online

Michelle Grundman
Morgan Goss
Ashley Murillo

Ecommerce—Clinique Online

David Trott
Gilliam Gimson
Megan Rock
Rebecca Schenof
Shannon Stumbaugh

Omni Commercial

Sandy Gattozzi

Accounts

Cathy McQueen
Ciara Rabbitt
Jennifer Miller
John Ferguson
Lindy Menefee
Nicole Martini
Tricia Sullivan

Planning

Alicia Cummins
Alyssa Chaikind
Adelyn Jeong
Andrea Provenzano
Andrea Simon
Ann Collins
Candice Anderle
Carol Thornton
Denise McMillan
Genny Hester
Heather Douglas
Lisa Botta
Rochelle Rosel
Susan Miroglio
Jigna Patel

Trade Marketing

Meghan Bydlon
Adrienne Kinor
Brenna Connolly
Elizabeth Benton
Kareen Jeanty
Maegan Masciale

New York Office, continued



Creative

[Katie Jansen](#)
[Hazel Godoy](#)
[Ella Graffin](#)
[Kyungjin Kil](#)
[Esther Ou Yang](#)
[Amy Hansen](#)
[Fidel Murillo](#)
[Monica Patel](#)
[Janhavi Purohit](#)
[Nellie Acosta](#)
[Victoria Brewer-Ritter](#)
[Elizabeth DeAmbrose](#)
[Philip Lee](#)
[Debora Barbiero](#)
[Zoë Rice](#)
[Nicole Rostoker](#)
[Sarsha Brown](#)
[James Kelly](#)
[Nicoleta Urquilla](#)
[Hanna Fraguada](#)
[Joseph Regina](#)

Visual Merchandising

[Alexia Sanchez](#)
[Cy Castillo](#)
[Landon Hafen](#)
[Leslie Jones](#)
[Preston Price](#)
[Thomas Yu](#)
[Vicki Wong](#)

Marketing

[Sameer Agarwal](#)

Consumer Engagement

[Maiah Martin](#)
[Cathy Chen](#)
[Citlalic Peralta Rodriguez](#)
[Kelsey Steck](#)
[Sarah Duda](#)

Operations

[Ginamarie Tolipani](#)
[Molly Gorczyca](#)

Product

[YJ Won](#)
[Alejandra Espinosa](#)
[Claire Strickland](#)
[Margaret Choo](#)
[Megan Gerard](#)
[Robia Ablak](#)

Promotional

[Caroline Maddock](#)
[Hannah Kneuer](#)

Education

[Nancy Gannon](#)
[Alicia Attig](#)
[Erica Lou](#)
[Jenny Uptain](#)
[Lesley Radens](#)
[Marisa Woodford](#)
[Shea Murray](#)

Canada Office



Leadership

Taposhi Gandhi

Account & Sales Planning

Rita Cassiani-Greco

JD Pluviose

Jennifer Durante

Kimberly McFarlane

Olivia Yu

Cosumer Engagement

Kelly Amsterdam

Sandra Nehme

Malrie Casey

Ecommerce

Jessica Foliot

Marketing

Berdie Lo

Amanda Guarnieri

Jenny Kwan

Jessica Arvanitopoulos



Robia Ablak

Associate, Product Marketing
Asheville, North Carolina

With Clinique since November 2018.

top ten talents:

- 1 **Positivity**
- 2 **Achiever**
- 3 **Empathy**
- 4 **Consistency**
- 5 **Woo**
- 6 **Harmony**
- 7 **Developer**
- 8 **Input**
- 9 **Communication**
- 10 **Discipline**

me at work:



What energizes me:

Finally completing a task when it was something that I was struggling on when I started it.



Accomplishment I'm proud of:

I was very proud to receive the Clinique Dramatically Different Award last year!



Go-to productivity trick:

Keep a to-do list, put it in order, and don't stop until the list is checked off!



People come to me for:

I'm good at making people feel good when they're feeling down!

me personally:



If I could have only three apps on my phone:

Safari, Instagram & Camera



Go-to karaoke song:

"Wrecking Ball" — Miley Cyrus



Top destination on my must-visit list:

Glacier National Park, Montana



Who I love to spend time with the most:

Too many to choose so I'll be generic: My family.





Nellie Acosta

Manager Production Design & QC
Long Island City, New York

With Clinique since November 2017.

Creative

top ten talents:

- 1 Discipline
- 2 Achiever
- 3 Relator
- 4 Responsibility
- 5 Maximizer
- 6 Self-Assurance
- 7 Consistency
- 8 Analytical
- 9 Positivity
- 10 Woo

me at work:



What energizes me:

Learning and checking things off my to-do List.



Accomplishment I'm proud of:

During Covid I was able to meet all my deadlines, by allowing the Print Vendors to send all color proofs to my home so I can approve them. That was an accomplishment.



Go-to productivity trick:

Being organized.



People come to me for:

InDesign and prepping a file for the printer.

me personally:



If I could have only three apps on my phone:

WhatsApp, IG & Bank App



Go-to karaoke song:

"I Will Survive"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family & close friends.





Linda Adams

Clinique Field Executive, Canada
Toronto, Ontario

With Clinique since July 2018.

Clinique Field Team
Team Pease

top ten talents:

- 1 Futuristic
- 2 Competition
- 3 Strategic
- 4 Significance
- 5 Restorative
- 6 Achiever
- 7 Intellection
- 8 Focus
- 9 Belief
- 10 Positivity

me at work:



What energizes me:

I love seeing people feel motivated and empowered—whether that be during sales meetings, events or when a client receives a makeover/skin consultation.



Accomplishment I'm proud of:

Receiving the COSA award as the field executive of the year!



Go-to productivity trick:

Making to-do lists at the beginning of each day to guide me and checking things off one-by-one!



People come to me for:

Planning and executing events, new ideas, team-building and anything that has to do with creativity (like creating content for social)!

me personally:



If I could have only three apps on my phone:

YouTube, Instagram & Mail



Go-to karaoke song:

I never do karaoke, so unfortunately I don't have one.



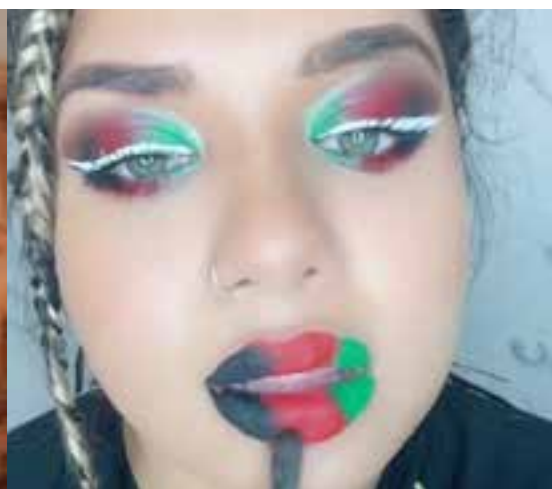
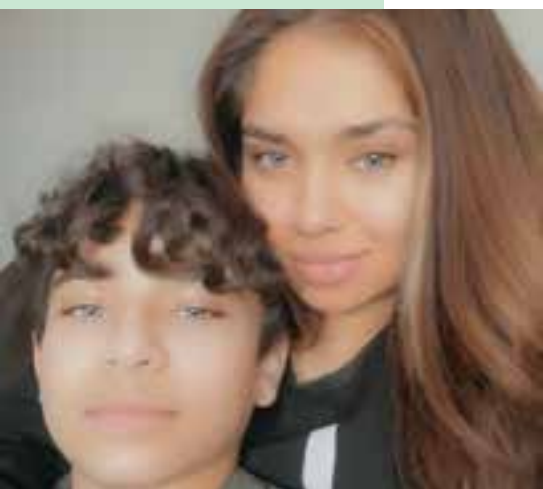
Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

I love spending time with my little brother,





Kewonia Alexander

Clinique Field Executive
Houston, Texas

With Clinique since August 2005.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Maximizer**
- 2 **Achiever**
- 3 **Learner**
- 4 **Arranger**
- 5 **Intellection**
- 6 **Input**
- 7 **Belief**
- 8 **Responsibility**
- 9 **Positivity**
- 10 **Relator**

me at work:



What energizes me:

The growth of my team. (coaching and mentoring) to have them live into their potential. Challenging myself to be better year after year.



Accomplishment I'm proud of:

I am very proud to have two Macy's Account Coordinators promoted to a Field Executive for SmashBox and another Estée Lauder Educator. Dillard's MEM promoted to Field Executive for ADF. Coaching and mentoring Advisory Level Consultant at Dillard's Galleria.



Go-to productivity trick:

Preplanning my week. Collaborating and partnering with talented colleagues/retail partners. Utilize nightly walks to think.



People come to me for:

I have a skill set for negotiations, building trusting relationships with teams and retail partners. Also, aligning teams to adapt to changing retail landscape.

me personally:



If I could have only three apps on my phone:

LinkedIn, Facebook & Apple Music



Go-to karaoke song:

"Just Fine"—Mary J. Blige



Top destination on my must-visit list:

South Africa



Who I love to spend time with the most:

My Family (Mom, Son, Daughter, Siblings, Nieces and Nephew).





Sameer Agarwal

VP of Omni Marketing
New York, New York

With Clinique since November 2019.

Marketing

top ten talents:

- 1 **Communication**
- 2 **Activator**
- 3 **Woo**
- 4 **Achiever**
- 5 **Arranger**
- 6 **Competition**
- 7 **Focus**
- 8 **Consistency**
- 9 **Relator**
- 10 **Learner**

me at work:



What energizes me:

Leading the team, advocating for the consumer, making the tough resources choices to drive growth.



Accomplishment I'm proud of:

Our FYEBICI campaign and helping the whole team return the brand to overall growth.



Go-to productivity trick:

Always have a clear to-do list. If I ever lost that list, I would be helpless.



People come to me for:

Stopping swirl and driving clear decision making (I think, but we may have check with my team to see if this is actually true. ;-))

me personally:



If I could have only three apps on my phone:

I hope there is never a moment where this actually happens, but if I have to choose: Nytimes.com, Fidelity & text messaging.



Go-to karaoke song:

"Sweet Child O' Mine" or "Distance by Cake" —Guns and Roses



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My wife and daughter.





Krystle Alfieri

ELCP Field Executive
San Antonio, Texas

With Clinique since April 2010.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Realtor**
- 2 **Focus**
- 3 **Significance**
- 4 **Activator**
- 5 **Belief**
- 6 **Achiever**
- 7 **Responsibility**
- 8 **Restorative**
- 9 **Futuristic**
- 10 **Command**

me at work:



What energizes me:

The people that work for us at counter and my colleagues.



Accomplishment I'm proud of:

Building trusting relationships. Learning new jobs. Hitting #120orbust!



Go-to productivity trick:

Hourly reads and aim the date (set the date before the month ends that you will make plan. Then execute!



People come to me for:

Run rates. Building trusting relationships.

me personally:



If I could have only three apps on my phone:

Deputy, Demo & Outlook



Go-to karaoke song:

"Girls Just Wanna Have Fun"



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Family.





Nicole Allen

ELCP Field Executive
Raleigh, North Carolina

With Clinique since July 2021.

ELCP Field Team
Team Perry



top ten talents:

- 1 **Belief**
- 2 **Responsibility**
- 3 **Connectedness**
- 4 **Relator**
- 5 **Communication**
- 6 **Developer**
- 7 **Activator**
- 8 **Individualization**
- 9 **Strategic**
- 10 **Positivity**

me at work:



What energizes me:

Connecting and creating a memorable moment or experience with my customers, i.e. my associates, retailers, ambassadors and fellow executives.



Accomplishment I'm proud of:

Consistently exceeding sales plan and out trending NOAM trend fiscal year to date.



Go-to productivity trick:

Know what you want to accomplish. Strategize the "how." Simplify and then prioritize.



People come to me for:

Event execution and how to WIN in Big Moments at multiple brands simultaneously.

me personally:



If I could have only three apps on my phone:

Work: Mobilize, Notes & OneDrive
Personal: Photos, Instagram & LinkedIn



Go-to karaoke song:

"Don't Stop Believin'" — Journey



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My family.





Brooke Alles

ELCP Field Director
Denver, Colorado

With Clinique since July 2004.

ELCP Field Team
Team Alles



top ten talents:

- 1 **Strategic**
- 2 **Individualization**
- 3 **Achiever**
- 4 **Ideation**
- 5 **Positivity**
- 6 **Command**
- 7 **Communication**
- 8 **Competition**
- 9 **Self-Assurance**
- 10 **Woo**

me at work:



What energizes me:

People! My cup is filled by developing and spending time with the talented people we get to work with.



Accomplishment I'm proud of:

My focus on ONE TEAM, along with my team and the shift it has made in store to drive strong sales.



Go-to productivity trick:

Transaction Focus—we will win when we coach to transactions.



People come to me for:

Analyzing reports to reverse engineer where we have opportunity to drive our growth.

me personally:



If I could have only three apps on my phone:

Instagram, Nordstrom & Weather



Go-to karaoke song:

"Bye Bye Bye"



Top destination on my must-visit list:

Fiji



Who I love to spend time with the most:

My family.





Kelly Amsterdam

Global Communications Director
Toronto, Canada

With Clinique since August 1997.

top ten talents:

- 1 **Learner**
- 2 **Intellection**
- 3 **Input**
- 4 **Relator**
- 5 **Responsibility**
- 6 **Achiever**
- 7 **Harmony**
- 8 **Focus**
- 9 **Positivity**
- 10 **Analytical**

me at work:



What energizes me:

Curiosity and the opportunity to examine new ideas, approaches, and insights. My colleagues.



Accomplishment I'm proud of:

After 25 years, perhaps the fact that I've been able to adapt to so many changes—some small, some enormous—to the business, media landscape, team structure, etc. and I'm still standing! LOL



Go-to productivity trick:

Old school writing out a to-do list and checking off those boxes keeps me honest and productive. Scheduling important learning and thinking time in my calendar.



People come to me for:

Things related to storytelling—media, social, influencers, writing, brand history and current events.

me personally:



If I could have only three apps on my phone:

My banking apps, Pinterest & Apple News



Go-to karaoke song:

Anything from the *Grease* soundtrack



Top destination on my must-visit list:

Italy hands down.



Who I love to spend time with the most:

No question, my son and husband.





Candice Anderle

Lead Planner Ulta
Oceanport, New Jersey

With Clinique since March 2016.

Omni Commercial,
Planning

top ten talents:

- 1 **Harmony**
- 2 **Context**
- 3 **Discipline**
- 4 **Includer**
- 5 **Restorative**
- 6 **Intellection**
- 7 **Positivity**
- 8 **Achiever**
- 9 **Consistency**
- 10 **Analytical**

me at work:



What energizes me:

The people I work with! Working in the Planning and Account Management side of the business requires close partnerships to achieve your shared goal. The comradery that comes with that makes work much more enjoyable.



Accomplishment I'm proud of:

I recently received a promotion.



Go-to productivity trick:

A clean inbox keeps me from feeling overwhelmed and listening to music helps me focus.



People come to me for:

Excel.

me personally:



If I could have only three apps on my phone:

News app, Kindle app & music app



Go-to karaoke song:

No karaoke for me.



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My husband, son, and dogs.





Julie Anderson

ELCP Field Executive
Nashville, Tennessee

With Clinique since July 2018.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 **Individulization**
- 2 **Achiever**
- 3 **Responsibility**
- 4 **Developer**
- 5 **Discipline**
- 6 **Relator**
- 7 **Empathy**
- 8 **Belief**
- 9 **Deliberative**
- 10 **Arranger**

me at work:



What energizes me:

Having impactful moments with my teams, then seeing the results of their actions. Also when my to-do list is down to 3 pages. And coffee.



Accomplishment I'm proud of:

Taking on the ELCP role and winning in it.



Go-to productivity trick:

IWY coaching (I do, We do, You do). And piece goals.



People come to me for:

Always having the information, or knowing where to find it.
Honest feedback.

me personally:



If I could have only three apps on my phone:

Maps, Amazon & Hulu



Go-to karaoke song:

Not happening.



Top destination on my must-visit list:

Alaska



Who I love to spend time with the most:

Hugh, Reece, Zeus & Milo.





Kimberly Anthony

ELCP Field Executive
Newport News, Virginia

With Clinique since 1996.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 Responsibility
- 2 Achiever
- 3 Relator
- 4 Strategic
- 5 Arranger
- 6 Learner
- 7 Individualization
- 8 Maximizer
- 9 Positivity
- 10 Futuristic

me at work:



What energizes me:

My Team—I am energized when my team is excited. I love coaching and developing them.



Accomplishment I'm proud of:

Having a Million Dollar counter in just 2 years went from \$475,000 to \$1M.



Go-to productivity trick:

Smiling and greeting every customer in the store asking them what they are looking for today.



People come to me for:

Relationship building.

me personally:



If I could have only three apps on my phone:

WhatsApp, Messenger & Yelp



Go-to karaoke song:

"Ironic"



Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

Family.





Abigail Arce-Aguilar

Clinique Field Executive
San Antonio, Texas

With Clinique since November 2015.

ELCP Field Team
Team Vork

top ten talents:

- 1 Responsibility
- 2 Self-Assurance
- 3 Includer
- 4 Significance
- 5 Arranger
- 6 Consistency
- 7 Relator
- 8 Belief
- 9 Woo
- 10 Achiever

me at work:



What energizes me:

My BAs and customers.



Accomplishment I'm proud of:

I feel most proud about planning and achieving our goals.



Go-to productivity trick:

DBR—show a product to every customer.



People come to me for:

HR issues for direct pay, event planning and executing events.

me personally:



If I could have only three apps on my phone:

NAXL, Facebook & Audible



Go-to karaoke song:

"Girls Just Want to Have Fun"



Top destination on my must-visit list:

Iceland



Who I love to spend time with the most:

My family.





Jennifer Arechiga

ELCP Field Executive
Eugene, Oregon

With Clinique since October 2019.

ELCP Field Team
Team Stephens

top ten talents:

- 1 **Activator**
- 2 **Strategic**
- 3 **Futuristic**
- 4 **Positivity**
- 5 **Relator**
- 6 **Ideation**
- 7 **Restorative**
- 8 **Empathy**
- 9 **Self-Assurance**
- 10 **Connectedness**

me at work:



What energizes me:

Watching a Consultant catch fire, seeing them grow into their confidence and implement their learnings.



Accomplishment I'm proud of:

Going to Stars to New York in 2019 as a Coordinator.



Go-to productivity trick:

Teaching Consultants to break down their goals into achievable amounts, SPH goal breakdown, using their own AUS, and turning it into clients needed to achieve the goal.



People come to me for:

Problem solving.

me personally:



If I could have only three apps on my phone:

Pinterest, Pandora & Facebook



Go-to karaoke song:

"If I Could Turn Back Time" — Cher



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My granddaughters.





Anamarie Armijo

ELCP Field Executive
Tucson, Arizona

With Clinique since October 2019.

ELCP Field Team
Team Stephens

top ten talents:

- 1 **Analytical**
- 2 **Input**
- 3 **Learner**
- 4 **Deliberative**
- 5 **Intellection**
- 6 **Harmony**
- 7 **Context**
- 8 **Achiever**
- 9 **Responsibility**
- 10 **Relator**

me at work:



What energizes me:

When our teams/Consultants unlock their potential because of something I've helped them with/taught them.



Accomplishment I'm proud of:

I'm proud of the relationships I've cultivated throughout my entire cosmetics career and to see them come to full fruition in this current role.



Go-to productivity trick:

I like to make priority lists for personal and professional to-dos. When I hand-write them I feel like I own them and it makes me excited to complete.



People come to me for:

I am known as someone who is good at helping others resolve interpersonal conflict in both my personal and professional life. I am known as someone who shares human perspective with a thoughtful balanced and genuine care.

me personally:



If I could have only three apps on my phone:

iMessage, photos & Apple News



Go-to karaoke song:

"Don't Start Now" — Dua Lipa



Top destination on my must-visit list:

Frida Kahlo's home, La Casa Azul, in Mexico City



Who I love to spend time with the most:

My daughter, Penelope!





Lindsey Arnold

ELCP Field Executive
Lexington, Kentucky

With Clinique since June 2003.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Discipline
- 2 Positivity
- 3 Individualization
- 4 Responsibility
- 5 Communication
- 6 Futuristic
- 7 Relator
- 8 Strategic
- 9 Woo
- 10 Activator

me at work:



What energizes me:

I love bringing the fun and energy and making things fun!



Accomplishment I'm proud of:

I am so proud of being picked as a mentor for the last 2 years!
I am also so proud to have just celebrated 15 years as an ELC executive!



Go-to productivity trick:

I am a list maker! It makes me feel so productive to be able to check things as complete!



People come to me for:

Eventing, adding special touches and advice. I like to keep things real. :)

me personally:



If I could have only three apps on my phone:

Chick-fil-a, camera app & some kind of search engine so I can ask questions



Go-to karaoke song:

Any 2000's rap — college years :)



Top destination on my must-visit list:

St. Thomas



Who I love to spend time with the most:

Jayson, Emery and Remington.





Jessica Arvanitopoulos

Marketing Manager
Toronto, Ontario

With Clinique since August 2017.

Canada Marketing

top ten talents:

- 1 Achiever
- 2 Belief
- 3 Input
- 4 Responsibility
- 5 Woo
- 6 Communication
- 7 Self-Assurance
- 8 Positivity
- 9 Futuristic
- 10 Strategic

me at work:



What energizes me:

New launches and working as a team to make them come alive in store and online.



Accomplishment I'm proud of:

Winning Q1 DDCL Award.



Go-to productivity trick:

Having a project tracker and color coding my weekly calendar in outlook and blocking off time to work on projects.



People come to me for:

Negotiations with retailers and creative ideas for new launches.

me personally:



If I could have only three apps on my phone:

Sweat App, My fitness pal & Spotify



Go-to karaoke song:

"Material Girl" — Madonna



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My 3 year old son and husband.





Alicia Attig

Director of Education and Field Development
Eagle Grove, Iowa

With Clinique since April 2000.

Education

top ten talents:

- 1 **Maximizer**
- 2 **Learner**
- 3 **Futuristic**
- 4 **Individualization**
- 5 **Ideation**
- 6 **Self-Assurance**
- 7 **Responsibility**
- 8 **Strategic**
- 9 **Relator**
- 10 **Achiever**

me at work:



What energizes me:

Ideation and thinking about the future.



Accomplishment I'm proud of:

Collaboration with Global Education.



Go-to productivity trick:

Shut notifications off and schedule time during the day to check in on notifications.



People come to me for:

Brainstorming execution ideas.

me personally:



If I could have only three apps on my phone:

Maps, Instagram & Venmo



Go-to karaoke song:

I don't karaoke. However, enjoy listening and watching karaoke.



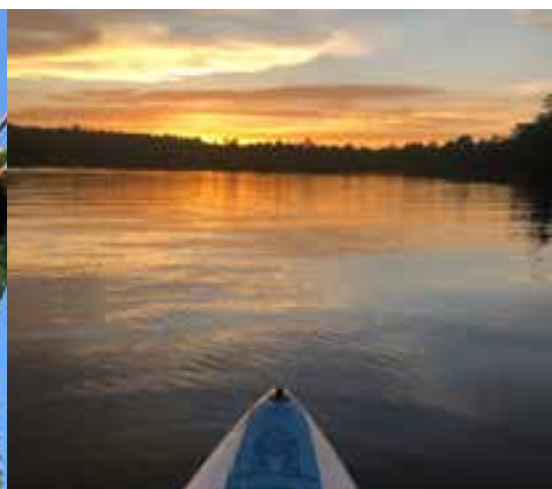
Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My four sisters.





Helen Atwell

Field Executive Education Manager
New Hudson, Michigan

With Clinique since August 1994.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Achiever**
- 2 **Strategic**
- 3 **Arranger**
- 4 **Futuristic**
- 5 **Learner**
- 6 **Maximizer**
- 7 **Connectedness**
- 8 **Individualization**
- 9 **Responsibility**
- 10 **Developer**

me at work:



What energizes me:

Helping others to see the big picture of our brand and how to move to action accordingly and efficiently to achieve the goals that align with that purpose. Seeing the immediate pay off and scalability of the actions implemented, together with my partners deliver results. I absolutely love what I do!



Accomplishment I'm proud of:

Starting as a Consultant and having the privilege of leading from many chairs since. One of my proudest moments was being promoted to a Director of Education for the Midwest and now holding the role of a FEEM.



Go-to productivity trick:

Make it easy! Having the goal in mind, always asking myself how to keep the behavior expectations simple that will deliver on the goal. Show appreciation for others as often as possible.



People come to me for:

I give great advice. I pride myself on taking a situation or expectation that at first glance can be very complex and then help to craft a plan of action that helps make the end goal attainable.

me personally:



If I could have only three apps on my phone:

Facebook, TikTok and Photos



Go-To Karaoke Song:

"When Will I Be Loved" —Linda Rondstadt



Top destination on my must-visit list:

Greece!



Who I love to spend time with the most:

My family, friends and colleagues.





Lindsay Aurelio

Clinique Field Executive
Orange County, California

With Clinique since June 2018.

Clinique Field Team
Team Green

top ten talents:

- 1 **Woo**
- 2 **Includer**
- 3 **Maximizer**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Communication**
- 7 **Ideation**
- 8 **Activator**
- 9 **Arranger**
- 10 **Developer**

me at work:



What energizes me:

Troubleshooting problems at my counter, making the day fun for my teams!



Accomplishment I'm proud of:

I hit over 120% to plan, to receive the extra \$10k bonus last quarter.



Go-to productivity trick:

Picking a product to focus on for the day, running a contest to see who can sell the most. Figuring out "who can we reach today?" in other departments.



People come to me for:

I'm very good at negotiating towers and extra space for big launches and GWPs.

me personally:



If I could have only three apps on my phone:

Chrome, Instagram & Virgin Pulse



Go-to karaoke song:

"Hey Mickey" (I CANNOT sing)



Top destination on my must-visit list:

Greece (but first, south Florida with my family)



Who I love to spend time with the most:

My husband and my two sons, Jett and Jace.





Nicole Avrett

Clinique Field Executive, Ulta
Denver, Colorado

With Clinique since February 2021.

Ulta Field Team
Team Eaker

top ten talents:

- 1 Empathy
- 2 Context
- 3 Achiever
- 4 Consistency
- 5 Harmony
- 6 Significance
- 7 Communication
- 8 Arranger
- 9 Adaptability
- 10 Relator

me at work:



What energizes me:

Seeing positive results through training and practice.



Accomplishment I'm proud of:

Stepping out of the box with vulnerability and trying something new.



Go-to productivity trick:

Asking for comments and following up.



People come to me for:

Relationship building.

me personally:



If I could have only three apps on my phone:

Apple Fitness, Spotify & Instagram



Go-to karaoke song:

"Islands in the Stream"—Dolly Parton & Kenny Rogers



Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

Family.





Brittany Bailey

Clinique Field Executive, Ulta
New York, New York

With Clinique since March 2008.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Consistency**
- 2 **Positivity**
- 3 **Discipline**
- 4 **Maximizer**
- 5 **Responsibility**
- 6 **Includer**
- 7 **Self-Assurance**
- 8 **Communication**
- 9 **Empathy**
- 10 **Focus**

me at work:



What energizes me:

The people around me, I am so lucky to be surrounded by such amazing Consultants, store teams and the best colleagues and mentors.



Accomplishment I'm proud of:

My biggest work accomplishment is moving from Saskatchewan, Canada to New York City and being able to continue my career with the Estée Lauder Companies working for Clinique.



Go-to productivity trick:

Make a to-do checklist, give myself a time frame and treat myself once I have completed it.



People come to me for:

I love to share my ideas on how I'm successfully driving my business with tools, trainings and coaching.

me personally:



If I could have only three apps on my phone:

FaceTime, TikTok & YouTube



Go-to karaoke song:

"Juicy" — The Notorious B.I.G.



Top destination on my must-visit list:

Paris



Who I love to spend time with the most:

My husband & family.





Laurie Bailey

ELCP Field Executive
Dayton, Ohio

With Clinique since April 2018.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Individualization
- 2 Competition
- 3 Strategic
- 4 Arranger
- 5 Woo
- 6 Includer
- 7 Activator
- 8 Maximizer
- 9 Communication
- 10 Achiever

me at work:



What energizes me:

Teaching others and seeing them inspired and motivated to action by what they have learned.



Accomplishment I'm proud of:

I helped streamline tools for ELCP to help make our time more productive.



Go-to productivity trick:

I save PDFs to iBooks to reference quickly.



People come to me for:

Negotiating space for visual.

me personally:



If I could have only three apps on my phone:

Facebook, Instagram & NALX.



Go-to karaoke song:

"Bennie and the Jets"



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My family.





Tara Baker

ELCP Field Executive, Canada
Smithville, Ontario

With Clinique since November 2007.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Adaptability**
- 2 **Empathy**
- 3 **Relator**
- 4 **Consistency**
- 5 **Harmony**
- 6 **Developer**
- 7 **Intellection**
- 8 **Connectedness**
- 9 **Positivity**
- 10 **Restorative**

me at work:



What energizes me:

Working with my colleagues, sharing ideas and collaborating.



Accomplishment I'm proud of:

Field Executive of the Year.



Go-to productivity trick:

Checklists, always keeping track of what I need to get done and prioritizing what I need to do by importance.



People come to me for:

Data Warehouse.

me personally:



If I could have only three apps on my phone:

iTunes, Google Maps & Banking



Go-to karaoke song:

"Living on a Prayer"



Top destination on my must-visit list:

Scotland



Who I love to spend time with the most:

My husband.





Elizabeth Balicki

ELCP Field Executive, Education
Ottawa, Ontario

With Clinique since December 2021.

ELCP Field Team
Team Moore



top ten talents:

- 1 **Relator**
- 2 **Positivity**
- 3 **Self-Assurance**
- 4 **Focus**
- 5 **Maximizer**
- 6 **Adaptability**
- 7 **Empathy**
- 8 **Achiever**
- 9 **Intellection**
- 10

me at work:



What energizes me:

The ability to resolve an issue. Ability to help someone learn and grow.



Accomplishment I'm proud of:

Knowing the strength and support that my team has for me and our goals.



Go-to productivity trick:

Reminders app on cellphone and keeping my schedule very detailed to stay on track.



People come to me for:

My understanding of the HBC system.

me personally:



If I could have only three apps on my phone:

Reminders, Instagram & iMessage



Go-to karaoke song:

"Bohemian Rhapsody"



Top destination on my must-visit list:

Santorini, Greece



Who I love to spend time with the most:

My doggy.





Taylor Baltimore

ELCP Field Executive
Richmond, Virginia

With Clinique since September 2008.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 Context
- 2 Learner
- 3 Connectedness
- 4 Maximizer
- 5 Ideation
- 6 Input
- 7 Responsibility
- 8 Arranger
- 9 Futuristic
- 10 Positivity

me at work:



What energizes me:

Spending time strategizing & developing my teams gets me the most energetic at work!



Accomplishment I'm proud of:

Being selected as an ELCP Mentor for the last two years.



Go-to productivity trick:

Go take a walk! Even if it's around the mall. Movement gets my brain going!



People come to me for:

I'm creative and people like to come to me to brainstorm.

me personally:



If I could have only three apps on my phone:

Instagram, Outlook & Grubhub



Go-to karaoke song:

"The Winner Takes It All" —ABBA



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My friends, family and of course my pug!





Matthew Barber

ELCP Field Executive
Huntsville, Alabama

With Clinique since May 2018.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 Input
- 2 Responsibility
- 3 Achiever
- 4 Harmony
- 5 Learner
- 6 Includer
- 7 Positivity
- 8 Intellection
- 9 Woo
- 10 Communication

me at work:



What energizes me:

Strategizing ways to help our sales associates on the floor convey messages/services in today's ever evolving landscape while keeping the consumer experience at the forefront of all thoughts.



Accomplishment I'm proud of:

Launching our updated Smart Serum formula and running up 160% in said product FYTD.



Go-to productivity trick:

Always sell the JUMBO sizes in those HERO products. It's a value to the client.



People come to me for:

Brand/product education and training.

me personally:



If I could have only three apps on my phone:

Facebook, Word Crossey & Spotify



Go-to karaoke song:

I don't sing in public for the comfort of others.



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My cats.





Debora Barbiero

Creative Operations Manager
Hoboken, New Jersey

With Clinique since April 2021.

Creative

top ten talents:

- 1 **Strategic**
- 2 **Positivity**
- 3 **Adaptability**
- 4 **Achiever**
- 5 **Woo**
- 6 **Communication**
- 7 **Includer**
- 8 **Developer**
- 9 **Empathy**
- 10 **Futuristic**

me at work:



What energizes me:

Getting positive feedback on something I've worked hard on or learning a process or platform I've enforced is helping a team member do something more efficiently.



Accomplishment I'm proud of:

Taking on a new workstream that was super unfamiliar to me and being able to manage all aspects of it within my title and becoming the point person for any questions.



Go-to productivity trick:

Creating a list and prioritizing from there, I also usually try to get easy little tasks out of the way first, so I can give full attention to larger needs. If I'm feeling stagnant, a walk or stepping away from my laptop always helps.



People come to me for:

Excel or anything Microsoft suite related as well as formatting/ being able to re-work information to be more clear + digestible.

me personally:



If I could have only three apps on my phone:

TikTok, Instagram & Seamless



Go-to karaoke song:

"Sugar, We're Going Down" — Fall Out Boy



Top destination on my must-visit list:

Barcelona



Who I love to spend time with the most:

Family and Friends.





Alex Barraza

Clinique Field Executive, Ulta
San Antonio, Texas

With Clinique since 2016.

Ulta Field Team
Team Stockton

top ten talents:

- 1 **Learner**
- 2 **Achiever**
- 3 **Maximizer**
- 4 **Input**
- 5 **Relator**
- 6 **Individualization**
- 7 **Intellection**
- 8 **Discipline**
- 9 **Responsibility**
- 10 **Significance**

me at work:



What energizes me:

What energizes me at work is seeing my Consultants excel in their roles; in sales, education, & collaboration!



Accomplishment I'm proud of:

I am proud to have finished my first half of the year with ELC/ Clinique at 127% to goal!



Go-to productivity trick:

My go-to productivity trick is being rigorous with time management. Setting timers to complete tasks and keep focused has helped me immensely in being productive.



People come to me for:

Something my team members come to me for is operational or planogram related questions with our boutiques & gondolas.

me personally:



If I could have only three apps on my phone:

Bible App, Instagram & WhatsApp



Go-to karaoke song:

"Sweet Caroline" — Neil Diamond



Top destination on my must-visit list:

Spain



Who I love to spend time with the most:

Family and friends.





Stacy Bartok

ELCP Field Executive
Columbus, Ohio

With Clinique since March 2004.

ELCP Field Team
Team Fagel

top ten talents:

- 1 **Positivity**
- 2 **Activator**
- 3 **Arranger**
- 4 **Connectedness**
- 5 **Achiever**
- 6 **Includer**
- 7 **Context**
- 8 **Woo**
- 9 **Developer**
- 10 **Input**

me at work:



What energizes me:

Team aligning on the mission statement.



Accomplishment I'm proud of:

Achieve ELC event success that Clinique, EL, Bobbi Brown and Origins achieved plan. ELCompanies #1 volume that day at Macy's.



Go-to productivity trick:

Align the cosmetic community to believe in the mission to achieve the gap goal by morning rally with their values and skills shared.



People come to me for:

Align mission.

me personally:



If I could have only three apps on my phone:

Mobilize, workchat & my demo



Go-to karaoke song:

"The Love Shack" — B-52's



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My kids and their family (grandchildren).





Hannah Batts

ELCP Field Executive
Little Rock, Arkansas

With Clinique since October 2013.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Strategic**
- 2 **Individualization**
- 3 **Futuristic**
- 4 **Focus**
- 5 **Achiever**
- 6 **Self-Assurance**
- 7 **Analytical**
- 8 **Developer**
- 9 **Positivity**
- 10 **Discipline**

me at work:



What energizes me:

Developing talent with my team!



Accomplishment I'm proud of:

I was on the Mentor Council for 2021 and was the Military Team Mentor for AC.



Go-to productivity trick:

Breaking down our daily goal by hour and by client—now Let's go get 'em!



People come to me for:

Great with direct pay employees and ELC systems navigation.

me personally:



If I could have only three apps on my phone:

Spotify, Audible & Waze



Go-to karaoke song:

"Man, I Feel Like a Woman" — Shania Twain



Top destination on my must-visit list:

Indonesia



Who I love to spend time with the most:

My two corgis!





Jennifer Beasley

ELCP Field Executive
Houston, Texas

With Clinique since September 2009.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Context**
- 2 **Positivity**
- 3 **Connectedness**
- 4 **Achiever**
- 5 **Developer**
- 6 **Realtor**
- 7 **Input**
- 8 **Significance**
- 9 **Consistency**
- 10 **Learner**

me at work:



What energizes me:

My colleagues and my teams energize me.



Accomplishment I'm proud of:

Being a part of the first ELCP Mentor Team.



Go-to productivity trick:

Using the games in the Activation cards with my teams & power hours.



People come to me for:

Advice, ideas & encouragement.

me personally:



If I could have only three apps on my phone:

Maps, Calculator & Amazon



Go-to karaoke song:

No karaoke for me.



Top destination on my must-visit list:

Europe



Who I love to spend time with the most:

My husband.





Frances Beaumont

ELCP Field Executive, Canada
Courtice, Ontario

With Clinique since August 2019.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Relator**
- 2 **Maximizer**
- 3 **Responsibility**
- 4 **Individualization**
- 5 **Strategic**
- 6 **Positivity**
- 7 **Input**
- 8 **Learner**
- 9 **Communication**
- 10 **Intellection**

me at work:



What energizes me:

Collaboration with retailers on ideas to drive sales and increase productivity and bringing creative ideas to life.



Accomplishment I'm proud of:

Collaboration with co-worker hosting how to host a virtual masterclass for Shoppers Drug Mart. Approximately 100 Cosmetic Managers attended.



Go-to productivity trick:

Excitement breeds excitement. Creating an energy around the event so that people walking by want to be a part of it.



People come to me for:

Collaboration.

me personally:



If I could have only three apps on my phone:

Like to Know, Covet, Orangetheory



Go-to karaoke song:

"Tainted Love"



Top destination on my must-visit list:

Egypt



Who I love to spend time with the most:

My sister.





Brianne Beber

ELCP Field Executive
Syracuse, New York

With Clinique since October 2012.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Learner**
- 2 **Achiever**
- 3 **Individualization**
- 4 **Relator**
- 5 **Responsibility**
- 6 **Focus**
- 7 **Strategic**
- 8 **Analytical**
- 9 **Competition**
- 10 **Self-Assurance**

me at work:



What energizes me:

Seeing others be successful—colleagues, Consultants, managers. Stepping outside of my comfort zone and learning new ways of working.



Accomplishment I'm proud of:

Clinique Field Executive of the Year 2016. #1 Performance for Super Territory 2017. Awarded Clinique Difference Maker award 2020 for Flawless Execution of Big Moments.



Go-to productivity trick:

Positivity breeds productivity! I find ways to inspire others to help motivate—write a card to congratulate a top performer, celebrate another Executive's success, join a session to learn new concepts and then teach what I learn to others.



People come to me for:

Building relationships with retail partners, negotiating with data, taking an individualized approach to develop CMs and Consultants and find solutions to help with event execution.

me personally:



If I could have only three apps on my phone:

Pinterest, Pandora & Facebook



Go-to karaoke song:

"Don't Stop Believin'" —Journey



Top destination on my must-visit list:

Orlando, Florida



Who I love to spend time with the most:

My children and husband.





Ruben Belandria

Clinique Field Executive
Maryland, Virginia

With Clinique since 2014.

Clinique Field Team
Team Miller

top ten talents:

- 1 Consistency
- 2 Discipline
- 3 Harmony
- 4 Responsibility
- 5 Focus
- 6 Developer
- 7 Empathy
- 8 Achiever
- 9 Maximizer
- 10 Connectedness

me at work:



What energizes me:

Positive vibes.



Accomplishment I'm proud of:

Becoming a Field Executive, being selected for Stars to New York.



Go-to productivity trick:

Do everything with passion.



People come to me for:

Social media, organization skills.

me personally:



If I could have only three apps on my phone:

Weather, my bank & Google



Go-to karaoke song:

"Holiday"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family and friends.





Sandra Beltran

Clinique Field Executive
La Habra, California

With Clinique since August 2004.

Clinique Field Team
Team Green

top ten talents:

- 1 **Communication**
- 2 **Woo**
- 3 **Responsibility**
- 4 **Positivity**
- 5 **Harmony**
- 6 **Achiever**
- 7 **Learner**
- 8 **Discipline**
- 9 **Arranger**
- 10 **Belief**

me at work:



What energizes me:

Good attitude. Everyday is a new day to have a great day.



Accomplishment I'm proud of:

Being selected as a Field Mentor for 2022.



Go-to productivity trick:

Having a good car playlist to have between store visits or the ride home.



People come to me for:

De-escalating a problem and finding a solution.

me personally:



If I could have only three apps on my phone:

Email, Instagram and Google



Go-to karaoke song:

"No Scrubs" — TLC



Top destination on my must-visit list:

Mykonos, Greece



Who I love to spend time with the most:

My family.





Elizabeth Benton

Associate, Trade Marketing
New York, New York

With Clinique since February 2022.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 Consistency
- 2 Harmony
- 3 Developer
- 4 Empathy
- 5 Relator
- 6 Discipline
- 7 Individualization
- 8 Futuristic
- 9 Belief
- 10 Responsibility

me at work:



What energizes me:

Feeling a sense of accomplishment, checking off projects on my to-do list.



Accomplishment I'm proud of:

Being newer in my current role, I am proud of being able to quickly adapt and learn about the brand, the business, and the ins and outs of merchandising.



Go-to productivity trick:

Blocking off my calendar to work on specific tasks.



People come to me for:

Organization. I am good at keeping meeting notes and having a record of things that were discussed, having a record of projects, pulling up old files or emails, etc.

me personally:



If I could have only three apps on my phone:

Messages, Safari & Instagram



Go-to karaoke song:

"Unwritten" — Natasha Beddingfield



Top destination on my must-visit list:

Positano, Italy



Who I love to spend time with the most:

My friends and family.





Steven Bernard

Clinique Field Executive
Washington, DC

With Clinique since July 1988.

Clinique Field Team
Team Miller

top ten talents:

- 1 Discipline
- 2 Context
- 3 Individualization
- 4 Achiever
- 5 Learner
- 6 Responsibility
- 7 Relator
- 8 Significance
- 9 Focus
- 10 Consistency

me at work:



What energizes me:

Crossing off my to-do list items to get things done. Also, teaching someone how to do something more effectively.



Accomplishment I'm proud of:

Co-creating the GWP Digital Presell Party concept for Clinique.



Go-to productivity trick:

People work harder when they feel appreciated so everyday I do one thing to acknowledge someone for something they have done well recently and how much I appreciate them and their time and hard work.



People come to me for:

Organization. Whether it is organizing a presentation or managing time in my day, I love making an organized plan to accomplish as much as I can in a day.

me personally:



If I could have only three apps on my phone:

Texting, Amazon and Spotify



Go-to karaoke song:

If I could sing (which I cannot!) it would be "Don't Stop Believin'" —Journey



Top destination on my must-visit list:

Africa (for a safari)



Who I love to spend time with the most:

My husband and best friend, Clayton Collier.





April Black

ELCP Field Executive
Mount Holly, North Carolina

With Clinique since April 2002.

ELCP Field Team
Team Perry

top ten talents:

- 1 Individualization
- 2 Learner
- 3 Analytical
- 4 Strategic
- 5 Responsibility
- 6 Achiever
- 7 Discipline
- 8 Maximizer
- 9 Arranger
- 10 Input

me at work:



What energizes me:

Bringing the vision of ELC to life & helping others achieve their goals and ambitions.



Accomplishment I'm proud of:

Growing ELCP business by 14 points to LY and 6 points to PL FYTD between July 21 — January 22.



Go-to productivity trick:

Use outlook to create appointments and reminders for when tasks need to be completed. Being realistic about the time I have available and the time I have to complete a task.



People come to me for:

Retailer partnerships, execution of marketing calendar, planning for successful negotiations.

me personally:



If I could have only three apps on my phone:

Mobilize, NALX & Cisco



Go-to karaoke song:

I happily and cheerfully support all my karaoke friends—away from the mic.



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My family, especially my nieces & nephew.





Janice Black

Clinique Field Executive, Canada
Courtice, Ontario

With Clinique since October 1998.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Activator**
- 2 **Arranger**
- 3 **Responsibility**
- 4 **Significance**
- 5 **Achiever**
- 6 **Competition**
- 7 **Futuristic**
- 8 **Communication**
- 9 **Ideation**
- 10 **Maximizer**

me at work:



What energizes me:

Sharing ideas and actioning them to create programs, events or problem solving. I love learning and teaching new skills.



Accomplishment I'm proud of:

Virtual Selling! The past two years have pushed me to really learn to not only sell virtually but teach and meet with others. I have learned so many new ways to sell products and teach them to others.



Go-to productivity trick:

Always know how many clients you need to see each day. Recruit others to refer clients to counter so you are always connecting with new people and building relationships.



People come to me for:

Negotiations, problem solving.

me personally:



If I could have only three apps on my phone:

Notebook, Instagram & Spotify



Go-to karaoke song:

"Sweet Caroline"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My son and puppy.





Lisa Botta

Planner
Ramsey, New Jersey

With Clinique since February 1990.

Omni Commercial,
Planning

top ten talents:

- 1 **Includer**
- 2 **Achiever**
- 3 **Relator**
- 4 **Responsibility**
- 5 **Individualization**
- 6 **Communication**
- 7 **Maximizer**
- 8 **Arranger**
- 9 **Discipline**
- 10 **Self-Assurance**

me at work:



What energizes me:

Having a challenging project that requires the Planning Team to work together and share ideas. Also, I always feel energized following our Sales Meetings.



Accomplishment I'm proud of:

I am proud that I had the opportunity to work on both International and NA Sales Meetings. They were incredible events that required intense planning and execution.



Go-to productivity trick:

Luncheon walks.



People come to me for:

Excel and retrieving past information to help others.

me personally:



If I could have only three apps on my phone:

Instagram, Virgin Pulse & Spotify



Go-to karaoke song:

"Rolling in the Deep"—Adele



Top destination on my must-visit list:

Sicily



Who I love to spend time with the most:

Nicolas, Daniel, Tyler and Chris—my 3 sons and my husband.





Sebastian Bouchard

Clinique Field Executive, Ulta
Rochester, New York

With Clinique since March 2010.

Ulta Field Team
Team Feeney

top ten talents:

- 1 Futuristic
- 2 Learner
- 3 Achiever
- 4 Focus
- 5 Analytical
- 6 Competition
- 7 Individualization
- 8 Arranger
- 9 Discipline
- 10 Belief

me at work:



What energizes me:

Having that magic moment with Consultants when they achieve amazing results from consistent behaviors.



Accomplishment I'm proud of:

Clinique Stars to New York and later joining the amazing Clinique Ulta Team.



Go-to productivity trick:

Regularly analyze your business and your people. Prioritize what will move the mark and flex when needed.



People come to me for:

Problem solving and anything tech related.

me personally:



If I could have only three apps on my phone:

Instagram, Twitter & Podcasts



Go-to karaoke song:

Anything Cyndi Lauper



Top destination on my must-visit list:

Iceland



Who I love to spend time with the most:

My friends and family.





Angela Boudreau

ELCP Field Executive, Canada
Fredericton, New Brunswick

With Clinique since September 2021.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Developer**
- 2 **Restorative**
- 3 **Discipline**
- 4 **Communication**
- 5 **Relator**
- 6 **Includer**
- 7 **Achiever**
- 8 **Consistency**
- 9 **Positivity**
- 10 **Learner**

me at work:



What energizes me:

I am energized by positivity and when I achieve my goals.



Accomplishment I'm proud of:

I am a new FE therefore have not accomplished many of my goals for ELCP, however my past career becoming the #1 cosmetic department in Atlantic and Beauty Boutique Manager of the Year.



Go-to productivity trick:

I always write a list of my goals each day/week to make myself accountable.



People come to me for:

Problem solving and selling skills.

me personally:



If I could have only three apps on my phone:

Instagram, Clinique eLearning & banking app



Go-to karaoke song:

Never done karaoke.



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My two girls.





Stephanie Boyle

ELCP Field Executive
Indianapolis, Indiana

With Clinique since May 2018.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Restorative
- 2 Achiever
- 3 Learner
- 4 Analytical
- 5 Individualization
- 6 Responsibility
- 7 Significance
- 8 Focus
- 9 Competition
- 10 Developer

me at work:



What energizes me:

Celebrating success with my teams and peers!



Accomplishment I'm proud of:

Finishing the first half of FY22 110% to sales plan as a new ELCP FE.



Go-to productivity trick:

When I want to be productive I will turn over my work phone and silence my email to stay focused and on task.



People come to me for:

Problem solving!

me personally:



If I could have only three apps on my phone:

iMessage, Phone & Maps



Go-to karaoke song:

"Sweet Caroline"



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My fiancé, 2 daughters and 2 dogs.





Victoria Brewer-Ritter

Senior Production Designer
Brooklyn, NY

With Clinique since July 2021.

Creative

top ten talents:

- 1 Ideation
- 2 Adaptability
- 3 Intellection
- 4 Input
- 5 Deliberative
- 6 Analytical
- 7 Responsibility
- 8 Positivity
- 9 Achiever
- 10 Developer

me at work:



What energizes me:

I get the most energy at work when working with positive and helpful coworkers.



Accomplishment I'm proud of:

I was promoted to a Senior Production Designer after a few months of learning the production process.



Go-to productivity trick:

Listening to music while working helps with my productivity.



People come to me for:

People might come to me to help with composing a well worded email or to give input on a design choice.

me personally:



If I could have only three apps on my phone:

Instagram, Twitter & Spotify



Go-to karaoke song:

Backstreet Boys



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My friends.





Sarsha Brown

Production Designer
Queens, New York

With Clinique since February 2022.

Creative

top ten talents:

Coming Soon.

me at work:



What energizes me:

As a creative, work environment and energy is super important to me. I love that our Clinique team is so welcoming, easy going and acknowledges that we are still human.



Accomplishment I'm proud of:

In my short time here at Clinique I feel that I've adapted quickly to the way we work. It's something that I will continue to pay close attention to ensure that I pull my weight as a team member.



Go-to productivity trick:

I just need to be in my zone. A clear workspace with some background noise and I'm good to go.



People come to me for:

I'm good at organizing and breaking things down to make them easier to digest and understand.

me personally:



If I could have only three apps on my phone:

Instagram, TikTok & WhatsApp



Go-to karaoke song:

"I Want it That Way" — Backstreet Boys



Top destination on my must-visit list:

The World



Who I love to spend time with the most:

My friends and family.





Ginger Burgos

Clinique Field Executive, Ulta
Hanford, California

With Clinique since 2008.

Ulta Field Team
Team Stockton

top ten talents:

- 1 Strategic
- 2 Arranger
- 3 Input
- 4 Positivity
- 5 Achiever
- 6 Learner
- 7 Maximizer
- 8 Individualization
- 9 Connectedness
- 10 Relator

me at work:



What energizes me:

I love working with my teams and developing our Consultants to their full potential. I love helping others accomplish their goals.



Accomplishment I'm proud of:

I am very proud to lead a diverse team in my market. It is important to me that everyone is included and that we create a winning culture together.



Go-to productivity trick:

I love using Mobilize to inspire the team on how we can increase productivity on our Clinique Heroes.



People come to me for:

Something that I am good at that others come to me for is negotiating.

me personally:



If I could have only three apps on my phone:

Instagram, Amazon & Starbucks



Go-to karaoke song:

"Friends in Low Places" — Garth Brooks



Top destination on my must-visit list:

I would love to visit Paris one day.



Who I love to spend time with the most:

My family, friends and my fur babies. I love spending time with my work family as well.





Dina Butcher

ELCP Field Executive
Kansas City

With Clinique since February 2007.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Achiever**
- 2 **Relator**
- 3 **Strategic**
- 4 **Arranger**
- 5 **Responsibility**
- 6 **Learner**
- 7 **Individualization**
- 8 **Maximizer**
- 9 **Positivity**
- 10 **Futuristic**

me at work:



What energizes me:

I love to see people succeed. Watching someone achieve and realize their potential is what motivates me each and everyday in my Field Executive role.



Accomplishment I'm proud of:

I am proud to say that I have helped more than 5 beauty advisors advance into an executive role. Furthermore, I have seen so many beauty advisors new to the world of cosmetics excel into leadership roles within the brand or retailer.



Go-to productivity trick:

Break down the goals into bite sized and achievable conversations. Meet the advisor where she is at within her talent and tap into that as an internal power source.



People come to me for:

I feel that problem solving and time management are in my wheel of strength. I love to give advice but sometimes the best advice is done through listening. Being a good listener is key to building a relationship.

me personally:



If I could have only three apps on my phone:

Facebook, camera/pictures & Netflix



Go-to karaoke song:

"I Will Survive"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family.





Meghan Bydlon

ED, Trade Marketing
Richmond, Virginia

With Clinique since April 2013.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 Achiever
- 2 Arranger
- 3 Input
- 4 Strategic
- 5 Maximizer
- 6 Significance
- 7 Focus
- 8 Individualization
- 9 Relator
- 10 Self-Assurance

me at work:



What energizes me:

Lots of coffee....and the fast paced nature of beauty retail with the most amazing team!



Accomplishment I'm proud of:

Folding in new roles & responsibilities into the team (merchandising, retailers, operations) while continuing to execute & support our business with high-standards & attention to detail.



Go-to productivity trick:

An in person conversation or a phone call is ALWAYS better than an email chain.



People come to me for:

Problem solving & alignment to move a project forward.

me personally:



If I could have only three apps on my phone:

Instagram, Goodreads & Libby (Can you tell I'm the daughter of a librarian?)



Go-to karaoke song:

I'll cheer you on, but I'm going to pass on being on-stage.



Top destination on my must-visit list:

A nat-geo excursion to Antarctica!



Who I love to spend time with the most:

The family- Brian (husband), Chloe (daughter), Annie (mischievous pup)!





Susan Cardi

Executive Director, Field Sales East
Pittsburgh, Pennsylvania

With Clinique since January 1994.

Clinique Field Team
Team Cardi

top ten talents:

- 1 Individualization
- 2 Relator
- 3 Learner
- 4 Self-Assurance
- 5 Futuristic
- 6 Strategic
- 7 Belief
- 8 Responsibility
- 9 Analytical
- 10 Arranger

me at work:



What energizes me:

Developing others, building a strong team, strategizing the future of this amazing brand! Making a difference in other people's lives to be his/her best self.



Accomplishment I'm proud of:

Developing an amazing team of strong, inclusive people.



Go-to productivity trick:

Turn my phone upside down. Healthy snacks at my desk. Taking a quick 5 minute walk every hour.



People come to me for:

Analyzing data to use to persuade others. Building strong relationships with my retail partners.

me personally:



If I could have only three apps on my phone:

Snapchat to keep up with my kids, email to keep up with work, calendar to keep up with life.



Go-to karaoke song:

At this moment it's "I Will Survive". However no one would survive if they heard me sing. Normally anything Depeche Mode.



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My husband and kids—they are my happy place even when things are tough.





Diron Carr

ELCP Field Executive
Boca Raton Florida

With Clinique since July 2021.

ELCP Field Team
Team Work

top ten talents:

- 1 Futuristic
- 2 Connectedness
- 3 Achiever
- 4 Responsibility
- 5 Strategic
- 6 Learner
- 7 Belief
- 8 Positivity
- 9 Discipline
- 10 Deliberative

me at work:



What energizes me:

My love of all things beauty, skincare and fragrance.



Accomplishment I'm proud of:

Had a great visit with our new President Mark Loomis. I introduced him to ELCP and Boca Town Center.



Go-to productivity trick:

Clinical Reality conversations with my teams.



People come to me for:

Eventing and social media.

me personally:



If I could have only three apps on my phone:

Facebook, YouTube & Instagram



Go-to karaoke song:

Anything Motown



Top destination on my must-visit list:

Switzerland



Who I love to spend time with the most:

My husband and our two dogs.





Monica Caruso

ELCP Field Executive
Baton Rouge, Louisiana

With Clinique since June 2007.

ELCP Field Team
Team Pearson

top ten talents:

- 1 Achiever
- 2 Responsibility
- 3 Discipline
- 4 Belief
- 5 Significance
- 6 Focus
- 7 Strategic
- 8 Relator
- 9 Arranger
- 10 Individualization

me at work:



What energizes me:

Relationship with all teams and seeing team's accomplishments.



Accomplishment I'm proud of:

Consistent achievement of sales plan.



Go-to productivity trick:

Recognition/positive feedback and use of tools.



People come to me for:

Organization & merchandising.

me personally:



If I could have only three apps on my phone:

Amazon, my bank, & Waze



Go-to karaoke song:

"Let's Get Married."



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

Husband & children.





Brandy Casel

ELCP Field Executive
Cedar Rapids, Iowa

With Clinique since July 2018.

ELCP Field Team
Team Jack

top ten talents:

- 1 Input
- 2 Arranger
- 3 Learner
- 4 Analytical
- 5 Responsibility
- 6 Maximizer
- 7 Individualization
- 8 Achiever
- 9 Connectedness
- 10 Self-Assurance

me at work:



What energizes me:

Elevating the customer experience.



Accomplishment I'm proud of:

Developing and growing team members to get promoted.



Go-to productivity trick:

Keeping a running to-do list with one side FOCUS items.



People come to me for:

People will come to me for business planning and strategy.

me personally:



If I could have only three apps on my phone:

Outlook, Work Chat & Instagram



Go-to karaoke song:

"You and I" — Lady Gaga



Top destination on my must-visit list:

Bali, Indonesia



Who I love to spend time with the most:

My husband.





Malrie Casey

Assistant Social Media Manager
Toronto, Ontario

With Clinique since August 2014.

top ten talents:

- 1 **Competition**
- 2 **Relator**
- 3 **Strategic**
- 4 **Maximizer**
- 5 **Futuristic**
- 6 **Individualization**
- 7 **Ideation**
- 8 **Focus**
- 9 **Context**
- 10 **Self-Assurance**

me at work:



What energizes me:

Connecting with co-workers, recognition, working together and brainstorming, idea sharing.



Accomplishment I'm proud of:

Starting with my new Clinique team as the Assistant Social Media Manager!



Go-to productivity trick:

Pomodoro technique! Timed session 25 minutes, 5 minute break & repeat.



People come to me for:

Advice on various subjects, but mainly social media.

me personally:



If I could have only three apps on my phone:

YouTube, Facetime & Google Maps



Go-to karaoke song:

"Bottoms Up" — Nicki Minaj



Top destination on my must-visit list:

Dubai



Who I love to spend time with the most:

My husband <3.





Tabitha Cash

Field Executive Education Manager
Houston, Texas

With Clinique since August 1995.

Clinique Field Team
FEEM Team

top ten talents:

- 1 Relator
- 2 Strategic
- 3 Woo
- 4 Responsibility
- 5 Communication
- 6 Belief
- 7 Context
- 8 Positivity
- 9 Learner
- 10 Arranger

me at work:



What energizes me:

I am driven by seeing a plan that I helped develop come to successful fruition. I also thrive on seeing others succeed.



Accomplishment I'm proud of:

Building the skill for hybrid eventing in each of my regions with multiple FE partners, so they are confident leading Clinique events in multiple stores at one time.



Go-to productivity trick:

Keep water and snacks available at all times—a basket in the car, a basket at the desk. That way, you can take a stretch break and hydrate, on a long drive, you have hydration and snacks available. Take care of your body!



People come to me for:

Brainstorming with my Director partners for development ideas and business driving events.

me personally:



If I could have only three apps on my phone:

Weather App, Audible, Life 360



Go-to karaoke song:

"Jackson"—Johnny and June Carter Cash



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My family.





Rita Cassiani-Greco

Director—Sales and Account Planning
Toronto, Ontario

With Clinique since August 2015.

Canada, Accounts
and Sales Planning

top ten talents:

- 1 **Relator**
- 2 **Learner**
- 3 **Arranger**
- 4 **Ideation**
- 5 **Intellection**
- 6 **Individualization**
- 7 **Strategic**
- 8 **Developer**
- 9 **Maximizer**
- 10 **Empathy**

me at work:



What energizes me:

Being able to interact 1:1 with people and leverage new insights along with taking every opportunity to learn something new.



Accomplishment I'm proud of:

I take pride in cultivating relationships that are based on mutual respect and trust.



Go-to productivity trick:

Whenever I feel as though I have a lot on the go, the best thing I can do for myself is step away, go for a walk and allow myself some space to prioritize and plan for the tasks to come.



People come to me for:

Excel skills aside, I value the confidence people have in me to be their sounding board and allowing me to participate in their decision making.

me personally:



If I could have only three apps on my phone:

The Weather Network, Netflix & Outlook



Go-to karaoke song:

Nobody should hear me sing. ;-(



Top destination on my must-visit list:

Iceland or Fogo Island



Who I love to spend time with the most:

My daughters.





Cy Castillo

VM Ops Senior Designer
New York, New York

With Clinique since February 2017.

Creative, Visual
Merchandising

top ten talents:

- 1 **Developer**
- 2 **Empathy**
- 3 **Achiever**
- 4 **Positivity**
- 5 **Consistency**
- 6 **Relator**
- 7 **Analytical**
- 8 **Connectedness**
- 9 **Responsibility**
- 10 **Harmony**

me at work:



What energizes me:

Knowing that I'll be able to help out people by simplifying things for ease of use. I find joy in helping others.



Accomplishment I'm proud of:

The guidelines that I have been creating has helped the team and the field immensely that they refer to it as the bible as it contains very important information. I have created numerous rendering templates and guidelines that has been helping the team not only with Clinique but also the other brands.



Go-to productivity trick:

Keep a checklist of my things to-do per day to condition my mind to finishing it. Also making sure that I prioritize my list to what's feasible within the timeframe.



People come to me for:

Guidelines, creating solutions to issues, fixing things.

me personally:



If I could have only three apps on my phone:

iTalki, Discord & Papago



Go-to karaoke song:

"A Whole New World"



Top destination on my must-visit list:

Korea



Who I love to spend time with the most:

My husband.





Alyssa Chaikind

Executive Director, Demand Management
New York, New York

With Clinique since 2014.

Omni Commercial,
Planning

top ten talents:

- 1 **Strategic**
- 2 **Input**
- 3 **Analytical**
- 4 **Ideation**
- 5 **Maximizer**
- 6 **Learner**
- 7 **Achiever**
- 8 **Relator**
- 9 **Self-Assurance**
- 10 **Arranger**

me at work:



What energizes me:

Developing/coaching the team through rich learning opportunities, integral to advancement of ourselves and transforming the way we work; delivering value.



Accomplishment I'm proud of:

(No answer)



Go-to productivity trick:

(No answer)



People come to me for:

(No answer)

me personally:



If I could have only three apps on my phone:

Camera, Fitness, Maps



Go-to karaoke song:

(No answer)



Top destination on my must-visit list:

(No answer)



Who I love to spend time with the most:

(No answer)





Christelle Chammas

ELCP Field Executive, Canada
Montreal, Quebec

With Clinique since January 2022.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Achiever**
- 2 **Competition**
- 3 **Woo**
- 4 **Futuristic**
- 5 **Strategic**
- 6 **Activator**
- 7 **Focus**
- 8 **Positivity**
- 9 **Empathy**
- 10 **Responsibility**

me at work:



What energizes me:

Interacting with my peers and forming positive relationships/ learning from them/elevating myself!



Accomplishment I'm proud of:

Finishing Feb FY22 at +130% to plan for my region!



Go-to productivity trick:

Taking care of my physical/mental health, planning ahead/getting the work done right away, understanding the task and expectations as I am very detail oriented. Taking my vitamins lol.



People come to me for:

Organization, planning, leading, positive energy, teaching, interpersonal skills.

me personally:



If I could have only three apps on my phone:

Instagram, Spotify & my emails.



Go-to karaoke song:

Anything 90's music!



Top destination on my must-visit list:

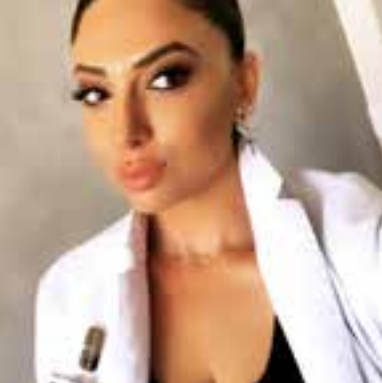
Bali



Who I love to spend time with the most:

My family/bf.





Diana Charkchyan

Clinique Field Executive
Los Angeles, California

With Clinique since September 2015.

Clinique Field Team
Team Green

top ten talents:

- 1 Positivity
- 2 Input
- 3 Woo
- 4 Includer
- 5 Responsibility
- 6 Communication
- 7 Self-Assurance
- 8 Arranger
- 9 Strategic
- 10 Learner

me at work:



What energizes me:

My love and passion for the beauty industry and enjoyment of leading others to success by inspiring them. Working for one of the Best Companies for Women.



Accomplishment I'm proud of:

Bringing the best to everything I touch by leading with integrity and respect. Growth of my grit skill, failure is not a option, FYTD @129% to plan.



Go-to productivity trick:

Consistently utilizing all the educational resources provided by ELC. Top go-to: ELC Learning Weekly, NALX and LinkedIn Learning.



People come to me for:

Emotional intelligence is a skill that I share with others to help improve self-awareness and self-management.

me personally:



If I could have only three apps on my phone:

Safari, YouTube & Instagram



Go-to karaoke song:

None



Top destination on my must-visit list:

Thailand, Temple of Buddhism



Who I love to spend time with the most:

My sister and her twins.





Cathy Chen

Marketing Manager, Consumer Engagement
New York, New York

With Clinique since May 2021.

Marketing,
Consumer
Engagement



top ten talents:

- 1 **Adaptability**
- 2 **Relator**
- 3 **Positivity**
- 4 **Arranger**
- 5 **Responsibility**
- 6 **Significance**
- 7 **Harmony**
- 8 **Input**
- 9 **Futuristic**
- 10 **Achiever**

me at work:



What energizes me:

My team energizes me at work, and wanting to succeed and have Clinique be #1!



Accomplishment I'm proud of:

I'm proud of many projects executed, but my favorites would have to be Clinique Co Lab and Oscar's Red Carpet sponsorship.



Go-to productivity trick:

I listen to background music, such as lofi beats playlists to concentrate.



People come to me for:

TikTok social media trends.

me personally:



If I could have only three apps on my phone:

Lyft, Seamless & TikTok



Go-to karaoke song:

Any spice girls song



Top destination on my must-visit list:

Ireland and Scotland



Who I love to spend time with the most:

My dog.





Esther Chi

ELCP Field Executive
West Hartford, Connecticut

With Clinique since June 2018.

ELCP Field Team
Team Rizzo



top ten talents:

- 1 Relator
- 2 Achiever
- 3 Input
- 4 Deliberative
- 5 Restorative
- 6 Learner
- 7 Focus
- 8 Arranger
- 9 Responsibility
- 10 Ideation

me at work:



What energizes me:

When I see results of improvement after feedback or coaching conversations with teams.



Accomplishment I'm proud of:

Improving my ability on presenting in front of my colleagues is a huge accomplishment for me.



Go-to productivity trick:

Love to show newness to create buzz and connect with clients by asking what are they currently using to find out what is missing in their routine to build upon it.



People come to me for:

Visual Merchandising. Instagram posts and good at helping colleagues to see both sides of a situation.

me personally:



If I could have only three apps on my phone:

Maps, NALX & Teams = direction, information and communication



Go-to karaoke song:

"Mama Mia"



Top destination on my must-visit list:

Paris, Bermuda and Florence



Who I love to spend time with the most:

My hubby.





Margaret Choo

Director of Product Marketing & Strategy
New York, New York

With Clinique since May 2022.

Marketing, Product

top ten talents:

- 1 **Deliberative**
- 2 **Relator**
- 3 **Learner**
- 4 **Focus**
- 5 **Harmony**
- 6 **Achiever**
- 7 **Consistency**
- 8 **Discipline**
- 9 **Competition**
- 10 **Maximizer**

me at work:



What energizes me:

Working with my team; meeting deadlines.



Accomplishment I'm proud of:

I've only worked a few weeks but meeting my team and being told by my supervisor I did a good job.



Go-to productivity trick:

Find an empty space to concentrate and listen to music to focus.



People come to me for:

Excel or any kind of analysis on the technical side but also overall life advice on a more personal note.

me personally:



If I could have only three apps on my phone:

YouTube, Google Maps & Instagram



Go-to karaoke song:

"Wannabe" — Spice Girls



Top destination on my must-visit list:

Italy (Tuscan region)



Who I love to spend time with the most:

Hosting friends for a dinner party.





Cat Christensen-Liburdi

ELCP Field Executive
Salt Lake City, Utah

With Clinique since October 2005.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Strategic**
- 2 **Woo**
- 3 **Positivity**
- 4 **Ideation**
- 5 **Competition**
- 6 **Activator**
- 7 **Achiever**
- 8 **Arranger**
- 9 **Communication**
- 10 **Relator**

me at work:



What energizes me:

I am an educator at heart and love to teach, inspire and empower others. I love to watch others grow and achieve their goals. I enjoy the competitive landscape and love it when my teams out-perform and strive to be #1.



Accomplishment I'm proud of:

For RYTD 2021 I was #5 in the country for my total Clinique business at 138.7% to plan. I pioneered the Clinique Mentor program in 2020 and have received awards and recognition for my business multiple times throughout the years.



Go-to productivity trick:

Leading by example and inspiring others. I do stay and plays as well as morning trainings within the department regularly. My objective is to get them inspired and empowered to want to sell Clinique. I also ask a lot of questions and ask them to teach me.



People come to me for:

I am highly influential and great at negotiating.

me personally:



If I could have only three apps on my phone:

Instagram, Facebook & WhatsApp



Go-to karaoke song:

"I Love Rock and Roll" — Joan Jett & the Blackhearts



Top destination on my must-visit list:

Italy and Greece



Who I love to spend time with the most:

My husband and my family.





Taylor Cocherell

ELCP Field Executive
Birmingham, Alabama

With Clinique since 2018.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 Relator
- 2 Consistency
- 3 Harmony
- 4 Discipline
- 5 Achiever
- 6 Focus
- 7 Maximizer
- 8 Arranger
- 9 Responsibility
- 10 Significance

me at work:



What energizes me:

When I see my training/coaching pay off with a Consultant.
When I make a positive impact at counter.



Accomplishment I'm proud of:

I'm proud to be a mentor for the portfolio this year!



Go-to productivity trick:

Keep a running to-do list on my phone and check off items as I complete them.



People come to me for:

Planning and executing events and finding the most efficient route to accomplish anything...I'm the girl!

me personally:



If I could have only three apps on my phone:

Email, Instagram & Peloton



Go-to karaoke song:

I won't be caught dead singing!



Top destination on my must-visit list:

Venice, Italy



Who I love to spend time with the most:

My husband and daughter.





Ann Collins

Manager Launch and Samples
Palm Harbor, Florida

With Clinique since December 2004.

Omni Commercial,
Planning

top ten talents:

- 1 Responsibility
- 2 Developer
- 3 Includer
- 4 Input
- 5 Positivity
- 6 Individualization
- 7 Empathy
- 8 Achiever
- 9 Communication
- 10 Maximizer

me at work:



What energizes me:

When I can make someone excited about something or make their job or task easier/better. Also it feels so great to finish a big project I worked hard on!



Accomplishment I'm proud of:

I am proud of growing and being open to new challenges after years with the company.



Go-to productivity trick:

Make a list and prioritize so you can focus on the most important, grab a coffee and dive in!



People come to me for:

I am good at reporting and analyzing data.

me personally:



If I could have only three apps on my phone:

Amazon, Navigation & Sonos Music



Go-to karaoke song:

Anything from the 80's-90's



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family! (husband, son, 3 dogs).





Courtney Collins

Clinique Field Executive, Ulta
Nashville, Tennessee

With Clinique since February 2009.

Ulta Field Team
Team Tudor

top ten talents:

- 1 Achiever
- 2 Competition
- 3 Discipline
- 4 Harmony
- 5 Relator
- 6 Consistency
- 7 Futuristic
- 8 Significance
- 9 Focus
- 10 Learner

me at work:



What energizes me:

My Consultants! Spending time educating and developing my teams fills my cup and energizes me.



Accomplishment I'm proud of:

The opportunity to educate and develop Consultants. Meet and exceed sales plan to earn staffing in multiple locations.



Go-to productivity trick:

On my office day I make sure I am fully hydrated in a comfy spot with all my tools to be extremely effective for a good period of time. I also make sure that I take standing, breathing, & stretching breaks periodically throughout my office days to keep me from straying off task.



People come to me for:

Organizational and facilitation skills.

me personally:



If I could have only three apps on my phone:

Text app, photo app & Apple Music



Go-to karaoke song:

"Sweet Caroline" — Neil Diamond



Top destination on my must-visit list:

Northern Lights in Finland



Who I love to spend time with the most:

My family, my parents, my sisters, my brother-in-law and my nephews.





Elizabeth Collins

ELCP Field Executive
Portland, Oregon

With Clinique since January 2020.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Arranger**
- 4 **Relator**
- 5 **Maximizer**
- 6 **Positivity**
- 7 **Individualization**
- 8 **Futuristic**
- 9 **Self-Assurance**
- 10 **Analytical**

me at work:



What energizes me:

My team! Seeing them grow and their success!



Accomplishment I'm proud of:

Being offered and accepting a position as an ELC Field Executive. This was a goal of mine since I first began my career in the beauty industry.



Go-to productivity trick:

Have a daily plan and keep it simple. E.g. have a focus product that you link back to a service to offer every customer.



People come to me for:

Relationship building, communication, organization and technology.

me personally:



If I could have only three apps on my phone:

Outlook, Browser & Messages (texting)



Go-to karaoke song:

None



Top destination on my must-visit list:

Belgium (where I was born, have never been back)



Who I love to spend time with the most:

Family (including my pups & friends).





Marilisa Commerford

ELCP Field Executive
Minneapolis, Minnesota

With Clinique since January 2020.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Maximizer**
- 2 **Responsibility**
- 3 **Significance**
- 4 **Arranger**
- 5 **Discipline**
- 6 **Individualization**
- 7 **Strategic**
- 8 **Relator**
- 9 **Achiever**
- 10 **Focus**

me at work:



What energizes me:

Developing and growing talent! Driving outstanding results and celebrating success as a team!



Accomplishment I'm proud of:

With a focus on intersell training, I am so proud of so many of my teams coming together as one to support each other's Hero products and deliver amazing experiences to clients.



Go-to productivity trick:

Goal management is very important to me as an Executive. I love digging into flash sales and MOB with my CM to identify opportunity to improve, benchmark a specific as AUS, or a product category and watch the emphasis impact positive growth.



People come to me for:

Advice on coaching, development!

me personally:



If I could have only three apps on my phone:

Instagram, Virgin Pulse & Facebook



Go-to karaoke song:

I don't:)—love my day job!



Top destination on my must-visit list:

Paris, France



Who I love to spend time with the most:

My hubby, Tim—Married 25 years this year!





Brenna Connolly

Associate, Trade Marketing
New York, New York

With Clinique since December 2019.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 **Harmony**
- 2 **Consistency**
- 3 **Adaptability**
- 4 **Relator**
- 5 **Includer**
- 6 **Restorative**
- 7 **Developer**
- 8 **Positivity**
- 9 **Achiever**
- 10 **Analytical**

me at work:



What energizes me:

Working with my peers in collaborating and brainstorming new ideas. As well as accomplishing my goals and personally growing in my current role.



Accomplishment I'm proud of:

Being asked to move to Trade Marketing from my current role as they thought I would be a great fit for the position.



Go-to productivity trick:

Block out my calendar for each task I need to accomplish and set an end date on when I want to accomplish it by.



People come to me for:

Process questions on purchase orders and I am very detailed oriented so people will ask me to review their work.

me personally:



If I could have only three apps on my phone:

Instagram, Spotify & LinkedIn



Go-to karaoke song:

"Man I Feel Like a Woman" — Shania Twain



Top destination on my must-visit list:

Spain



Who I love to spend time with the most:

Family and friends.





Renee Cordova

Clinique Field Executive
San Francisco, California

With Clinique since April 2002.

Clinique Field Team
Team Green

top ten talents:

- 1 **Arranger**
- 2 **Responsibility**
- 3 **Maximizer**
- 4 **Connectedness**
- 5 **Includer**
- 6 **Positivity**
- 7 **Relator**
- 8 **Belief**
- 9 **Individualization**
- 10 **Achiever**

me at work:



What energizes me:

Coaching and developing the Counter Managers to coach and develop their teams to drive sales through clienteling and making connections with clients.



Accomplishment I'm proud of:

My ability to incorporate inclusion and diversity into my hiring of Consultants to ensure they are relevant to the clientele based on the demographic of each mall.



Go-to productivity trick:

Creating a fun environment while inspiring competition through games on the Activation Cards. (Bingo is a favorite.)



People come to me for:

Conflict resolution is an area I have always been very strong in. I have the ability to listen and work with the parties involved to come up with a workable solution.

me personally:



If I could have only three apps on my phone:

Instagram, Workplace, Zoom



Go-to karaoke song:

"We Are Family" — Sister Sledge



Top destination on my must-visit list:

Paris, France



Who I love to spend time with the most:

My family and furry babies.





Christie Cotsonas

Administrative Assistant
New York, NY

With Clinique since June 2022.

New York Office
Leadership Team

top ten talents:

- 1 Input
- 2 Intellection
- 3 Strategic
- 4 Learner
- 5 Ideation
- 6 Restorative
- 7 Empathy
- 8 Developer
- 9 Deliberative
- 10 Relator

me at work:



What energizes me:

Definitely the people. Everyone at Clinique has been so friendly and welcoming in my first few weeks that its made starting at a new place so much easier.



Accomplishment I'm proud of:

Getting a job with Estee Lauder. I've always wanted to work here and it took some time to finally happen.



Go-to productivity trick:

A well organized to-do List.



People come to me for:

I am a Concur Travel and Expense sage.

me personally:



If I could have only three apps on my phone:

Instagram, NYT Crossword App & Grubhub



Go-to karaoke song:

"Careless Whisper" - George Michael



Top destination on my must-visit list:

Germany



Who I love to spend time with the most:

My boyfriend Paul and his son Noah.





Denise Crespo

ELCP Field Executive
New Orleans, Louisiana

With Clinique since October 2011

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Activator**
- 2 **Communication**
- 3 **Strategic**
- 4 **Positivity**
- 5 **Woo**
- 6 **Relator**
- 7 **Learner**
- 8 **Maximizer**
- 9 **Ideation**
- 10 **Achiever**

me at work:



What energizes me:

I love when the pace is fast. A great day for me is one that is busy and the sales goal is met!



Accomplishment I'm proud of:

Achieving the FY22 Q2 Incentive.



Go-to productivity trick:

I always rely on coffee & a good brainstorming session.



People come to me for:

The thing that people come to me mostly for is analysis—Sales, KPI's, Trends.

me personally:



If I could have only three apps on my phone:

Amazon, Facebook & TikTok



Go-to karaoke song:

"Hotel California"



Top destination on my must-visit list:

Europe



Who I love to spend time with the most:

My family.





Kimberly Neas Crown

ELCP Field Executive
Roanoke, Virginia

With Clinique since July 2018.

ELCP Field Team
Team Perry

top ten talents:

- 1 Strategic
- 2 Activator
- 3 Positivity
- 4 Woo
- 5 Learner
- 6 Includer
- 7 Ideation
- 8 Arranger
- 9 Significance
- 10 Communication

me at work:



What energizes me:

My team energizers me by asking hard questions, always wanting to learn and grow to service our customer. My teams ARE my customer. A successful team = a happy consumer!



Accomplishment I'm proud of:

Being in the Top 5 for sales in ELCP first half of 2022!



Go-to productivity trick:

MUSIC! Rather in the car on my drive to work, ear pods while working out, or dancing in the kitchen with my family—music sets me on fire and I can accomplish so much more!



People come to me for:

Relationship building and a good laugh. :)

me personally:



If I could have only three apps on my phone:

NALX, FB Workplace & Instagram



Go-to karaoke song:

"Rocky Top"—Go Vols!



Top destination on my must-visit list:

Turks!



Who I love to spend time with the most:

My family & friends!





Alicia Cummins

Executive Director—Account Sales & Planning
New York, New York

With Clinique since October 2017.

Omni Commercial,
Planning

top ten talents:

- 1 **Intellection**
- 2 **Input**
- 3 **Strategic**
- 4 **Learner**
- 5 **Relator**
- 6 **Maximizer**
- 7 **Analytical**
- 8 **Ideation**
- 9 **Arranger**
- 10 **Individualization**

me at work:



What energizes me:

Having colleagues who are really passionate about Clinique and the brand's success.



Accomplishment I'm proud of:

I am proud of every quarter end and fiscal year end closing. Even though the pace is a bit frenetic, the way the team pulls together to achieve the estimate is unmatched!



Go-to productivity trick:

Creating meeting invites for myself to finish specific projects. Carving out dedicated time allows for more focused work.



People come to me for:

Analysis/Problem Solving.

me personally:



If I could have only three apps on my phone:

Twitter, Instagram & Spotify



Go-to karaoke song:

I can't sing so I only do background vocals but if I had to choose "Give It Up, Turn It Loose"—En Vogue



Top destination on my must-visit list:

Zanzibar, Tanzania



Who I love to spend time with the most:

Myself (I need a lot of quiet time). Once I am recharged—close friends and family.





Janine Dahl

Clinique Field Executive , Canada
Vancouver, British Columbia

With Clinique since June 2005.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Maximizer**
- 2 **Positivity**
- 3 **Arranger**
- 4 **Analytical**
- 5 **Communication**
- 6 **Individualization**
- 7 **Futuristic**
- 8 **Competition**
- 9 **Self-Assurance**
- 10 **Developer**

me at work:



What energizes me:

Seeing a successful plan and strategy come to fruition energizes me!



Accomplishment I'm proud of:

Encouraged and mentored several colleagues to get promotions and/or create a plan to achieve career goals.



Go-to productivity trick:

Prioritize what needs to be done and execute. Keep an ongoing list to keep track of what is most important to get done on a daily, weekly, monthly basis.



People come to me for:

Excel, PowerPoint—general computer questions.

me personally:



If I could have only three apps on my phone:

WhatsApp, Facebook, Weather



Go-to karaoke song:

"Africa"



Top destination on my must-visit list:

Vietnam, Australia, Brazil



Who I love to spend time with the most:

Family and friends! Hubby, Blakely, Ollie, Nana...the list could go on and on!





Elizabeth DeAmbrose

Production Designer
Brooklyn, New York

With Clinique since February 2022.

Creative

top ten talents:

- 1 **Adaptability**
- 2 **Empathy**
- 3 **Woo**
- 4 **Positivity**
- 5 **Includer**
- 6 **Developer**
- 7 **Activator**
- 8 **Arranger**
- 9 **Restorative**
- 10 **Communication**

me at work:



What energizes me:

Conversations with my team and a good playlist to rock out to!



Accomplishment I'm proud of:

I'm still super new, but I'm proud of how I've transitioned into this role. I'm getting the hang of it!



Go-to productivity trick:

Listening to music or sometimes an audiobook.



People come to me for:

Adobe shortcuts, I hardly ever actually click on the toolbar!

me personally:



If I could have only three apps on my phone:

Spotify, TikTok & Safari



Go-to karaoke song:

"Toxic" — Britney Spears



Top destination on my must-visit list:

The Parthenon in Athens, Greece



Who I love to spend time with the most:

My best friend!





Bonnie Decker

Clinique Field Executive, Ulta
Kansas City, Missouri

With Clinique since April 2012.

Ulta Field Team
Team Tudor

top ten talents:

- 1 Individualization
- 2 Responsibility
- 3 Arranger
- 4 Relator
- 5 Learner
- 6 Context
- 7 Woo
- 8 Communication
- 9 Achiever
- 10 Connectedness

me at work:



What energizes me:

Teaching classes and writing the programming behind it. Spending time collaborating learning from my peers and superiors.



Accomplishment I'm proud of:

I am extremely proud of my teams volume growth especially because we are not a key market. We recently now have the #1 counter for Clinique at ULTA and it is in a suburb in Kansas. It shows how hard they work.



Go-to productivity trick:

Moral boosting activities. For example, playing a game or having a fun day at work. It always lifts the teams spirits and when they feel good they are more productive.



People come to me for:

People tend to come to me as a guide for wording. I help them get their point across concisely but with thoughtful delivery. I also am an ear when people need to vent.

me personally:



If I could have only three apps on my phone:

Maps, texting & phone



Go-to karaoke song:

"Ironic" — Alanis Morissette



Top destination on my must-visit list:

South Africa, Bali, Antarctica



Who I love to spend time with the most:

My mom.





Danielle Delano-Miller

Clinique Field Executive, Canada
Calgary, Alberta

With Clinique since February 2018.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Achiever**
- 2 **Responsibility**
- 3 **Context**
- 4 **Deliberative**
- 5 **Relator**
- 6 **Discipline**
- 7 **Competition**
- 8 **Analytical**
- 9 **Belief**
- 10 **Intellection**

me at work:



What energizes me:

Drive to be the best (provide the best service, have the best teams, be achieving plan), but also my kids because I want to ensure they see that when mom is away from them she's working to ensure they have a strong example of work ethic, a drive to do something they love and that they are well provided for.



Accomplishment I'm proud of:

Winning Canadian Rookie of the year in 2019 was completely taken off guard by it, but it helped fuel me and give me a greater sense of self because I knew when I was stepping out the door each morning I was giving it 110% and it was nice to know that it was noticed.



Go-to productivity trick:

Break the number down as small as you can (per day, per hour). When you focus on the smaller number the overall goal doesn't seem so big.)



People come to me for:

Event ideas, Consultant engagement or things to do with Shoppers Drug Mart/ Sephora.

me personally:



If I could have only three apps on my phone:

Camera, Apple Music & Facebook



Go-to karaoke song:

"Forget You" — Ceelo Green



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My kids, Adeline and Owen.





Carrie Dervos

Clinique Field Executive, Ulta
Asheville, North Carolina

With Clinique since May 2014.

Ulta Field Team
Team Wilson

top ten talents:

- 1 Positivity
- 2 Developer
- 3 Achiever
- 4 Belief
- 5 Woo
- 6 Adaptability
- 7 Relator
- 8 Competition
- 9 Responsibility
- 10 Includer

me at work:



What energizes me:

I love my regional team—Team Sunshine, they inspire and energize me everyday. I also love my Consultants and Ulta store teams!



Accomplishment I'm proud of:

Helping to building the Clinique Boutiques at Ulta from the ground up, literally-cuts, bruises & broken nails.



Go-to productivity trick:

Use Microsoft to-do app to organize and prioritize your list. One task at a time.



People come to me for:

I'm a great listener and problem solver.

me personally:



If I could have only three apps on my phone:

Amazon, Target & Waze



Go-to karaoke song:

"Shoop"—Salt & Pepa



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My husband & twin babies.





Issette Diaz

Clinique Field Executive
Miami, Florida

With Clinique since July 2015.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Achiever**
- 2 **Discipline**
- 3 **Learner**
- 4 **Analytical**
- 5 **Arranger**
- 6 **Focus**
- 7 **Connectedness**
- 8 **Individualization**
- 9 **Strategic**
- 10 **Includer**

me at work:



What energizes me:

A healthy work culture, competitive environment and leading/empowering a team is what energizes me the most.



Accomplishment I'm proud of:

Most recently having 2 of my stores back into the Million Dollar Club!



Go-to productivity trick:

Make a list! It keeps me organized and I feel extra accomplished once completed.



People come to me for:

My colleagues come to me for tips on how to keep things fun and exciting.

me personally:



If I could have only three apps on my phone:

I could never narrow it down to 3!



Go-to karaoke song:

Anything by Pitbull.



Top destination on my must-visit list:

The Maldives



Who I love to spend time with the most:

My family. When we are all together, the laughs are endless.





Suezette Dickey

Clinique Field Executive
Atlanta, Georgia

With Clinique since April 2007.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Belief**
- 2 **Maximizer**
- 3 **Relator**
- 4 **Developer**
- 5 **Positivity**
- 6 **Futuristic**
- 7 **Ideation**
- 8 **Connectedness**
- 9 **Harmony**
- 10 **Communication**

me at work:



What energizes me:

Helping Consultants develop into their talents.



Accomplishment I'm proud of:

Two of my counters hitting 1 Million in the same year.



Go-to productivity trick:

Energy! When you are the party the party will come to you.
LOL.



People come to me for:

Communication—How to articulate a situation or a feeling that may be difficult.

me personally:



If I could have only three apps on my phone:

Waze, Spotify & Calm



Go-to karaoke song:

Umm—none



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My sister.





Celinda M. Dolan

ELCP Field Executive
Greenville, North Carolina

With Clinique since September 2005.

ELCP Field Team
Team Perry

top ten talents:

- 1 **Strategic**
- 2 **Learner**
- 3 **Achiever**
- 4 **Arranger**
- 5 **Responsibility**
- 6 **Realtor**
- 7 **Self-Assurance**
- 8 **Individualization**
- 9 **Belief**
- 10 **Futurist**

me at work:



What energizes me:

Connecting with my brand and non-brand team members on the their individual development and building strategies to deliver sales results by using and maximizing their own unique talents.



Accomplishment I'm proud of:

Being part of the onboarding process of 2 new ELC FE's in our region and seeing their success in brand management, building strong store relationships and driving their region sales through the development of their teams whether they are branded or non-branded.



Go-to productivity trick:

Breaking down goals in bite-sized pieces and coaching to behaviors that will get the number now and maintain.



People come to me for:

I developed a simplified monthly barometer by brand with daily, weekly and monthly plans with the retailer and brand side by side information on 1 page. Started back in 2006–2007.

me personally:



If I could have only three apps on my phone:

NALX, Mobilize & Band



Go-to karaoke song:

"My Heart Will Go On"



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My family.





Danielle Donofrio

Clinique Field Executive
Shelton, Connecticut

With Clinique since June 2013.

Clinique Field Team
Team Card

top ten talents:

- 1 **Communication**
- 2 **Woo**
- 3 **Significance**
- 4 **Relator**
- 5 **Achiever**
- 6 **Responsibility**
- 7 **Individualization**
- 8 **Maximizer**
- 9 **Learner**
- 10 **Arranger**

me at work:



What energizes me:

Trying new things and being apart of projects that will shape the future. Feeling like the work I am doing is helping the company and the people I work with.



Accomplishment I'm proud of:

Stepping outside my comfort zone and taking on new ventures during pandemic. Becoming successful at a new skill and inspiring others at it.



Go-to productivity trick:

Calendar blocking and to-do lists. Corporate athlete says no more than 90 minutes on one task and it's very helpful.



People come to me for:

Leading a group, planning logistics and executing flawlessly. Think tanking and providing honest feedback.

me personally:



If I could have only three apps on my phone:

Messages app—texting is my lifeline! Calendar app—need organization! Amazon—always need something!



Go-to karaoke song:

None! Would never sing in public.



Top destination on my must-visit list:

Greece—Mykonos, Santorini



Who I love to spend time with the most:

My husband and kids—love my family!





Heather Douglas

Planner Coordinator
Forsyth, Missouri

With Clinique since 2001.

Omni Commercial,
Planning

top ten talents:

- 1 **Maximizer**
- 2 **Focus**
- 3 **Futuristic**
- 4 **Learner**
- 5 **Analytical**
- 6 **Positivity**
- 7 **Achiever**
- 8 **Responsibility**
- 9 **Significance**
- 10 **Context**

me at work:



What energizes me:

A challenging project to think through and a Diet Dr. Pepper (preferably from McDonald's soda fountain!)



Accomplishment I'm proud of:

I'm really proud that I've been able to pivot with all of the changes we've seen in the past 20+ years. I've been able to shift my focus and energy when needed while building relationships and learning from each new experience.



Go-to productivity trick:

Start with the hardest project first and then try to ignore email for an hour or two at a time so that I can really focus on the project at hand.



People come to me for:

Writing analysis formulas, Data Warehouse.

me personally:



If I could have only three apps on my phone:

Facebook, Audible & Life 360 so that I can keep track of my crazy family



Go-to karaoke song:

I'll just be cheering for everyone else, you won't catch me on stage!



Top destination on my must-visit list:

The Maldives



Who I love to spend time with the most:

My family, of course!





Angela Dubois

ELCP Field Executive
Stedman, North Carolina

With Clinique since May 2018.

ELCP Field Team
Team Perry

top ten talents:

- 1 **Responsibility**
- 2 **Consistency**
- 3 **Input**
- 4 **Achiever**
- 5 **Intellection**
- 6 **Developer**
- 7 **Includer**
- 8 **Harmony**
- 9 **Belief**
- 10 **Learner**

me at work:



What energizes me:

I am motivated at work when I teach my leaders a new skill that they try on and win with.



Accomplishment I'm proud of:

I am recently most proud of the onboarding and training of my new MAC retail counter. We have executed and exceeded my retailer and Ulta events to date.



Go-to productivity trick:

Contests- "How many new friends can you make in your store today?" Teaching team's how to close a sample.



People come to me for:

I am good at gaining commitments and execution in store.

me personally:



If I could have only three apps on my phone:

News, Books & Camera



Go-to karaoke song:

"We Belong" — Pat Benetar



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My boys—they are my world!





Sarah Duda

Consumer Engagement Manager
New York, New York

With Clinique since April 2021.

Marketing,
Consumer
Engagement



top ten talents:

- 1 Achiever
- 2 Maximizer
- 3 Responsibility
- 4 Discipline
- 5 Futuristic
- 6 Relator
- 7 Arranger
- 8 Focus
- 9 Communication
- 10 Learner

me at work:



What energizes me:

Helping the team grow the business every day and executing innovative campaigns.



Accomplishment I'm proud of:

Getting our 2022 Oscars partnerships off the ground!



Go-to productivity trick:

Making a to-do list organized by due date and day of the week!



People come to me for:

Social media best practices, ELC processes and organization.

me personally:



If I could have only three apps on my phone:

Spotify, Uber & Venmo



Go-to karaoke song:

"Torn" — Natalie Imburglia



Top destination on my must-visit list:

Costa Rica



Who I love to spend time with the most:

Friends and family!





Vanessa Duello

Clinique Field Executive, Ulta
Portland, Oregon

With Clinique since July 2018.

Ulta Field Team
Team Eaker

top ten talents:

- 1 Relator
- 2 Responsibility
- 3 Discipline
- 4 Arranger
- 5 Achiever
- 6 Focus
- 7 Consistency
- 8 Futuristic
- 9 Learner
- 10 Maximizer

me at work:



What energizes me:

My team and providing for my family energizes me at work.



Accomplishment I'm proud of:

The relationships and trust that I've cultivated.



Go-to productivity trick:

Me: Make a list! Team: Pick a focus product each day/week and challenge yourself to show/add on with each customer.



People come to me for:

Simplifying the execution! It can be anything from creating a tracker to keeping the team focused or a store engagement tool.

me personally:



If I could have only three apps on my phone:

Maps, Apple Music & Email



Go-to karaoke song:

"Shoop" — Salt-n-Pepa



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

Family <3.





Jennifer Duffy

Clinique Field Executive
New York, New York

With Clinique since August 2015.

Clinique Field Team
Team Cardi

top ten talents:

- 1 **Maximizer**
- 2 **Strategic**
- 3 **Relator**
- 4 **Belief**
- 5 **Arranger**
- 6 **Positivity**
- 7 **Activator**
- 8 **Responsibility**
- 9 **Communication**
- 10 **Developer**

me at work:



What energizes me:

At work I am energized by achieving success through the development of my business and those who lead it. I get excited when I can see and measure the growth.



Accomplishment I'm proud of:

I am proud of achieving and exceeding Sales Plan this Fall 2021. I am proud to have been a part of the first Mentor Advisory board.



Go-to productivity trick:

My go-to productivity trick is to step back and analyze through SWOT and then immediately implementing a plan to drive sales in new and innovative ways.



People come to me for:

I have strong retailer relationships and I love to help my teammates build and protect them. I also love crafting a plan after analyzing areas where opportunities lie as it relates to competitors and the retail landscape of each unique door and profile.

me personally:



If I could have only three apps on my phone:

Facebook, Calm, Spotify



Go-to karaoke song:

"Titanium"



Top destination on my must-visit list:

Back to Australia to see my sister.



Who I love to spend time with the most:

My 3 beautiful daughters and my close family and friends.





Jennifer Durante

Manager, Operations & Business Management
Toronto, Ontario

With Clinique since November 2002.

Canada Accounts
and Sales Planning

top ten talents:

- 1 Consistency
- 2 Analytical
- 3 Strategic
- 4 Developer
- 5 Adaptability
- 6 Maximizer
- 7 Individualization
- 8 Responsibility
- 9 Discipline
- 10 Futuristic

me at work:



What energizes me:

Learning new things always energizes me and inspires me at work.



Accomplishment I'm proud of:

Finding ways to reduce costs I am always proud of. It feels like I am saving my own money!



Go-to productivity trick:

I block off some times in my calendar for productivity time. I also am big on making To-Do lists.



People come to me for:

People will come to me for my advice on Visual merchandising and how things look.

me personally:



If I could have only three apps on my phone:

Instagram, Waze & Spotify



Go-to karaoke song:

"Hey Jude" — Beatles



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family.





Rebecca Eagleson

Clinique Field Executive, Ulta
Pompton Lakes, New Jersey

With Clinique since February 2021.

Ulta Field Team
Team Feeney

top ten talents:

- 1 Positivity
- 2 Woo
- 3 Empathy
- 4 Includer
- 5 Realtor
- 6 Communication
- 7 Developer
- 8 Strategic
- 9 Consistency
- 10 Activator

me at work:



What energizes me:

I love training Consultants and store teams. Also, when a guest is new to beauty and we get to give them wow experiences.



Accomplishment I'm proud of:

Before I went out on maternity I virtually trained all of my gondolas and flex doors. Following the training, they were ALL green across the board for the first time. It was a nice moment to see that return after my time with them.



Go-to productivity trick:

Being prepared beforehand. When I'm confident about my plan I am much more productive.



People come to me for:

Customer service for sure. People use me to listen and solve problems with guests.

me personally:



If I could have only three apps on my phone:

Instagram, Safari & Messages



Go-to karaoke song:

"Respect" — Aretha Franklin



Top destination on my must-visit list:

Puglia, Sicily, Italy



Who I love to spend time with the most:

My husband, Evan & daughter, Emma.





Alyson Eaker

Field Executive Sales Manager, Ulta Washougal, Washington

With Clinique since February 2021.

Ulta Field Team
Team Eaker

top ten talents:

- 1 **Achiever**
- 2 **Futuristic**
- 3 **Responsibility**
- 4 **Individualization**
- 5 **Learner**
- 6 **Arranger**
- 7 **Discipline**
- 8 **Belief**
- 9 **Focus**
- 10 **Developer**

me at work:



What energizes me:

Surrounding myself around talent, ideas and business thinkers! Making it the best day at work for all we touch.



Accomplishment I'm proud of:

Hiring and developing a wildly diverse talented team! My A-team is AWESOME!



Go-to productivity trick:

I like to make a list of what is needed to accomplish a task, deliver a plan, etc. Then utilize the talent on my team to execute. I make my needs known to peers & partners because we are stronger together.



People come to me for:

Moving others to action, providing clear feedback, analyzing opportunities in business.

me personally:



If I could have only three apps on my phone:

Goggle Maps, Mobilize & Ulta



Go-to karaoke song:

"What Doesn't Kill You Makes You Stronger"



Top destination on my must-visit list:

Maui, Hawaii



Who I love to spend time with the most:

My family, my mom especially.





Jodi Ebanks

Clinique Field Executive
Orlando, Florida

With Clinique since March 2003.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Connectedness**
- 2 **Realtor**
- 3 **Arranger**
- 4 **Maximizer**
- 5 **Achiever**
- 6 **Positivity**
- 7 **Strategic**
- 8 **Self-Assurance**
- 9 **Includer**
- 10 **Activator**

me at work:



What energizes me:

In-store time—inspiring my teams and developing them and building relationships with internal and external clients—sharing our brand mission!



Accomplishment I'm proud of:

Developing Account Coordinators into Executive roles and strong retailer relationships.



Go-to productivity trick:

Favorite product and engaging with client personally, utilizing the iPad.



People come to me for:

Negotiating space and location in-store—Retailer protocols and building strong relationships.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, Calm & Instagram



Go-to karaoke song:

"Dancing Queen"



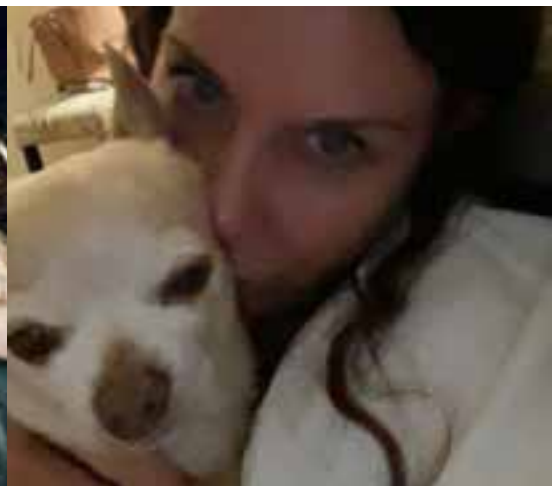
Top destination on my must-visit list:

Amalfi Coast



Who I love to spend time with the most:

My daughter—Alexandria.





Elena Economou

ELCP Field Executive
Cleveland, Ohio

With Clinique since January 1990.

ELCP Field Team
Team Fagel

top ten talents:

- 1 **Achiever**
- 2 **Futurist**
- 3 **Learner**
- 4 **Input**
- 5 **Maximizer**
- 6 **Strategic**
- 7 **Arranger**
- 8 **Belief**
- 9 **Activator**
- 10 **Ideation**

me at work:



What energizes me:

I love and I am all about a Test & Learn challenge! Development of strong Managers & teams through special trainings/meetings I create!



Accomplishment I'm proud of:

I was very honored to be part of very first Mentor group (what a very challenging time with such strong, talented women) and through the years and training new Executives & Clinique #1 Brand in Cleveland! My most cherished and special moment was being awarded the Clinique Difference Maker 2020 Culture of Belonging award at our NA Sales Meeting! So very humbled and honored!



Go-to productivity trick:

Engaging the entire team including our Prestige/Zone Leaders, extended family and Ambassadors through rallies, trainings and special strategy meetings! Challenging my teams to try something new and Celebrating their success on each and every visit!



People come to me for:

Strategic planning, AC/Manager development, hiring the best and getting the buy in of our retail partners to try something new and partner with me In The Land of Possibilities!

me personally:



If I could have only three apps on my phone:

Virgin Pulse, Google & the Weather Channel (of course would still would need all my work apps!)



Go-to karaoke song:

I must admit I have never done karaoke! Some of my favorite songs are from the *Sound of Music*: "Climb Every Mountain" and "My Favorite Things."



Top destination on my must-visit list:

Greece and to visit all their beautiful islands.



Who I love to spend time with the most:

My husband, John!





Leslie Emmerson

ELCP Field Executive, Canada
London, Ontario

With Clinique since December 2017.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Learner**
- 2 **Futuristic**
- 3 **Strategic**
- 4 **Achiever**
- 5 **Focus**
- 6 **Activator**
- 7 **Empathy**
- 8 **Positivity**
- 9 **Arranger**
- 10 **Belief**

me at work:



What energizes me:

Building positive relationships with my teams.



Accomplishment I'm proud of:

The strong and positive relationships that I have been able to build with my retailers and teams.



Go-to productivity trick:

Putting indoor shoes on as soon as I get home keeps me moving!



People come to me for:

Social Media.

me personally:



If I could have only three apps on my phone:

Facetime, Instagram & Spotify



Go-to karaoke song:

I hate karaoke lol.



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Family!





Alejandra Espinosa

Product Marketing Manager Clinique NA
New York City, New York

With Clinique since January 2017.

Marketing, Product

top ten talents:

- 1 **Achiever**
- 2 **Futuristic**
- 3 **Responsibility**
- 4 **Discipline**
- 5 **Competition**
- 6 **Focus**
- 7 **Individualization**
- 8 **Learner**
- 9 **Relator**
- 10 **Activator**

me at work:



What energizes me:

Keep myself busy and productive with projects that let me think outside of the box or innovate. Work in projects where I collaborate with different areas of the business and see those projects come to life.



Accomplishment I'm proud of:

Building an extraordinary Marketing team back in Mexico, they were all dedicated, intelligent and kind young women that supported each other. Being selected for ELC at Oxford program as part of the Reverse Mentor team.



Go-to productivity trick:

Create to-do lists and prioritize at the beginning of the day, week, month. Find music playlists that help me concentrate but have a great beat that motivates me and keeps my energy up!



People come to me for:

Digital and online strategies, market and sales analysis, career advise.

me personally:



If I could have only three apps on my phone:

Instagram, Notion & Pinterest



Go-to karaoke song:

"Mr. Brightside" — The Killers



Top destination on my must-visit list:

Baja California in Mexico, Santorini in Greece and north of Spain (Bilbao, Santander, San Sebastian)



Who I love to spend time with the most:

My family and my boyfriend.





Emily Fagel

ELCP Field Director
Indianapolis, Indiana

With Clinique since April 2013.

ELCP Field Team
Team Fagel

top ten talents:

- 1 **Learner**
- 2 **Responsibility**
- 3 **Positivity**
- 4 **Maximizer**
- 5 **Arranger**
- 6 **Individualization**
- 7 **Consistency**
- 8 **Achiever**
- 9 **Developer**
- 10 **Futuristic**

me at work:



What energizes me:

Watching a brainstorm strategy come to life with successful results from my team.



Accomplishment I'm proud of:

Leading a Macy's Prestige Training for Holiday with my team. It was so well received it was cascaded to all of Macy's Northwest.



Go-to productivity trick:

Turn off notification including email and do not disturb on my phone when focusing on a project.



People come to me for:

Persuasion—love to help all gather all of the facts before going for an ask, etc.

me personally:



If I could have only three apps on my phone:

Daily Mail, Nordstrom & LinkedIn



Go-to karaoke song:

"Suspicious Minds"—Elvis Presley



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My nephews!





Renee Fahs

ELCP Field Executive
Portage, Michigan

With Clinique since April 2018.

ELCP Field Team
Team Jack

top ten talents:

- 1 Achiever
- 2 Arranger
- 3 Futuristic
- 4 Connectedness
- 5 Strategic
- 6 Learner
- 7 Analytical
- 8 Belief
- 9 Responsibility
- 10 Discipline

me at work:



What energizes me:

Positivity and all working towards a goal.



Accomplishment I'm proud of:

My teams always being at 100% in eLearning.



Go-to productivity trick:

Always know your goal and where you are at in that goal.



People come to me for:

Facilitating as a Team.

me personally:



If I could have only three apps on my phone:

Instagram, horoscope & LinkedIn



Go-to karaoke song:

Anything by Jennifer Lopez.



Top destination on my must-visit list:

South of France



Who I love to spend time with the most:

My family.





Megan Feeney

Field Executive Sales Manager, Ulta
Tinton Falls, New Jersey

With Clinique since February 2021.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Adaptability**
- 2 **Activator**
- 3 **Developer**
- 4 **Arranger**
- 5 **Harmony**
- 6 **Responsibility**
- 7 **Communication**
- 8 **Relator**
- 9 **Ideation**
- 10 **Maximizer**

me at work:



What energizes me:

When my coaching clicks and I see it all come together in real time. Being with my team of FEs and witnessing their successes in-store is inspiring.



Accomplishment I'm proud of:

Becoming the #1 territory for Ulta for the first half of FY22.



Go-to productivity trick:

List making to ensure I make the most of my time and prioritize my responsibilities.



People come to me for:

I have a good eye for planogram/visual merchandising.

me personally:



If I could have only three apps on my phone:

Facebook, Instagram & Amazon



Go-to karaoke song:

"Love Is a Battlefield" — Pat Benetar



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My dog Daisy.





Laura Feliciano-Bernaert

Clinique Field Executive, Ulta
Cary, North Carolina

With Clinique since December 2010.

Ulta Field Team
Team Wilson

top ten talents:

- 1 **Learner**
- 2 **Competition**
- 3 **Maximizer**
- 4 **Input**
- 5 **Achiever**
- 6 **Futuristic**
- 7 **Developer**
- 8 **Belief**
- 9 **Responsibility**
- 10 **Ideation**

me at work:



What energizes me:

I get energized when I am coaching and developing others from Consultants in-store to generic staff to my peers. I also feel energized collaborating and sharing ideas about a subject I am passionate about.



Accomplishment I'm proud of:

A recent accomplishment I am proud of is being accepted into the Mentor program.



Go-to productivity trick:

Eliminating distractions (closing out any activity that's not relevant, finding a quiet space, setting up my space to work.



People come to me for:

On my regional team I am often the person to go to for creating tools and documents.

me personally:



If I could have only three apps on my phone:

Strava (a running app), Spotify & WhatsApp



Go-to karaoke song:

I don't have one.



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My husband and kids.





John Ferguson

Senior Manager Omni Account Lead
Lambertville, Michigan

With Clinique since April 2004.

Omni Commercial,
Account
Management



top ten talents:

- 1 Context
- 2 Achiever
- 3 Activator
- 4 Arranger
- 5 Positivity
- 6 Responsibility
- 7 Analytical
- 8 Belief
- 9 Connectedness
- 10 Learner

me at work:



What energizes me:

I love to see plans and ideas come to life and drive sales!



Accomplishment I'm proud of:

When I achieved the Field Executive of the year award.



Go-to productivity trick:

Taking a brisk walk and jog!



People come to me for:

Keeping things simple and removing the clutter.

me personally:



If I could have only three apps on my phone:

eLearning, Fitbit & Amazon



Go-to karaoke song:

"Last Night (I Didn't Get to Sleep at All)" — Fifth Dimension



Top destination on my must-visit list:

Scotland



Who I love to spend time with the most:

My brothers and sisters.





Rafael Figueroa Casull

ELCP Field Executive
Salt Lake City, Utah

With Clinique since January 2022.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Activator**
- 2 **Futurisite**
- 3 **Ideation**
- 4 **Self-Assurance**
- 5 **Command**
- 6 **Relator**
- 7 **Competition**
- 8 **Maximizer**
- 9 **Arranger**
- 10 **Significance**

me at work:



What energizes me:

Developing talent, building relationship, creating events, celebrating.



Accomplishment I'm proud of:

Creating pop up events.



Go-to productivity trick:

When visiting have the team lead my visit, as to what they want to celebrate, what are opportunity days and what events they are planning.



People come to me for:

Making business happen, coaching.

me personally:



If I could have only three apps on my phone:

Instagram, email & travel app



Go-to karaoke song:

"El problemas" it's a Spanish song.



Top destination on my must-visit list:

Mykonos



Who I love to spend time with the most:

My siblings.





Karen Fitzsimmons

Clinique Field Executive, Ulta
Lancaster, Pennsylvania

With Clinique since June 2008.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Futuristic**
- 4 **Learner**
- 5 **Includer**
- 6 **Maximizer**
- 7 **Self-Assurance**
- 8 **Command**
- 9 **Significance**
- 10 **Positivity**

me at work:



What energizes me:

I am energized by inspiring others. When I see my team gain confidence to do what they love and give wow experiences with the same passion I have for Clinique I know I am making a difference. It shows in their results.



Accomplishment I'm proud of:

Retaining and influencing talent in my market. I have a team of veterans!



Go-to productivity trick:

I love to challenge myself and my teams to strive for a higher goal or purpose.



People come to me for:

I am good at educating others in a fun and creative way that leads to measurable action steps and results.

me personally:



If I could have only three apps on my phone:

Facebook, Workplace & Snapchat



Go-to karaoke song:

"Girls Just Wanna Have Fun"



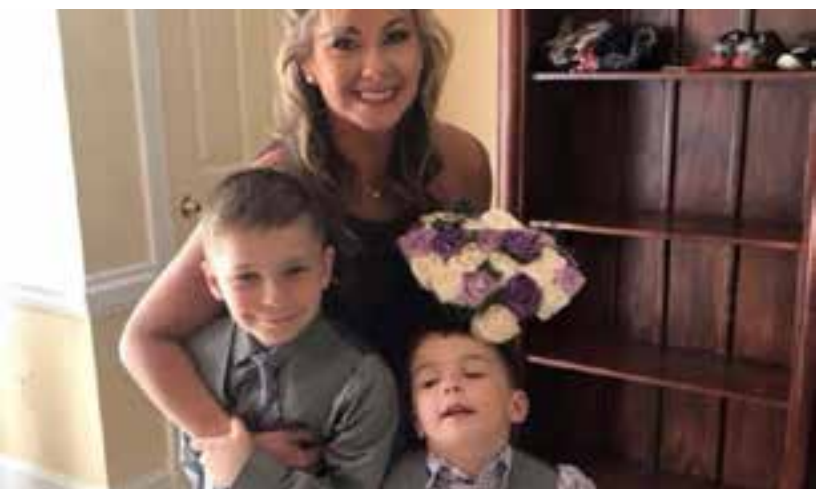
Top destination on my must-visit list:

Venice, Italy



Who I love to spend time with the most:

My boys—family.





Karen Flad

Clinique Field Executive
Dallas, Texas

With Clinique since October 1998.

Clinique Field Team
Team Green

top ten talents:

- 1 **Achiever**
- 2 **Responsibility**
- 3 **Harmony**
- 4 **Communication**
- 5 **Individualization**
- 6 **Belief**
- 7 **Connectedness**
- 8 **Woo**
- 9 **Relator**
- 10 **Learner**

me at work:



What energizes me:

To build strong partnerships and relationships with my stores, my colleagues, my company and leadership teams. To experience ongoing growth and learning in my role.



Accomplishment I'm proud of:

Being part of a group that serviced doctors. Train the Trainer and also media trained for many opportunities that represented Clinique on television. I used this prior knowledge to build my expertise in my role now from skin expertise, to teaching my teams, to social media results.



Go-to productivity trick:

I think it is teaching the "why" behind the expectation and helping that person believe in themselves to accomplish it and be very straightforward with the expectations but also the how to.



People come to me for:

Building relationships and connections. Social media before it was expected to be a part of what we do in business and continuing to adapt to the changing ways of social media.

me personally:



If I could have only three apps on my phone:

Text, camera & messenger



Go-to karaoke song:

I cannot sing...but anything of Bon Jovi.



Top destination on my must-visit list:

France



Who I love to spend time with the most:

My husband, my mother and my dogs.





Jessica Foliot

E-Commerce Manager, Clinique—Canada
Toronto, Ontario

With Clinique since November 2021.

Ecommerce

top ten talents:

- 1 Empathy
- 2 Strategic
- 3 Realtor
- 4 Consistency
- 5 Adaptability
- 6 Discipline
- 7 Responsibility
- 8 Communication
- 9 Arranger
- 10 Harmony

me at work:



What energizes me:

Results. I love seeing hard work come to fruition and blossom into success.



Accomplishment I'm proud of:

In my previous role working with Cle de Peau Beaute, I helped plan and execute one of the most successful holiday product launches to date for the brand bringing in over \$40,000 in sales for the hour-long event.



Go-to productivity trick:

I'm a visual person by far, so I find the best way to keep myself on track is via tried and true to-do lists! Nothing more satisfying than crossing tasks off a list.



People come to me for:

Building and fostering relationships within the industry.

me personally:



If I could have only three apps on my phone:

Instagram, FaceTime & LinkedIn



Go-to karaoke song:

"Don't Stop Believin'" — Journey



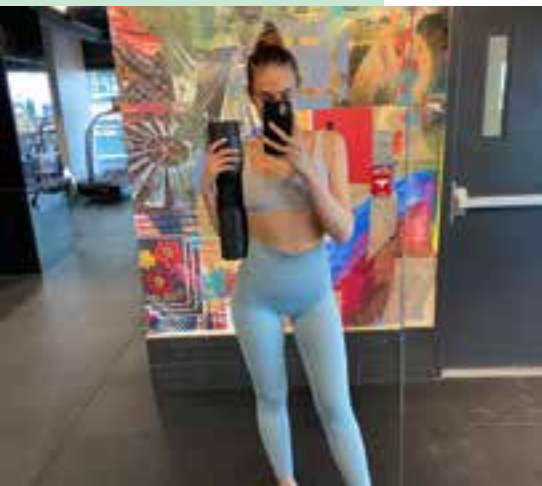
Top destination on my must-visit list:

Seychelles



Who I love to spend time with the most:

My animals Sagan and Sahara.





Angela Foster

Clinique Field Executive
Plantation, Florida

With Clinique since March 2016.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Activator**
- 4 **Ideation**
- 5 **Focus**
- 6 **Learner**
- 7 **Competition**
- 8 **Maximizer**
- 9 **Significance**
- 10 **Individualization**

me at work:



What energizes me:

My Team—I work with the smartest, most talented Counter Managers, Consultants and Retail Partners on the planet.



Accomplishment I'm proud of:

I'm most proud of the entrepreneurial mind set my team exhibits every single day. They epitomize yes and... in every situation. No matter how small or how challenging.



Go-to productivity trick:

There's two. The 90 Day Year when my team and I goal plan and strategize execution and time blocking. It keeps projects/tasks that should take only 15 minutes from getting out of control.



People come to me for:

Handling touchy situations with retail partners.

me personally:



If I could have only three apps on my phone:

Instacart, VSCO & Instagram



Go-to karaoke song:

It would be a crime for me to sing in public—however, in the car (by myself) I sound just like Brendon Urie.)



Top destination on my must-visit list:

Berlin



Who I love to spend time with the most:

My boyfriend, Rich. #bestguyontheplanet.





Hanna Fraguada

Freelance Copywriter
Brooklyn, New York

With Clinique since March 2022.



Department

top ten talents:

- 1 **Adaptability**
- 2 **Connectedness**
- 3 **Empathy**
- 4 **Achiever**
- 5 **Includer**
- 6 **Activator**
- 7 **Context**
- 8 **Positivity**
- 9 **Strategic**
- 10 **Ideation**

me at work:



What energizes me:

Words of affirmation, writing original copy, and hitting deadlines.



Accomplishment I'm proud of:

Three months in and I'm most proud of starting the process of master copy documents for each retailer.



Go-to productivity trick:

A modified Pomodoro method, with timers and rest periods.



People come to me for:

Social media and general technology issues are a strong suit. Also, grammar.

me personally:



If I could have only three apps on my phone:

WhatsApp, Twitter, & You Need a Budget app



Go-to karaoke song:

"Flagpole Sitta" — Harvey Danger



Top destination on my must-visit list:

Colombia



Who I love to spend time with the most:

My girlfriend my roommate and my sisters, when we can all get together.





Heather Frazier

Clinique Field Executive, Ulta
Boston, Massachusetts

With Clinique since March 2021.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Activator**
- 2 **Maximizer**
- 3 **Positivity**
- 4 **Woo**
- 5 **Arranger**
- 6 **Significance**
- 7 **Command**
- 8 **Communication**
- 9 **Futuristic**
- 10 **Learner**

me at work:



What energizes me:

Seeing an increase in business after a training. Partnering/ collaborating to achieve a mutual goal, making new friends.



Accomplishment I'm proud of:

Earning Holiday incentive by finishing over 120% to goal; 50% increase over LY in my market so far this year.



Go-to productivity trick:

Be open to new ideas but make them your own; be persistent and ask for what you want.



People come to me for:

I'm a good listener.

me personally:



If I could have only three apps on my phone:

TikTok, Waze & Headspace



Go-to karaoke song:

"Don't Tell Me" — Madonna



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My family.





Suzette Gachez-Brooks

VP ELC Portfolio East
Fulshear, Texas

With Clinique since November 2004.

ELCP Field Team
Leadership Team

top ten talents:

- 1 Achiever
- 2 Input
- 3 Woo
- 4 Positivity
- 5 Learner
- 6 Activator
- 7 Developer
- 8 Harmony
- 9 Belief
- 10 Responsibility

me at work:



What energizes me:

My Team being difference makers and uplifting each other.



Accomplishment I'm proud of:

Helping connect people across brands, regions and functions to support each other.



Go-to productivity trick:

Prioritizing my day, week, month and seasonal calendar.



People come to me for:

Connecting people across departments.

me personally:



If I could have only three apps on my phone:

Camera, Podcasts & Audio Books



Go-to karaoke song:

Spanish songs that remind me of my mom singing at home.
Rucio Durcal.



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My family fills my heart with pure joy!





Holly Gallegos

ELCP Field Executive
Pensacola, Florida

With Clinique since June 2018.

ELCP Field Team
Team Work

top ten talents:

- 1 Relator
- 2 Achiever
- 3 Connectedness
- 4 Strategic
- 5 Learner
- 6 Arranger
- 7 Belief
- 8 Responsibility
- 9 Includer
- 10 Positivity

me at work:



What energizes me:

I love when I am teaching someone and I see the light bulb go off for them.



Accomplishment I'm proud of:

I am proud of my monthly skill building workshops with my teams.



Go-to productivity trick:

I have to have a to-do-list. I have also been focusing on one task at a time instead of trying to multi-task too much.



People come to me for:

People always come to me for help with technology hacks.

me personally:



If I could have only three apps on my phone:

Band, Mobilize & Photos



Go-to karaoke song:

"Nothin' But a G-Thang" —Dr. Dre and Snoop Dogg



Top destination on my must-visit list:

Alaskan cruise to see the Northern Lights.



Who I love to spend time with the most:

My husband and my kids.





Taposhi Gandhi

VP, Brand Manager, Clinique Canada
Toronto, Ontario

With Clinique since June 2000.

Canada, Leadership

top ten talents:

- 1 **Achiever**
- 2 **Strategic**
- 3 **Relator**
- 4 **Self-Assurance**
- 5 **Competition**
- 6 **Significance**
- 7 **Responsibility**
- 8 **Futuristic**
- 9 **Adaptability**
- 10 **Includer**

me at work:



What energizes me:

Working as a collective team towards a common goal to achieve results. Developing talents to motivate individuals to find their true strengths and leverage them.



Accomplishment I'm proud of:

Leading the number 1 brand in Canada (MAC). Structuring roles and responsibilities with my team over the course of my career to drive efficiencies and keeping up motivation through changes.



Go-to productivity trick:

Asking people for their insights and turning it into action. It builds credibility and confidence in myself and the team.



People come to me for:

Financial models and excel. Brand assortment and merchandising.

me personally:



If I could have only three apps on my phone:

Email, Instagram & ShopThing



Go-to karaoke song:

"Dancing Queen"



Top destination on my must-visit list:

Turks and Caicos



Who I love to spend time with the most:

My son, Dev and husband, Amar.





Nancy Gannon

Vice President, Education & Field Development
New York, New York

With Clinique since July 2014.

Education

top ten talents:

- 1 **Achiever**
- 2 **Futuristic**
- 3 **Strategic**
- 4 **Command**
- 5 **Communication**
- 6 **Woo**
- 7 **Self-Assurance**
- 8 **Belief**
- 9 **Activator**
- 10 **Ideation**

me at work:



What energizes me:

The Consultants, our team, this amazing brand and knowing we make a difference in the lives of others!



Accomplishment I'm proud of:

Becoming a CliftonStrengths Certified Coach & all the incredible work our ID&E Volunteerism Team has done over the past 2 years!



Go-to productivity trick:

Spending time with our Consultants & Clients; it reinforces our why & how while igniting visions of our future. Ideation sessions with our incredible Edu Team where we actually build this future.



People come to me for:

NEGOTIATING.

me personally:



If I could have only three apps on my phone:

Only 3? Outlook, Safari, Facebook/Instagram & Find My (phone/earbuds...) Oh, and SIRI...



Go-to karaoke song:

Broadway show tunes to 80s rock!



Top destination on my must-visit list:

South Pacific Island-hopping



Who I love to spend time with the most:

My family & my team.





Sandy Gattozzi

VP, Omni Commercial
New York, New York

With Clinique since July 2021.

Omni Commercial

top ten talents:

- 1 **Communication**
- 2 **Woo**
- 3 **Command**
- 4 **Activator**
- 5 **Restorative**
- 6 **Consistency**
- 7 **Harmony**
- 8 **Significance**
- 9 **Adaptability**
- 10 **Intellection**

me at work:



What energizes me:

Building relationships and achieving goals.



Accomplishment I'm proud of:

Exponentially growing businesses and teams at multiple companies/brands.



Go-to productivity trick:

Starting my workday at 7:30. I set my priorities for the day and work on my projects before meetings begin.



People come to me for:

Problem solving and negotiation.

me personally:



If I could have only three apps on my phone:

Assuming texting, phone, camera and calendar are standard... Google Maps, Apple Music & Weather.



Go-to karaoke song:

No karaoke for me.



Top destination on my must-visit list:

African Safari



Who I love to spend time with the most:

Family and my dog, Hudson.





Manon Gauthier

Clinique Field Executive, Canada
Montreal, Quebec

With Clinique since 1998.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Achiever**
- 2 **Individualization**
- 3 **Relator**
- 4 **Focus**
- 5 **Competition**
- 6 **Learner**
- 7 **Developer**
- 8 **Futuristic**
- 9 **Significance**
- 10 **Analytical**

me at work:



What energizes me:

Making a difference with the people I meet throughout the day, putting a smile on their face and making a difference.



Accomplishment I'm proud of:

Elevating Consultants to higher managerial positions through coaching and mentoring.



Go-to productivity trick:

Breaking it down by hour makes it easier to focus.



People come to me for:

Analyzing numbers and looking at opportunities and the big picture.

me personally:



If I could have only three apps on my phone:

iTunes Store, Expedia & Nike Training



Go-to karaoke song:

"Say My Name"



Top destination on my must-visit list:

Japan



Who I love to spend time with the most:

My daughter and my family.





Genevieve Gauthier

ELCP Field Executive, Canada
Quebec

With Clinique since January 2022.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Learner**
- 2 **Deliberative**
- 3 **Individualization**
- 4 **Input**
- 5 **Relator**
- 6 **Activator**
- 7 **Empathy**
- 8 **Intellection**
- 9 **Discipline**
- 10 **Analytical**

me at work:



What energizes me:

My passion, my desire to achieve my goals. Take a concrete part in the success of my company every day. Make a difference and bring a new air in this industry.



Accomplishment I'm proud of:

Feeling an intrinsic sense of success in relation to a goal and a concrete result.



Go-to productivity trick:

Using S.M.A.R.T goals.



People come to me for:

Power of persuasion, to bring people where I want to go and negotiation and strategy.

me personally:



If I could have only three apps on my phone:

Newspaper (*La Presse*), Internet & Facebook



Go-to karaoke song:

"Illegal" — Marjo



Top destination on my must-visit list:

Africa



Who I love to spend time with the most:

Sports.





Megan Gerard

Senior Manager, NA Product Marketing, Skincare
New York, New York

With Clinique since January 2018.

Marketing, Product

top ten talents:

- 1 **Harmony**
- 2 **Learner**
- 3 **Achiever**
- 4 **Maximizer**
- 5 **Futuristic**
- 6 **Consistency**
- 7 **Communication**
- 8 **Empathy**
- 9 **Individualization**
- 10 **Input**

me at work:



What energizes me:

Exciting, new innovative launches! And finding out when our strategies are working and our products/subcats/etc. are growing!



Accomplishment I'm proud of:

Even though it was before my time at Clinique, earning my MBA part-time while working full time.



Go-to productivity trick:

Blocking off time in our very busy workdays to tackle bigger tasks.



People come to me for:

Analyzing data, and how best to work with other people of different personalities.

me personally:



If I could have only three apps on my phone:

Instagram, Spotify & Outlook



Go-to karaoke song:

By myself singing karaoke? No. Hard pass.



Top destination on my must-visit list:

France!



Who I love to spend time with the most:

My husband Brian and my daughter Kinsley.





Jill Gill

ELCP Field Executive
Pittsburgh, Pennsylvania

With Clinique since November 1984.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Connectedness**
- 2 **Individualization**
- 3 **Achiever**
- 4 **Futuristic**
- 5 **Learner**
- 6 **Activator**
- 7 **Arranger**
- 8 **Strategic**
- 9 **Includer**
- 10 **Maximizer**

me at work:



What energizes me:

Stores making sales plan.



Accomplishment I'm proud of:

Low turnover.



Go-to productivity trick:

Demos.



People come to me for:

Negotiating.

me personally:



If I could have only three apps on my phone:

Calendar, Stocks & Mail



Go-to karaoke song:

"Ain't No Mountain High Enough"



Top destination on my must-visit list:

Tibet



Who I love to spend time with the most:

Family.





Gillian Gimson

Director, Clinique eCommerce
New York, New York

With Clinique since October 2018.

Ecommerce,
Clinique Online

top ten talents:

- 1 Individualization
- 2 Arranger
- 3 Activator
- 4 Positivity
- 5 Communication
- 6 Analytical
- 7 Woo
- 8 Input
- 9 Strategic
- 10 Achiever

me at work:



What energizes me:

Brand success & my team success/accomplishments.



Accomplishment I'm proud of:

Making FY sales plans!



Go-to productivity trick:

Set deadlines for all tasks and calendar reminders to complete.



People come to me for:

Giving advice.

me personally:



If I could have only three apps on my phone:

Instagram, TikTok & Amazon



Go-to karaoke song:

Old school Eminem songs



Top destination on my must-visit list:

UK



Who I love to spend time with the most:

Friends & family.





Hazel Godoy

Senior Graphic Designer
New York, New York

With Clinique since March 2021.

Creative

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Relator**
- 4 **Responsibility**
- 5 **Futuristic**
- 6 **Empathy**
- 7 **Individualization**
- 8 **Restorative**
- 9 **Positivity**
- 10 **Learner**

me at work:



What energizes me:

Working on various smaller creative projects for weeks and then finally seeing them come to life as part of a larger initiative in stores.



Accomplishment I'm proud of:

Working on the various late stage printing projects and adding a little color/variety to existing packaging.



Go-to productivity trick:

Compiling a list of all my to-dos and physically checking them off as I complete them. This allows me to see my entire workload in a snapshot and re-prioritize as needed.



People come to me for:

I'm a good listener. Whether someone is looking for advice or just to be heard, I am always willing to lend an ear.

me personally:



If I could have only three apps on my phone:

Text, Internet & Instagram



Go-to karaoke song:

"Total Eclipse of the Heart"



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

Friends, family and my senior dog.





John Godsey

ELCP Field Executive
Montgomery, Alabama

With Clinique since April 2004.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 **Harmony**
- 2 **Context**
- 3 **Responsibility**
- 4 **Analytical**
- 5 **Restorative**
- 6 **Relator**
- 7 **Arranger**
- 8 **Includer**
- 9 **Consistency**
- 10 **Intellection**

me at work:



What energizes me:

Seeing my team get it when learning a new concept or idea.
Engaging with customers.



Accomplishment I'm proud of:

Promotion to the field as a Trainer for MAC from a store employee.



Go-to productivity trick:

Exercising in the morning gives me energy to be more productive throughout the day. Also, getting dressed and camera-ready even on WFH days.



People come to me for:

Artistry skills and presentation skills.

me personally:



If I could have only three apps on my phone:

Facebook, Instagram & my Health app



Go-to karaoke song:

I don't do karaoke.



Top destination on my must-visit list:

Italy—the entire country



Who I love to spend time with the most:

My partner and my dogs.





Molly Gorczyca

Coordinator NA Marketing Operations
Hackettstown, New Jersey

With Clinique since April 2022.

Marketing,
Operations



top ten talents:

- 1 Discipline
- 2 Consistency
- 3 Achiever
- 4 Harmony
- 5 Restorative
- 6 Analytical
- 7 Responsibility
- 8 Arranger
- 9 Focus
- 10 Positivity

me at work:



What energizes me:

What energizes me at work is figuring out ways to solve problems or completing tasks and knowing it was to my best ability!



Accomplishment I'm proud of:

A work-related accomplishment I am proud of is completing my first presentation in front of the marketing team and having it go well.



Go-to productivity trick:

My go-to productivity trick is creating a prioritized list of everything (big or small) that that needs to get done and crossing things out once they are finished. I include small things to make me feel like I am productive which energizes me to keep going.



People come to me for:

I think something that I am good at is organizing.

me personally:



If I could have only three apps on my phone:

My camera, text messaging & maps



Go-to karaoke song:

"Tequila" — the Champs (I am a terrible singer).



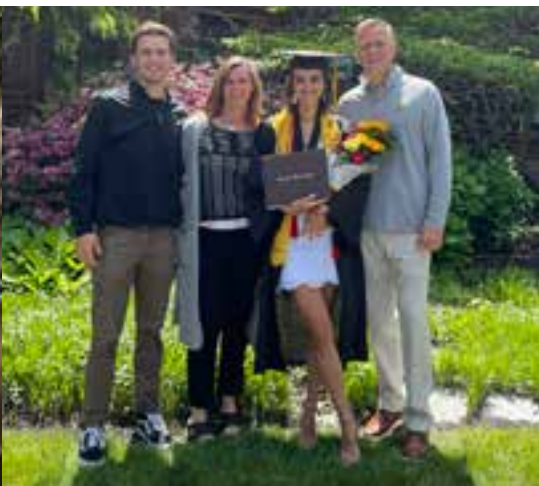
Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

My family.





Morgan Goss

Assistant Manager, Retailer.com Clinique
Jersey City, New Jersey

With Clinique since March 2018.

Ecommerce,
Retailer Online

top ten talents:

- 1 **Achiever**
- 2 **Intellection**
- 3 **Deliberative**
- 4 **Competition**
- 5 **Focus**
- 6 **Input**
- 7 **Significance**
- 8 **Futuristic**
- 9 **Learner**
- 10 **Analytical**

me at work:



What energizes me:

Getting to work on new and innovative projects and collaborating with cross-functional teams to be leaders for the brand, the company and the industry.



Accomplishment I'm proud of:

Had the opportunity to work on Clinique's first advanced landing page on Macy's.com.



Go-to productivity trick:

I follow the bullet journal method for my handwritten notes and love a good tracker document in Excel.



People come to me for:

I think I have a strong eye for creative assets (placement, how/where to leverage, etc. and really good organizational skills.

me personally:



If I could have only three apps on my phone:

TikTok, Messages & Twitter



Go-to karaoke song:

"Put Your Records On" — Corrine Bailey Rae



Top destination on my must-visit list:

South of France



Who I love to spend time with the most:

My family.





Sabrina Goulet

Field Executive Education Manager
Bowmanville, Ontario

With Clinique since December 2021.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Adaptability**
- 2 **Achiever**
- 3 **Relator**
- 4 **Positivity**
- 5 **Learner**
- 6 **Self-Assurance**
- 7 **Maximizer**
- 8 **Developer**
- 9 **Competition**
- 10 **Activator**

me at work:



What energizes me:

Building relationships and skills, growth and development, problem-solving, strategizing and creativity.



Accomplishment I'm proud of:

The creation and execution of educational programs and tools related for internal and external partners.



Go-to productivity trick:

Balance is key and staying organized with notebooks/Outlook calendar and notes apps.



People come to me for:

PowerPoint, brainstorming/strategy and listening.

me personally:



If I could have only three apps on my phone:

Spotify, Instagram and Maps



Go-to karaoke song:

"That Don't Impress Me Much" — Shania Twain



Top destination on my must-visit list:

French Polynesia



Who I love to spend time with the most:

My pup, fiancé, friends and family.





Jackie Grace

Clinique Field Executive, Ulta
Houston, Texas

With Clinique since October 2002.

Ulta Field Team
Team Stockton

top ten talents:

- 1 **Strategic**
- 2 **Relator**
- 3 **Learner**
- 4 **Discipline**
- 5 **Achiever**
- 6 **Maximizer**
- 7 **Ideation**
- 8 **Communication**
- 9 **Analytical**
- 10 **Arranger**

me at work:



What energizes me:

Teaching someone something they didn't know before. Seeing people grow in their career.



Accomplishment I'm proud of:

DM of the year at Origins.



Go-to productivity trick:

To-Do lists, getting things organized on Sunday evening in order to have the most productive Monday and week.



People come to me for:

Reports, Excel, business analysis, execution, new ideas.

me personally:



If I could have only three apps on my phone:

Instagram, Starbucks & My HEB for on-line grocery orders



Go-to karaoke song:

NONE! I am the worst singer and totally tone deaf.



Top destination on my must-visit list:

The Holy Land



Who I love to spend time with the most:

Family, especially kids that no longer live at home.





Ella Graffin

Associate Art Director
Rockaway Beach, New York

With Clinique since November 2019.

Creative

top ten talents:

- 1 Strategic
- 2 Adaptability
- 3 Intellection
- 4 Input
- 5 Positivity
- 6 Achiever
- 7 Communication
- 8 Maximizer
- 9 Individualization
- 10 Futuristic

me at work:



What energizes me:

Starting a new design project, collaborating with my team, taking moments to laugh and talk about non-work things once in a while.



Accomplishment I'm proud of:

Executing the concepts for the Ulta Iconic Gondolas. Refreshing the graphics in Ulta and Sephora for the July '22 overhaul updates (challenging but rewarding).



Go-to productivity trick:

Sound cancelling headphones with a deep focus Spotify playlist on.



People come to me for:

Adobe InDesign + Photoshop tips, aesthetic layouts.

me personally:



If I could have only three apps on my phone:

Instagram, New York Times Cooking & Spotify



Go-to karaoke song:

Anything Amy Winehouse.



Top destination on my must-visit list:

Tokyo, Japan



Who I love to spend time with the most:

My Mom and my best friends.





Marisa Graniela

Director
New York, New York

With Clinique since April 2022.

Omni Commercial,
Account
Management



top ten talents:

- 1 Restorative
- 2 Relator
- 3 Futuristic
- 4 Responsibility
- 5 Arranger
- 6 Includer
- 7 Input
- 8 Learner
- 9 Achiever
- 10 Discipline

me at work:



What energizes me:

Being organized, collaborative and working towards a deadline. I enjoy problem solving and dreaming big.



Accomplishment I'm proud of:

At Bumble, I grew the ULTA business to \$40M which was a triple digit growth vs. LY.



Go-to productivity trick:

Listening to music and blocking off my calendar!



People come to me for:

Brainstorming big ideas and ways to solve a problem.

me personally:



If I could have only three apps on my phone:

Spotify, Instagram and Tracy Anderson (fitness)



Go-to karaoke song:

Never done karaoke!



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My fiancé Canada.





Deirdre Grant

ELCP Field Executive
Minneapolis, Minnesota

With Clinique since 2016.

ELCP Field Team
Team Jack

top ten talents:

- 1 Context
- 2 Strategic
- 3 Woo
- 4 Communication
- 5 Achiever
- 6 Arranger
- 7 Individualization
- 8 Input
- 9 Includer
- 10 Learner

me at work:



What energizes me:

I am energized by developing others and coaching them to success. I also love eventing.



Accomplishment I'm proud of:

I am proud that my region has produced \$116,000 in ELCP grassroots events FY22.



Go-to productivity trick:

Service, it always comes back to offering a compelling service.



People come to me for:

People always come to me asking about event ideas and logistics on events. I am good with strategy and execution.

me personally:



If I could have only three apps on my phone:

Redfin (always looking for a lake house), YouTube & Pinterest



Go-to karaoke song:

"I Want It That Way" — Backstreet Boys



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Ryan, my husband.





Lisa Green

Clinique Field Sales Director, West
Dallas, Texas

With Clinique since May 2020.

Clinique Field Team
Team Green

top ten talents:

- 1 **Achiever**
- 2 **Maximizer**
- 3 **Relator**
- 4 **Connectedness**
- 5 **Strategic**
- 6 **Positivity**
- 7 **Individualization**
- 8 **Arranger**
- 9 **Learner**
- 10 **Belief**

me at work:



What energizes me:

My team energizes me, they continually inspire me to be the best I can be and I am grateful every day that I have the privilege and opportunity to work with such amazing, intelligent women.



Accomplishment I'm proud of:

I am most proud of my negotiations and initiatives to recruit a younger, more diverse consumer base to Clinique by meeting the GenZ consumers where they are—college campuses, the first one being an event at USC. My mission is to educate this young, diverse generation that Clinique is a brand for them.



Go-to productivity trick:

I create a list of tasks that need to be done by priority each day and I get satisfaction by completing the top priorities. I also make sure that I stand up and move if I am sitting more than 90 minutes at a time!



People come to me for:

I am good at giving a diverse perspective and will give honest, raw feedback. I am also good at negotiating, like the campus tours.

me personally:



If I could have only three apps on my phone:

BofA, Instagram, TikTok



Go-to karaoke song:

"We Are Family" — Sister Sledge



Top destination on my must-visit list:

Seoul, Korea



Who I love to spend time with the most:

I love to spend time with my husband, he's the kindest person I have ever met and he also has a wicked sense of humor that makes me belly laugh!





Kathy Greenbank

National Sales & Education Manager
Toronto, Ontario

With Clinique since November 1998.

Clinique Field Team
Tean Pease

top ten talents:

- 1 Positivity
- 2 Developer
- 3 Individualization
- 4 Arranger
- 5 Discipline
- 6 Consistency
- 7 Harmony
- 8 Empathy
- 9 Achiever
- 10 Input

me at work:



What energizes me:

Working with the most amazing team! I also stop to remind myself of the "why" — reminding yourself "why" is one the best ways to inspire yourself!



Accomplishment I'm proud of:

I love to improve efficiencies and streamline processes!



Go-to productivity trick:

Stop multi-tasking! Easier said than done, but when I focus my energy on one task at a time I actually complete it faster.



People come to me for:

Certainly not Excel LOL. People come to me for help connecting with the appropriate people and getting issues resolved.

me personally:



If I could have only three apps on my phone:

Wordscapes, Spotify & WhatsApp



Go-to karaoke song:

"Purple Rain" — Prince



Top destination on my must-visit list:

Kenya safari



Who I love to spend time with the most:

My boys! My husband Mark, our son James and our labradoodle Noodle.





Michelle Grundman

Director, Retailer.com
New York, New York

With Clinique since August 2017.

Ecommerce,
Retailer Online

top ten talents:

- 1 **Achiever**
- 2 **Ideation**
- 3 **Strategic**
- 4 **Positivity**
- 5 **Developer**
- 6 **Focus**
- 7 **Futuristic**
- 8 **Input**
- 9 **Significance**
- 10 **Maximizer**

me at work:



What energizes me:

Working with such a talented team! I'm also super passionate about what I do and making an impact.



Accomplishment I'm proud of:

Partnering with retailers on innovative programs such as launching Clinical Reality on Ulta.com and testing Discovery Kit PWP's on Macys.com.



Go-to productivity trick:

Creating a to-do list and putting tasks in priority order. It's a great way to stay focused and manage multiple projects!



People come to me for:

Thinking out of the box. People like brainstorming ideas with me!

me personally:



If I could have only three apps on my phone:

Photos, Instagram and Uber!



Go-to karaoke song:

"I Want It That Way" — Backstreet Boys



Top destination on my must-visit list:

Galapagos Island (learned about it in 5th grade and wanted to go ever since!)



Who I love to spend time with the most:

Family, friends and my dog, Marley!





Beth Grzeskowiak

Clinique Field Executive, Ulta
Indianapolis, Indiana

With Clinique since September 2012.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Competition**
- 2 **Communication**
- 3 **Relator**
- 4 **Empathy**
- 5 **Achiever**
- 6 **Woo**
- 7 **Futuristic**
- 8 **Positivity**
- 9 **Responsibility**
- 10 **Discipline**

me at work:



What energizes me:

Inspiring confidence in Consultants through building their skill and love for the brand.



Accomplishment I'm proud of:

Most recently, I am proud to be on the Mentor team and various other platforms and task forces that I have been able to be a part of.



Go-to productivity trick:

Start early and plan!



People come to me for:

I'm a go-to person for general advice as a voice of reason.

me personally:



If I could have only three apps on my phone:

Waze, Instagram & Spotify



Go-to karaoke song:

Anything 2000s Hip Hop :



Top destination on my must-visit list:

Maine



Who I love to spend time with the most:

My family.





Amanda Guarnieri

Asst. Manager Marketing
Toronto—Bloor Office

With Clinique since October 2019.

top ten talents:

- 1 Restorative
- 2 Achiever
- 3 Competition
- 4 Strategic
- 5 Realtor
- 6 Learner
- 7 Input
- 8 Focus
- 9 Futuristic
- 10 Command

me at work:



What energizes me:

Participating in niche projects with the goal of bettering the company. Finding more efficient ways of completing a task.



Accomplishment I'm proud of:

Streamlining collateral production, promo budget takeover and streamlining, and Sephora hub success (sales and feedback from field).



Go-to productivity trick:

Creating to-do lists that are achievable within the timeframe I expect to complete by.



People come to me for:

Definitely Excel and SAP. A lot of my team will also come to me for any budget related questions.

me personally:



If I could have only three apps on my phone:

TikTok, Pinterest & my photo app



Go-to karaoke song:

"All Star"—Smashmouth



Top destination on my must-visit list:

Portugal and Turkey



Who I love to spend time with the most:

My family and my cats.





Beth Guastella

SVP/GM Clinique NA
New York, NY

With Clinique since July 2021.



New York Office
Leadership Team

top ten talents:

- 1 **Achiever**
- 2 **Responsibility**
- 3 **Discipline**
- 4 **Maximizer**
- 5 **Positivity**
- 6 **Individualization**
- 7 **Significance**
- 8 **Activator**
- 9 **Developer**
- 10 **Relator**

me at work:



What energizes me:

Seeing our teams work together as one, moving our brand forward and achieving strong results.



Accomplishment I'm proud of:

Overcoming various macro and micro headwinds to continually deliver the asks from the corporation.



Go-to productivity trick:

Wake up early! Focus. Try to be in the moment for each meeting/call.



People come to me for:

Solving for "yes". Helping to remove roadblocks and obstacles.

me personally:



If I could have only three apps on my phone:

Maps, Photos & Instagram



Go-to karaoke song:

"Don't Stop Believin'" - Journey



Top destination on my must-visit list:

Morocco



Who I love to spend time with the most:

My husband and daughter, Katie.





Terry Gutierrez

ELC Portfolio VP Head of Sales
Miami, Florida

With Clinique since October 1995.

ELCP Field Team
Leadership Team

top ten talents:

- 1 **Maximizer**
- 2 **Achiever**
- 3 **Futurist**
- 4 **Arranger**
- 5 **Strategic**
- 6 **Responsibility**
- 7 **Relator**
- 8 **Activator**
- 9 **Ideation**
- 10 **Individualization**

me at work:



What energizes me:

The amazing people I have the pleasure of interacting with at ELC. This company is so rich in talent and I love learning and collaborating with others.



Accomplishment I'm proud of:

I enjoy developing and mentoring others and watching them excel and grow.



Go-to productivity trick:

Brainstorming and collaboration, there is nothing more energizing than ideating with others to get everyone excited to move to action and make things happen.



People come to me for:

Business strategy and execution, building collaborative relationships, developing and mentoring others.

me personally:



If I could have only three apps on my phone:

Outlook, Amazon & American Airlines



Go-to karaoke song:

None—I only voluntarily sing in the car when I'm alone.



Top destination on my must-visit list:

Paris, Greece, Switzerland, Africa, my bucket list goes on and on.



Who I love to spend time with the most:

My family! Baby Violet and my fur babies Max and Milo love to monopolize my time.





Georgia Haas

Clinique Field Executive, Ulta
Dallas, Texas

With Clinique since August 2013.

Ulta Field Team
Team Stockton

top ten talents:

- 1 **Relator**
- 2 **Strategic**
- 3 **Includer**
- 4 **Competition**
- 5 **Arranger**
- 6 **Achiever**
- 7 **Responsibility**
- 8 **Futuristic**
- 9 **Developer**
- 10 **Self-Assurance**

me at work:



What energizes me:

Educating both Clinique associates and PBA's on behaviors or product knowledge and watching the light bulb moment internally or with guests.



Accomplishment I'm proud of:

I was part of a Field Brand Manager Trainer rollout and was selected for my region. I was able to train/support my peers in various areas within their markets based on their needs. It was a very fulfilling role.



Go-to productivity trick:

List making! The actual act of crossing something off of my to-do list gives me so much motivation to complete it!



People come to me for:

I typically take on the Education rollouts and social media aspects for my regional team.

me personally:



If I could have only three apps on my phone:

Weather app, Email app & text message app



Go-to karaoke song:

"What's Up?" — 4 Non Blondes



Top destination on my must-visit list:

GREECE! Specifically Santorini



Who I love to spend time with the most:

My dogs, Pepper and Winston and my boyfriend, Cameron.





Mandy Hacker

ELCP Field Executive
Milwaukee, Wisconsin

With Clinique since October 2021.

ELCP Field Team
Team Jack



top ten talents:

- 1 **Strategic**
- 2 **Competition**
- 3 **Communication**
- 4 **Arranger**
- 5 **Focus**
- 6 **Futuristic**
- 7 **Learner**
- 8 **Realator**
- 9 **Individualization**

me at work:



What energizes me:

Seeing education turn into learning which turns into a sale on the floor. That positive energy and feedback from a simple coaching moment!



Accomplishment I'm proud of:

I am extremely proud of winning the Anniversary cup each year I was the Beauty DM at Nordstrom as well as taking over the ranks with top volume.



Go-to productivity trick:

Positive mindset and having a routine, force yourself to do it even when you're in a funk. The funk will fade!



People come to me for:

People come to me for strategy and planning which leads to execution! Typically with eventing and goal management.

me personally:



If I could have only three apps on my phone:

Spotify, Co-star & ApplePay because sometimes I forget my wallet LOL.



Go-to karaoke song:

"The House That Built Me" (No, not a country fan but it's a cute tune.



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My husband and dog.





Joyelle Haddix

ELCP Field Executive
Maryland

With Clinique since 2015.

AEELCP Field Team
Team Rizzo

top ten talents:

- 1 Arranger
- 2 Responsibility
- 3 Relator
- 4 Positivity
- 5 Achiever
- 6 Futuristic
- 7 Strategic
- 8 Focus
- 9 Discipline
- 10 Maximizer

me at work:



What energizes me:

Seeing my employees energized about a product/event/animation/initiative and bringing to life in store. Also seeing the successes that come out of the collaboration.



Accomplishment I'm proud of:

In partnership with our Field Education Executive in MD/DC/VA, I hosted my 1st hybrid event, generating over \$7.0k in Fall 2021.



Go-to productivity trick:

Contests & recognition.



People come to me for:

Creating in-store animation/events.

me personally:



If I could have only three apps on my phone:

Work phone: BAND, NALX & eLearning Personal phone: Facebook, Instagram & TikTok



Go-to karaoke song:

"Don't Stop Believin'"



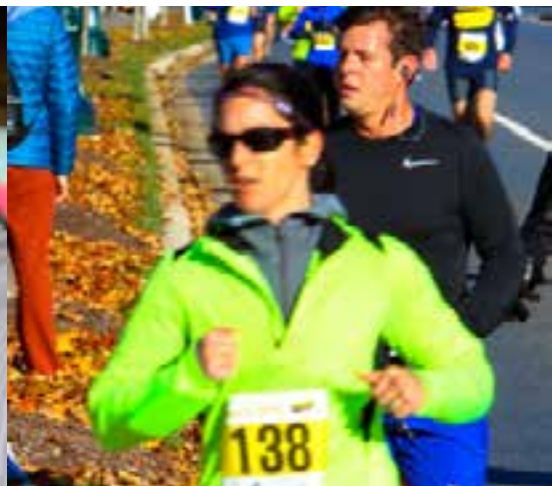
Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My husband.





Landon Hafen

Manager Visual Merchandising NOAM
Norwalk, Connecticut

With Clinique since July 2021.

Creative, Visual
Merchandising



top ten talents:

- 1 Ideation
- 2 Futuristic
- 3 Relator
- 4 Significance
- 5 Strategic
- 6 Activator
- 7 Intellection
- 8 Focus
- 9 Achiever
- 10 Learner

me at work:



What energizes me:

Getting opportunities to work on the new projects that engage customers.



Accomplishment I'm proud of:

Working on the new design for the Macy's HSQ flagship!



Go-to productivity trick:

Coffee and proper desk set up!



People come to me for:

Software, rendering skills, and manufacturing knowledge.

me personally:



If I could have only three apps on my phone:

Spotify, iMessage & Google



Go-to karaoke song:

"Doctor My Eyes"



Top destination on my must-visit list:

Japan



Who I love to spend time with the most:

Family.





Nichole Halarewich

Clinique Field Executive, Canada
Vancouver, British Columbia

With Clinique since December 2009.

Clinique Field Team
Team Pease

top ten talents:

- 1 Individualization
- 2 Ideation
- 3 Restorative
- 4 Relator
- 5 Intellection
- 6 Responsibility
- 7 Competition
- 8 Activator
- 9 Empathy
- 10 Arranger

me at work:



What energizes me:

I love a good challenge where I feel like I can make a positive impact for the greater good. When I am able to effectively problem-solve or help others to do so, I have a sense of accomplishment which motivates me to keep going.



Accomplishment I'm proud of:

I was able to create a career growth/development plan for two very talented individuals. After taking them under my wing and working closely together, each of them achieved their personal career goals!



Go-to productivity trick:

Making detailed to-do lists and tackle a quick/easy task first as this creates a sense of accomplishment.



People come to me for:

Bringing a vision to life through PowerPoint, solving tech issues, individualizing coaching approaches with teams.

me personally:



If I could have only three apps on my phone:

Camera, Music & Email



Go-to karaoke song:

"Sweet Caroline" — because I know EVERYONE else will sing along and drown me out!



Top destination on my must-visit list:

Bora Bora!



Who I love to spend time with the most:

My family, fiancé, and dog Milly!





Nichole Hall

Clinique Field Executive
Phoenix, Arizona

With Clinique since August 2010.

Clinique Field Team
Team Stevens

top ten talents:

- 1 Arranger
- 2 Individualization
- 3 Strategic
- 4 Relator
- 5 Achiever
- 6 Learner
- 7 Activator
- 8 Responsibility
- 9 Self-Assurance
- 10 Developer

me at work:



What energizes me:

Challenging business and people who need to be motivated and inspired energizes me at work.



Accomplishment I'm proud of:

I am proud to have played a role in the development of several people who have been promoted to Executive positions within the brand and ELC.



Go-to productivity trick:

Break the number down and keep the actions simple and consistent.



People come to me for:

People often come to me when they need advice on how to get others to move to action or when they need help repairing a relationship.

me personally:



If I could have only three apps on my phone:

Outlook, YouTube & Safeway



Go-to karaoke song:

I do not karaoke but I do love to watch others do it!



Top destination on my must-visit list:

Malta



Who I love to spend time with the most:

My husband.





Amy Hansen

Creative Director
Brooklyn, New York

With Clinique since February 2018.



Creative

top ten talents:

- 1 **Connectedness**
- 2 **Strategic**
- 3 **Learner**
- 4 **Positivity**
- 5 **Achiever**
- 6 **Futuristic**
- 7 **Communication**
- 8 **Input**
- 9 **Woo**
- 10 **Ideation**

me at work:



What energizes me:

Creative problem-solving. It's so rewarding to collaborate with the team and create something beautiful, from an abstract concept to an amazing in-store design.



Accomplishment I'm proud of:

I am particularly proud of the Ulta lightbox image update. Not only was it one of the bigger images I've shot (13 feet long), it was also art directed remotely!



Go-to productivity trick:

Pause, make some tea, and re-focus.



People come to me for:

Photoshoot art direction. With my past experience and ability to concept new shoots, I feel I can address the needs of Marketing and the Clinique brand, with a twist.

me personally:



If I could have only three apps on my phone:

Google Maps, Music & Yelp



Go-to karaoke song:

"Crazy Little Thing Called Love" — Queen



Top destination on my must-visit list:

So many! But Greece is a must!



Who I love to spend time with the most:

I have a lot of fun with my family, and my younger sister has a special place in my heart.





Jennifer Harasim

Vice President, Clinique Head of Sales
Minneapolis, Minnesota

With Clinique since March 2001.

Clinique Field Team
Team Harasim

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Achiever
- 4 Communication
- 5 Ideation
- 6 Woo
- 7 Belief
- 8 Futuristic
- 9 Learner
- 10 Responsibility

me at work:



What energizes me:

Helping others achieve their full potential and the thought of leaving a leadership legacy that I can be proud of and impacts and enriches the lives of others, our business and our brand.



Accomplishment I'm proud of:

Building a high performance team and see everyone contribute their incredible strengths. Beginning my career as a Clinique Consultant and being able to lead our Clinique Field today.



Go-to productivity trick:

Finding a time when I can focus in without distractions, turn off notifications during that time...and a cup of coffee never hurts. :)



People come to me for:

Crafting a compelling message, presenting, career development and mentoring.

me personally:



If I could have only three apps on my phone:

Calendar, Instagram and Facebook Workplace



Go-to karaoke song:

"I Can't Make You Love Me" — Bonnie Rait



Top destination on my must-visit list:

Poland to visit my husband's birthplace and family.



Who I love to spend time with the most:

My husband and my children.





Karla Hawkes

ELCP Field Director
Atlanta, Georgia

With Clinique since September 2001.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 Futuristic
- 2 Ideation
- 3 Strategic
- 4 Achiever
- 5 Woo
- 6 Relator
- 7 Learner
- 8 Positivity
- 9 Belief
- 10 Arranger

me at work:



What energizes me:

Brainstorming, collaboration, executing and team building energizes me at work.



Accomplishment I'm proud of:

I am proud to have started from a part-time position with Clinique and to now to hold the privilege of being a Director for ELCP.



Go-to productivity trick:

I believe in working together, aligning all the stakeholders of the business you get more productivity. Planning, collaborating, executing and cheering each other on produces greater productivity as one team.



People come to me for:

People have always reached out to me for ideas. I try to be a good listener and I love brainstorming about what the future can and should be.

me personally:



If I could have only three apps on my phone:

Photos, Amazon & Vrbo



Go-to karaoke song:

"Ain't No Mountain High Enough" — Marvin Gaye



Top destination on my must-visit list:

Anywhere with a view.



Who I love to spend time with the most:

Husband, children, nieces and nephews and my team.





Sheana Hensley

Clinique Field Executive
Sterling, Massachusetts

With Clinique since May 2011.

Clinique Field Team
Team Cardi

top ten talents:

- 1 **Activator**
- 2 **Individualization**
- 3 **Strategic**
- 4 **Woo**
- 5 **Communication**
- 6 **Empathy**
- 7 **Achiever**
- 8 **Arranger**
- 9 **Responsibility**
- 10 **Futuristic**

me at work:



What energizes me:

Achieving and exceeding sales goals and developing my teams and watching them grow as individuals.



Accomplishment I'm proud of:

Hiring and promoting 3 Consultants/CMs who have been promoted several times and who are now executives as well.



Go-to productivity trick:

Take conference calls on the road so you can balance in-store time with all the calls we have.



People come to me for:

Simplifying the message and prioritizing to keep teams focused on what will drive business.

me personally:



If I could have only three apps on my phone:

None, the world was better before smartphones and apps.



Go-to karaoke song:

"Don't Stop Believin'" —because everyone sings along and you can't hear my less than ideal singing voice.



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

Fern, my daughter.





Andi Hernandez

Clinique Field Executive, Ulta
Orange County, California

With Clinique since 2005.

Ulta Field Team
Team Stockton

top ten talents:

- 1 Positivity
- 2 Input
- 3 Empathy
- 4 Developer
- 5 Woo
- 6 Arranger
- 7 Harmony
- 8 Includer
- 9 Futuristic
- 10 Connectedness

me at work:



What energizes me:

My Team.



Accomplishment I'm proud of:

17 Years with Clinique!



Go-to productivity trick:

Sampling At Hello :)



People come to me for:

Fun ideas and activities.

me personally:



If I could have only three apps on my phone:

Amazon, Spotify & Uber Eats



Go-to karaoke song:

Anything by Prince



Top destination on my must-visit list:

Spain



Who I love to spend time with the most:

My son, Miles.





Genny Hester

Planner Coordinator
Simpsonville, South Carolina

With Clinique since July 2014.

Omni Commercial,
Planning

top ten talents:

- 1 **Includer**
- 2 **Empathy**
- 3 **Developer**
- 4 **Positivity**
- 5 **Achiever**
- 6 **Responsibility**
- 7 **Discipline**
- 8 **Communication**
- 9 **Restorative**
- 10 **Consistency**

me at work:



What energizes me:

I am energized by the impact that I can make supporting my team and accounts helping us all to achieve our goals.



Accomplishment I'm proud of:

I feel that communication is key and this helps keep us on track to meet goals and deadlines.



Go-to productivity trick:

I create a to-do list every day and highlight to prioritize for the day.



People come to me for:

Researching an issue/question.

me personally:



If I could have only three apps on my phone:

Music, Email & ELC authenticator



Go-to karaoke song:

"Shake it Off" — Taylor Swift



Top destination on my must-visit list:

St. Croix—US Virgin Islands



Who I love to spend time with the most:

My family.





Mandi Hite

ELCP Field Executive
Knoxville, Tennessee

With Clinique since April 2019.



ELCP Field Team
Team Hawkes

top ten talents:

- 1 **Strategic**
- 2 **Relator**
- 3 **Developer**
- 4 **Maximizer**
- 5 **Consistency**
- 6 **Responsibility**
- 7 **Discipline**
- 8 **Analytical**
- 9 **Belief**
- 10 **Arranger**

me at work:



What energizes me:

Being helpful and in the know, growth and development of my teams.



Accomplishment I'm proud of:

My success as an EL Account Coordinator and being promoted to ELCP FE.



Go-to productivity trick:

OneNote—Thanks, Ann Massey!



People come to me for:

Listening, reasoning, negotiating.

me personally:



If I could have only three apps on my phone:

Pinterest, Instagram & Amazon



Go-to karaoke song:

Anything Dixie Chicks



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

Family.





Shawn Hlowatzki

ELCP Field Executive, Canada
Waterloo, Ontario

With Clinique since December 2012.

ELCP Field Team
Team Moore

top ten talents:

- 1 Individualization
- 2 Learner
- 3 Achiever
- 4 Input
- 5 Connectedness
- 6 Relator
- 7 Strategic
- 8 Responsibility
- 9 Ideation
- 10 Arranger

me at work:



What energizes me:

Innovation, connection and impact on retailers, beauty advisors and consumers. Seeing a strategy come to life and executed with strong results is a strong motivation for me.



Accomplishment I'm proud of:

Canadian COSA award national education/trainer of the year is certainly a highlight in my career. I also hold a patent and copyright for an artistry technique.



Go-to productivity trick:

Taking 15 at the start of each day to access the agenda for the day and make any adjustments to priorities to reduce reactive measures. I also think to myself "What would Mrs. Estée Lauder do?" and it always resets my mind on the bigger picture and the impact I can make.



People come to me for:

Strategic planning and mapping out a plan of action.

me personally:



If I could have only three apps on my phone:

Clock, Camera & Settings



Go-to karaoke song:

"Simply the Best" — Tina Turner



Top destination on my must-visit list:

Malta



Who I love to spend time with the most:

Hope, my rescue dog and close family and friends.





Jessica Hoang

ELCP Field Executive, Canada
Edmonton, Alberta

With Clinique since October 2018.

ELCP Field Team
Team Moore

top ten talents:

- 1 Input
- 2 Learner
- 3 Relator
- 4 Analytical
- 5 Maximizer
- 6 Arranger
- 7 Strategic
- 8 Intellection
- 9 Activator
- 10 Empathy

me at work:



What energizes me:

Collaboration with colleagues. Working events and trainings with my team members (beauty Consultants, freelancers).



Accomplishment I'm proud of:

Building a freelance team that is aligned with same vision and executing amazing events in Sephora.



Go-to productivity trick:

Dedicating time to complete one task at a time vs multi-tasking and setting a time limit to complete this by.



People come to me for:

Conflict resolution and mediation.

me personally:



If I could have only three apps on my phone:

Podcasts, Instagram & Pinterest



Go-to karaoke song:

"Funky Town" —Lipps Inc



Top destination on my must-visit list:

The Maldives



Who I love to spend time with the most:

My partner.





Shannon Hoover

Field Executive Education Manager
Surrey, British Columbia

With Clinique since December 2019.

Clinique Field Team
FEEM Team

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Maximizer
- 4 Connectedness
- 5 Positivity
- 6 Arranger
- 7 Developer
- 8 Ideation
- 9 Futuristic
- 10 Woo

me at work:



What energizes me:

Creating and ideation, figuring out big picture solves with team members to current obstacles, and finding ways to drive people.



Accomplishment I'm proud of:

Creating and building teams. Working with Amy to create an inclusive and positive driven, open space for our team to thrive and hit their goals.



Go-to productivity trick:

Two things I live by are lists either physically written or on Trello, and keeping my inbox really clean with only my flagged to-do/follow up emails.



People come to me for:

Simplifying information and driving confidence. I can re-explain a situation to gain the confidence of the team member and fuel them to be excited and really ready to take on the project. Being open and creating solutions for the team.

me personally:



If I could have only three apps on my phone:

YouTube, Amazon, Instagram



Go-to karaoke song:

"Fishin' in the Dark" — Nitty Gritty Dirt Band :)



Top destination on my must-visit list:

Japan, Bora Bora, Kenya, Africa (I can't choose one!)



Who I love to spend time with the most:

My BF Deepak and my puppy Winston outside in nature.





Susan Horaney

Clinique Field Executive
San Diego, California

With Clinique since June 2000.

Clinique Field Team
Team Green

top ten talents:

- 1 **Relator**
- 2 **Arranger**
- 3 **Includer**
- 4 **Maximizer**
- 5 **Positivity**
- 6 **Belief**
- 7 **Futuristic**
- 8 **Connectedness**
- 9 **Responsibility**
- 10 **Communication**

me at work:



What energizes me:

Coaching and developing teams and colleagues on a new skill. Then seeing their excitement and success form into a new behavior. A new behavior that turns into a habit.



Accomplishment I'm proud of:

The promotion of Ariana from Counter Manager to Account Coordinator. Ariana has grown into an talented Executive.



Go-to productivity trick:

I ask the magic question "What would it take to make your goal?" and I find the teams have the answers and allowing them to use their strengths and ideas they go for it.



People come to me for:

Problem solving for personal, professional and people situations or sometimes just being a good listener.

me personally:



If I could have only three apps on my phone:

Safari, Podcast & Instagram



Go-to karaoke song:

"Humble and Kind" — Tim McGraw



Top destination on my must-visit list:

Amalfi Coast



Who I love to spend time with the most:

My family, each one—alone at times and all together at times.





Megan Houston

ELCP Field Executive, Canada
Winnipeg, Manitoba

With Clinique since August 2019.

ELCP Field Team
Team Moore

top ten talents:

- 1 Input
- 2 Competition
- 3 Futuristic
- 4 Developer
- 5 Relator
- 6 Positivity
- 7 Developer
- 8 Problem Solver
- 9 Work Intensity
- 10 Enterpriser

me at work:



What energizes me:

Coffee, haha! just kidding, I love my job so I'm energized everyday when I come to work! This industry is so much fun and I love getting to do something different everyday and meeting new people.



Accomplishment I'm proud of:

Creating and executing Sephora HUB style events at SDM and having them be extremely successful! Running just 4 events I was able to generate over 10k for ELCP brands.



Go-to productivity trick:

Lists—help prioritize what daily tasks need to be accomplished and help me have a more productive day.



People come to me for:

Event planning and execution.

me personally:



If I could have only three apps on my phone:

Email, Messenger & TikTok



Go-to karaoke song:

Anything by Elvis Presley



Top destination on my must-visit list:

Fiji



Who I love to spend time with the most:

My husband and son.





Julie Hungate

ELCP Field Executive
Sacramento, California

With Clinique since January 2019.

ELCP Field
Team Stephens

top ten talents:

- 1 Individualization
- 2 Input
- 3 Responsibility
- 4 Arranger
- 5 Futuristic
- 6 Learner
- 7 Maximizer
- 8 Significance
- 9 Self-Assurance
- 10 Includer

me at work:



What energizes me:

Seeing people around me succeed, helping people discover their strengths.



Accomplishment I'm proud of:

Increased sales in my previous territory and made plan-exceeded event goals.



Go-to productivity trick:

Building the sale by getting clients in the chair and sharing demonstrations.



People come to me for:

Event ideas and how to make the event goals.

me personally:



If I could have only three apps on my phone:

NALX, Instagram & Outlook



Go-to karaoke song:

"Staying Alive"



Top destination on my must-visit list:

Germany



Who I love to spend time with the most:

My family; son and hubby.





Lesley Inman

ELCP Field Executive
Charleston, South Carolina

With Clinique since February 2005.

ELCP Field Team
Team Work

top ten talents:

- 1 Responsibility
- 2 Positivity
- 3 Arranger
- 4 Belief
- 5 Futuristic
- 6 Communication
- 7 Achiever
- 8 Discipline
- 9 Maximizer
- 10 Relator

me at work:



What energizes me:

Developing people. Finding talented people and maximizing their strengths to see them grow professionally and personally.



Accomplishment I'm proud of:

Multiple people have been promoted to other positions within the Company and other companies because of my investment.



Go-to productivity trick:

Communicating goals clearly so that everyone on the team knows the goal and owns the goal.



People come to me for:

How to mentor others. Time management.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, Amazon & Bible App



Go-to karaoke song:

"Rock and Roll All Night" — KISS



Top destination on my must-visit list:

Southern France



Who I love to spend time with the most:

My family.





Kelly Isaak Westerberg

Clinique Field Executive
San Francisco, California

With Clinique since January 2017.

Clinique Field Team
Team Green

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Achiever
- 4 Discipline
- 5 Focus
- 6 Communication
- 7 Analytical
- 8 Futuristic
- 9 Input
- 10 Arranger

me at work:



What energizes me:

Making a difference for my people and my team. Seeing teams connect the dots and celebrating WINS!



Accomplishment I'm proud of:

I am proud of creating a culture of belonging within my market. Teams feel valued and invested in and as a result I have been able to create bench for positions!



Go-to productivity trick:

Planning is everything! Using calendars, trackers and punch cards are my favorite ways to keep focused on the goals ahead.



People come to me for:

I am a great planner and know how to execute a project or event well. I am skilled at PowerPoint, Canva and creating tools to help drive productivity.

me personally:



If I could have only three apps on my phone:

Photos, Facetime & email



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

Maui always:



Who I love to spend time with the most:

My husband, baby Ava and Jamo the doggo.





Lauren Jack

ELCP Field Director
Minneapolis, Minnesota

With Clinique since January 2007

ELCP Field Team
Team Jack

top ten talents:

- 1 Futuristic
- 2 Relator
- 3 Achiever
- 4 Self-Assurance
- 5 Individualization
- 6 Arranger
- 7 Activator
- 8 Maximizer
- 9 Ideation
- 10 Responsibility

me at work:



What energizes me:

I absolutely love collaboration to create a strategy or vision that incorporates everyone's unique vision and strength in order to bring a strong plan into reality.



Accomplishment I'm proud of:

Investment and development is a bucket filler for me and I have had the pleasure to work with several extremely talented individuals and have had the opportunity to be a part of their career growth.



Go-to productivity trick:

Keep it all organized. I love using OneNote. I am able to create folders and share notes with others in an easy format. Simple to drop in pics and you can use it as a tablet if you prefer to write out notes on store visits.



People come to me for:

I have a knack for streamlining and simplifying processes while keeping our overall mission top of mind.

me personally:



If I could have only three apps on my phone:

OneNote, Outlook & TikTok (gotta have a little fun!)



Go-to karaoke song:

"I'm Gonna Be (500 Miles)" — The Proclaimers



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family, Bill and Cait.





Kaitlin Jagodowski

Clinique Field Executive, Ulta
Philadelphia, Pennsylvania

With Clinique since February 2010.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Relator**
- 2 **Connectedness**
- 3 **Activator**
- 4 **Intellection**
- 5 **Responsibility**
- 6 **Ideation**
- 7 **Context**
- 8 **Developer**
- 9 **Individualization**
- 10 **Achiever**

me at work:



What energizes me:

Seeing Consultant confidence grow and working with passionate, driven people.



Accomplishment I'm proud of:

Adapting to a multitude of changes while still exceeding sales plan.



Go-to productivity trick:

Keeping a strong work-life balance and fueling the tank when needed.



People come to me for:

Streamlining focuses/marketing to make our priorities easier to digest and feel more achievable.

me personally:



If I could have only three apps on my phone:

Podcasts/music, Maps & Instagram



Go-to karaoke song:

"Blister In the Sun"—Violent Femmes



Top destination on my must-visit list:

Peru



Who I love to spend time with the most:

My pets & my plants.





Katie Jansen

ED Creative, Clinique NA
Brooklyn, New York

With Clinique since January 2020.



Creative

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Communication
- 4 Woo
- 5 Positivity
- 6 Analytical
- 7 Achiever
- 8 Includer
- 9 Activator
- 10 Developer

me at work:



What energizes me:

I feel energized when the team is collaborating on a strategic, creative idea.



Accomplishment I'm proud of:

I'm proud of helping to build a team of the most amazing (and most fun) creatives in the industry. They make my job truly enjoyable.



Go-to productivity trick:

Turning off email and Teams for 20 minutes when I need to focus, write or design.



People come to me for:

I love to brainstorm and creative problem solve—I'm always up for figuring out a solution to the wackiest creative challenges.

me personally:



If I could have only three apps on my phone:

Spotify, Instagram & Orangetheory



Go-to karaoke song:

"Motownphilly" as a duet. "Wrecking Ball" or "Flagpole Sitta" as a group.



Top destination on my must-visit list:

Croatia + Hawaii



Who I love to spend time with the most:

My husband Erik and my kids, Max and Milo.





Kareen Jeanty

Trade Marketing Manager
Brooklyn, New York

With Clinique since May 2022.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 Consistency
- 2 Discipline
- 3 Futurisic
- 4 Responsibility
- 5 Significance
- 6 Restorative
- 7 Competition
- 8 Deliberative
- 9 Focus
- 10 Developer

me at work:



What energizes me:

Organizing, strategizing and positive energy.



Accomplishment I'm proud of:

N/A—Still onboarding! :)



Go-to productivity trick:

Creating a list + checking things off!



People come to me for:

Budgeting.

me personally:



If I could have only three apps on my phone:

TikTok, FaceTime & Gmail



Go-to karaoke song:

"Scrubs"—TLC



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

Myself.





Adelyn Jeong

GWP & Sales Analyst/Manager
With Clinique since date.

With Clinique since February 2018.

Omni Commercial,
Planning

top ten talents:

- 1 Discipline
- 2 Deliberative
- 3 Harmony
- 4 Individualization
- 5 Responsibility
- 6 Analytical
- 7 Consistency
- 8 Connectedness
- 9 Includer
- 10 Intellection

me at work:



What energizes me:

Delicious iced coffee helps me to energized me at work (esp. Devocion's sparking cascara coffee which is located near 23rd St. office).



Accomplishment I'm proud of:

I'm proud of making an efficient template and process that are related to MFP & GWPs.



Go-to productivity trick:

My productivity trick is listening a lo-fi playlist.



People come to me for:

People will come to me for Excel, data report pull from Data Warehouse and data analysis report.

me personally:



If I could have only three apps on my phone:

You Tube, Instagram & Netflix



Go-to karaoke song:

I don't have go-to karaoke song. :(



Top destination on my must-visit list:

Spain (Barcelona)



Who I love to spend time with the most:

I loved to spend time with family watching TV series on Netflix, window shopping for fountain pens, and taking some scenery photos.





Christina Johnson

ELCP Field Executive
Reno, Nevada

With Clinique since June 2018.

ELCP Field Team
Team Stephens

top ten talents:

- 1 Achiever
- 2 Responsibility
- 3 Arranger
- 4 Strategic
- 5 Focus
- 6 Learner
- 7 Relator
- 8 Self-Assurance
- 9 Positivity
- 10 Woo

me at work:



What energizes me:

Strengthening the teams and seeing strong results.



Accomplishment I'm proud of:

I have created strong partnerships in a market that was known to be very challenging in that area.



Go-to productivity trick:

Consistency and organization.



People come to me for:

Territory collaborations.

me personally:



If I could have only three apps on my phone:

Outlook, NALX & Mobilize



Go-to karaoke song:

"Sweet Caroline"



Top destination on my must-visit list:

Grand Canyon



Who I love to spend time with the most:

My family; husband and three kids.





Courtney Johnson

ELCP Field Executive
Austin, Texas

With Clinique since July 2018.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Relator**
- 2 **Connectedness**
- 3 **Positivity**
- 4 **Achiever**
- 5 **Belief**
- 6 **Activator**
- 7 **Ideation**
- 8 **Significance**
- 9 **Developer**
- 10 **Restorative**

me at work:



What energizes me:

The feeling of achievement and being recognized for hard work. I love seeing my team learn and grow.



Accomplishment I'm proud of:

I'm proud of how resourceful and determined my team is to be successful.



Go-to productivity trick:

Phone a friend to share ideas, learn and inspire each other.



People come to me for:

Calendar planning.

me personally:



If I could have only three apps on my phone:

Instagram, Amazon & Mail



Go-to karaoke song:

I love anything Ariana Grande or 90's/2000's



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My daughter, Isabella.





Leslie Jones

Director, Visual Merchandising North America
New York, New York

With Clinique since April 1999.

Creative, Visual
Merchandising

top ten talents:

- 1 **Context**
- 2 **Intellection**
- 3 **Input**
- 4 **Relator**
- 5 **Developer**
- 6 **Ideation**
- 7 **Restorative**
- 8 **Adaptability**
- 9 **Positivity**
- 10 **Learner**

me at work:



What energizes me:

Working with my Team. Working to research, innovate and apply sustainability strategy and execution to my projects.



Accomplishment I'm proud of:

My overall leadership on holiday programs over the last several years and the sustainability gains I have introduced to this program. My involvement on the New HSQ and Labs stores.



Go-to productivity trick:

Give your focus to one thing at a time.



People come to me for:

Sustainability strategy. Understanding of the field challenges and opportunities.

me personally:



If I could have only three apps on my phone:

Calm, Airbnb & LinkedIn



Go-to karaoke song:

"This Is How We Do It"



Top destination on my must-visit list:

Antarctica



Who I love to spend time with the most:

My best friend.





Megan Judge

Clinique Field Executive
Branchburg, New Jersey

With Clinique since May 2002.

Clinique Field Team
Team Card

top ten talents:

- 1 Achiever
- 2 Learner
- 3 Responsibility
- 4 Developer
- 5 Arranger
- 6 Relator
- 7 Deliberative
- 8 Belief
- 9 Individualization
- 10 Self-Assurance

me at work:



What energizes me:

Investing in my Counter Managers and Consultants. Watching them grow and stretch themselves, seeing behaviors become habits and seeing them succeed.



Accomplishment I'm proud of:

What I am most proud of is when someone I mentored received a promotion. In my career with ELC I have helped several people reach their goal and be promoted.



Go-to productivity trick:

An old fashioned hand written to-do list.



People come to me for:

I am very well versed in navigating ELC systems like DW, Infolink. Co-workers come to me for help with ELC Applications.

me personally:



If I could have only three apps on my phone:

Venmo, InstaCart & Instagram



Go-to karaoke song:

"Sweet Caroline"



Top destination on my must-visit list:

The Canary Islands



Who I love to spend time with the most:

My Mom.





Misty Justice

ELCP Field Director
Dallas, Texas

With Clinique since 2010.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Strategic**
- 2 **Command**
- 3 **Arranger**
- 4 **Activator**
- 5 **Self Assurance**
- 6 **Significance**
- 7 **Focus**
- 8 **Ideation**
- 9 **Belief**
- 10 **Futuristic**

me at work:



What energizes me:

As a developer and leader of others I am always motivated by the professional growth and success of my team. The chance to make an impact. It's important that I am part of something bigger than myself. Learning something new and continuous improvement.



Accomplishment I'm proud of:

One of my accomplishments was turning around the success for Estée Lauder Ulta through the development of field facing programs, elevated freelancers and elevating the field teams. I am proud of the fact that my team continues to transform and grow to achieve all goals. Social Media Globally trained.



Go-to productivity trick:

1: Focus on your why. 2: Use our time and calendar wisely. 3: Track your progress. 4: Set self-imposed deadlines.



People come to me for:

Social media, Ulta, Sephora, feedback, mentorship, events, recommendations, coaching.

me personally:



If I could have only three apps on my phone:

Work: Outlook calendar, Zoom & Teams. Fun Apps: Splice, Beauty Plus & TikTok



Go-to karaoke song:

I'm only a back up air guitar player or air tambourine player for karaoke.



Top destination on my must-visit list:

Italy, Spain and Bora Bora



Who I love to spend time with the most:

With my husband, kids and little fur baby Coco.





Ness Karali

Clinique Field Executive, Ulta
Seattle, Washington

With Clinique since February 2021.

Ulta Field Team
Team Eaker

top ten talents:

- 1 **Strategic**
- 2 **Individualization**
- 3 **Analytical**
- 4 **Responsibility**
- 5 **Connectedness**
- 6 **Relator**
- 7 **Activator**
- 8 **Maximizer**
- 9 **Ideation**
- 10 **Arranger**

me at work:



What energizes me:

Being able to utilize my strengths and delivering positive results.



Accomplishment I'm proud of:

Building a diverse team and high retention rate. Business partner relationships.



Go-to productivity trick:

Prioritize and focus.



People come to me for:

Analyzing data, communication, discussing new ideas and brainstorming.

me personally:



If I could have only three apps on my phone:

WhatsApp, Amazon Prime & Maps



Go-to karaoke song:

I don't have one.



Top destination on my must-visit list:

Amalfi Coast



Who I love to spend time with the most:

My husband & family.





James Kelly

VM Guidelines Designer
New York, New York

With Clinique since March 2022.



Creative

top ten talents:

- 1 Restorative
- 2 Input
- 3 Empathy
- 4 Developer
- 5 Connectedness
- 6 Relator
- 7 Intellection
- 8 Adaptability
- 9 Individualization
- 10 Analytical

me at work:



What energizes me:

Having manageable tasks that I feel add value.



Accomplishment I'm proud of:

Making it in NYC.



Go-to productivity trick:

Organized and detailed to-do lists that are organized by priority.



People come to me for:

Interior design, dealing with interpersonal conflict, Photoshop.

me personally:



If I could have only three apps on my phone:

Weather, Google Maps & Spotify



Go-to karaoke song:

"Miss You" — Rolling Stones...maybe



Top destination on my must-visit list:

Southern Italy



Who I love to spend time with the most:

Myself.





Brit Kenny

Clinique Field Executive
Chicago, Illinois

With Clinique since July 2015.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Competition**
- 2 **Achiever**
- 3 **Strategic**
- 4 **Self-Assurance**
- 5 **Command**
- 6 **Analytical**
- 7 **Individualization**
- 8 **Activator**
- 9 **Ideation**
- 10 **Focus**

me at work:



What energizes me:

Being a part of a winning team! Working together to overcome obstacles!



Accomplishment I'm proud of:

Being promoted to Clinique Field Executive so early in my career! It was my dream job and I accomplished it by the age of 25!



Go-to productivity trick:

Creating a group thread with some friendly rivalry between competing doors! Picking up the phone to spark some friendly competition with a work friend!



People come to me for:

Creating strong partnerships in store—with both Ambassadors and Store Management! Social Selling on Instagram!

me personally:



If I could have only three apps on my phone:

Instagram, Amazon, & Audible—I'm allowed to keep the standard apps like SMS & email right? lol



Go-to karaoke song:

Anything Shania Twain or Dixie Chicks!



Top destination on my must-visit list:

Mykonos



Who I love to spend time with the most:

My amazing hubby & our beautiful baby girl!





Suzie Kerr

ELCP Field Executive, Canada
Edmonton, Alberta

With Clinique since August 2012.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Achiever**
- 2 **Ideation**
- 3 **Competition**
- 4 **Significance**
- 5 **Futuristic**
- 6 **Strategic**
- 7 **Learner**
- 8 **Command**
- 9 **Arranger**
- 10 **Activator**

me at work:



What energizes me:

My teams, colleagues and when I have a chance to be creative with event ideas or ideas on counter.



Accomplishment I'm proud of:

FE of the year.



Go-to productivity trick:

Creating lists, a scribble space and coffee!



People come to me for:

Excel, Powerpoint, Word—anything to do with computers or technology.

me personally:



If I could have only three apps on my phone:

Apple Music, iMessage & Camera/Photos



Go-to karaoke song:

"Don't Stop Believin'" —Journey



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

Family.





Angela Kessler

Clinique Field Executive
Dallas/Fort Worth, Texas

With Clinique since August 1999.

Clinique Field Team
Team Green

top ten talents:

- 1 Relator
- 2 Responsibility
- 3 Achiever
- 4 Consistency
- 5 Harmony
- 6 Arranger
- 7 Connectedness
- 8 Competition
- 9 Includer
- 10 Significance

me at work:



What energizes me:

I'm energized when my teams are energized. When they are focused and having fun I absolutely love it. Good sales results!



Accomplishment I'm proud of:

Some of my work accomplishments I am most proud of is the development of people on my team that have gone on to be recognized by our Stars to New York program and/or been promoted within our company or the retailer.



Go-to productivity trick:

Wow Now demonstrations! When the client sees the WOW factor they buy more!



People come to me for:

Different ways to analyze our business and the creation of tools to support it.

me personally:



If I could have only three apps on my phone:

Personal: Facebook, Pandora & TikTok
Work: My ELC, NALX & eLearning



Go-to karaoke song:

I absolutely would never karaoke:)



Top destination on my must-visit list:

Turks and Caicos



Who I love to spend time with the most:

My family!





Kyungjin Kil

Associate Art Director
New York, New York

With Clinique since June 2022.



Creative

top ten talents:

- 1 **Achiever**
- 2 **Responsibility**
- 3 **Positivity**
- 4 **Futuristic**
- 5 **Maximizer**
- 6 **Woo**
- 7 **Strategic**
- 8 **Includer**
- 9 **Activator**
- 10 **Individualization**

me at work:



What energizes me:

Trust the ability of each other, support and encouragement. Personal satisfaction when I have good feedback from people, and it leads to good performance and results as expected.



Accomplishment I'm proud of:

Got approved from people who related the field and good performance of sales. Positive reaction from the public/consumer about my design (i.e. Instagram post, stories, website).



Go-to productivity trick:

I try to get the inspiration as looking around the gallery and in-store display related fashion, beauty, lifestyle and experience space. Go to getaway, travel and exercise such as swimming, jogging, yoga, and surf lessons, or do nothing.



People come to me for:

Color selection and correction (I have a Certificate of Colorist in Korea.) Graphic visuals, editorial layouts, and concept/theme.

me personally:



If I could have only three apps on my phone:

Pinterest, Nike Run Club & Surflin



Go-to karaoke song:

"Let's Go Party" — 2NE1



Top destination on my must-visit list:

Parent's home in Seoul, Korea / Jeju Island in Korea / Blue lagoon hot springs in Iceland / Guinness Brewery in Ireland / Yosemite National Park in California, USA



Who I love to spend time with the most:

Younger sister and boyfriend.





Jennifer King

Clinique Field Executive
Philadelphia, Pennsylvania

With Clinique since March 1998.

Clinique Field Team
Team Miller

top ten talents:

- 1 Responsibility
- 2 Significance
- 3 Consistency
- 4 Relator
- 5 Arranger
- 6 Discipline
- 7 Activator
- 8 Learner
- 9 Positivity
- 10 Achiever

me at work:



What energizes me:

Teaching people and watching them be successful. Working on creative projects.



Accomplishment I'm proud of:

Winning the Top Regional Education Manager of the Year in 2012 and recognized at Sales Meeting for this achievement and also winning the Difference Maker Award in 2020.



Go-to productivity trick:

Wow Now Demonstrations (like the Tape Test). Having someone experience Clinical Reality, recruiting with samples or bounce back card for a Foundation Dram.



People come to me for:

PowerPoint, organizing, presenting, motivation, teaching others, followup/recap.

me personally:



If I could have only three apps on my phone:

Personal—My Fitness Pal, Instagram & Pinterest



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Husband Joe & daughter Charlotte.





Laurie Kinner

Clinique Field Executive, Ulta
Edgewater, Maryland

With Clinique since May 2015.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Learner**
- 2 **Individualization**
- 3 **Input**
- 4 **Futuristic**
- 5 **Relator**
- 6 **Responsibility**
- 7 **Achiever**
- 8 **Intellection**
- 9 **Focus**
- 10 **Connectedness**

me at work:



What energizes me:

I love to be able make a difference in my Consultants lives and help them achieve their goals.



Accomplishment I'm proud of:

I am proud of my very diverse team! Their resilience and giving guests amazing experiences allowed them to succeed well over plan in their RY 21!



Go-to productivity trick:

I make sure I accomplish 3 of the most important things every day. I am not a fan of huge to-do lists, so I keep my lists manageable which helps me feel productive!



People come to me for:

I absolutely love to study the why and how of the ingredients in our products. I am known as one of the ingredient gurus!

me personally:



If I could have only three apps on my phone:

Instagram, Facebook & TikTok!



Go-to karaoke song:

Anything Bee Gees!



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My husband, grandkids and kids!





Adrienne Kinor

Assistant Manager Trade Marketing NA SMC
Columbus, Ohio

With Clinique since May 2022.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 **Woo**
- 2 **Communication**
- 3 **Competition**
- 4 **Empathy**
- 5 **Activator**
- 6 **Strategic**
- 7 **Includer**
- 8 **Futuristic**
- 9 **Consistency**
- 10 **Restorative**

me at work:



What energizes me:

Doing things right, getting praise, exciting new products.



Accomplishment I'm proud of:

N/A—just started! Proud of myself taking the time to learn (typically hard for me).



Go-to productivity trick:

Putting distractions away; making a list that I can physically check things off.



People come to me for:

Just started so nothing yet! but outside of work I'm usually the person who gets a group together to do something!

me personally:



If I could have only three apps on my phone:

Twitter, IMDB & Door Dash



Go-to karaoke song:

"Baby Got Back"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family.





Katie Korwin

ELCP Field Executive
Honolulu, Hawaii

With Clinique since March 2015.

ELCP Field Team
Team Stephens

top ten talents:

- 1 Positivity
- 2 Achiever
- 3 Activator
- 4 Includer
- 5 Maximizer
- 6 Self-Assurance
- 7 Woo
- 8 Futuristic
- 9 Adaptability
- 10 Ideation

me at work:



What energizes me:

My team and helping others!



Accomplishment I'm proud of:

Locally relevant eventing and developing my AC.



Go-to productivity trick:

Making to-do lists!



People come to me for:

Building relationships and energizing others.

me personally:



If I could have only three apps on my phone:

Calendar, Peloton & Motivation



Go-to karaoke song:

"Can I Kick It" —A Tribe Called Quest



Top destination on my must-visit list:

Tahiti



Who I love to spend time with the most:

Friends, family, my team and Max, my cat.





Hannah Kneuer

Promotional Marketing Associate
Brooklyn, New York

With Clinique since September 2018.

Marketing,
Promotional



top ten talents:

- 1 **Intellection**
- 2 **Input**
- 3 **Relator**
- 4 **Responsibility**
- 5 **Arranger**
- 6 **Empathy**
- 7 **Connectedness**
- 8 **Individualization**
- 9 **Harmony**
- 10 **Developer**

me at work:



What energizes me:

Bringing to life exciting new programs/campaigns and ideating with teammates.



Accomplishment I'm proud of:

Managing the promo marketing spend and ensuring that it stays within budget each fiscal year.



Go-to productivity trick:

Staying organized, and always having a good playlist handy whenever it's time to focus.



People come to me for:

Pulling promo assets from the DAM, PPT formatting, and sourcing Holiday & GWP comps for various advertising opportunities.

me personally:



If I could have only three apps on my phone:

Spotify, Chrome & Instagram



Go-to karaoke song:

"Wannabe" — Spice Girls



Top destination on my must-visit list:

Positano, Italy



Who I love to spend time with the most:

My dog, Monty.





Caroline Krasnoff

Director FP&A—Clinique
New York, New York

With Clinique since December 2014.

Finance

top ten talents:

- 1 **Learner**
- 2 **Responsibility**
- 3 **Achiever**
- 4 **Arranger**
- 5 **Relator**
- 6 **Analytical**
- 7 **Harmony**
- 8 **Self-Assurance**
- 9 **Individualization**
- 10 **Belief**

me at work:



What energizes me:

I am energized by the opportunity to learn new things and expand my understanding of the business. I also am fulfilled when helping to improve processes.



Accomplishment I'm proud of:

The development of the Account P&L's has been a win-win for all the teams involved in the monthly review.



Go-to productivity trick:

Lists—I find it most productive to make a list at the end of the day prioritizing the next days projects.



People come to me for:

Interpreting ELC procedures and helping people find contacts in the company to meet their needs related to their budgets.

me personally:



If I could have only three apps on my phone:

Libby, Virgin Pulse & Instagram



Go-to karaoke song:

"Ka-Ching"—Shania Twain



Top destination on my must-visit list:

Banff, Canada



Who I love to spend time with the most:

My kids.





Heather Kuret

ELCP Field Executive
Wichita, Kansas

With Clinique since January 2006.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Maximizer**
- 2 **Strategic**
- 3 **Learner**
- 4 **Achiever**
- 5 **Command**
- 6 **Relator**
- 7 **Competition**
- 8 **Significance**
- 9 **Focus**
- 10 **Discipline**

me at work:



What energizes me:

My passion, determination and drive energizes me to work. I truly work for a remarkable company and the love for the company naturally drives me.



Accomplishment I'm proud of:

To be able to see my market grow in such a short time frame. So proud of how quickly I was able to build relationships, establish trust and get the buy in from my in-store teams.



Go-to productivity trick:

Power hour incentives and in-store contests.



People come to me for:

Social media postings.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & Uber Eats



Go-to karaoke song:

"Hero" — Mariah Carey



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

My children & family.





Jenny Kwan

Marketing Manager
Toronto, Ontario

With Clinique since June 2015.

top ten talents:

- 1 Relator
- 2 Strategic
- 3 Maximizer
- 4 Communication
- 5 Connectedness
- 6 Woo
- 7 Discipline
- 8 Responsibility
- 9 Positivity
- 10 Futuristic

me at work:



What energizes me:

Future forward product launches and innovation, flashing on the GMW.



Accomplishment I'm proud of:

Contributing to market share rank gains of Smart Franchise in prestige Anti-Aging from N7 from N12, FYTD April. Direct contributions: SDM Loblaws Smart Digital Campaign, HBC F21 GWP Digital Campaign heroin Smart, Smart presell Party with Smart Event in Box, Forecasting Sampling.



Go-to productivity trick:

A great playlist to get in the zone; my recent go-to is TOKIMONSTA.



People come to me for:

People come to me for Excel and ROI analysis.

me personally:



If I could have only three apps on my phone:

Spotify, Watsapp & Audible



Go-to karaoke song:

"Yellow" — Coldplay



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family.





Tracy Lambert

Clinique Field Executive
Las Vegas, Nevada

With Clinique since July 1995.

Clinique Field Team
Team Stevens

top ten talents:

- 1 Futuristic
- 2 Communication
- 3 Strategic
- 4 Individualization
- 5 Responsibility
- 6 Activator
- 7 Self-Assurance
- 8 Arranger
- 9 Woo
- 10 Connectedness

me at work:



What energizes me:

Coaching and developing my CM's and teams to be the best in their roles. I also love when I can inspire people and clients outside of Clinique to love our products and the services we provide.



Accomplishment I'm proud of:

When I was able to identify where to play in the big moments and created a solid game plan to achieve 120% of the Sales Plan in the 2nd Quarter!



Go-to productivity trick:

Always track your sales. Hourly, weekly, monthly. Know your AUS and how many people you need to see each day. Always offer services and demos.



People come to me for:

People come to me when they need me to help with difficult conversations and problem solving. They also come to me to help them negotiate space for events and new ideas.

me personally:



If I could have only three apps on my phone:

Facebook/Instagram, Deputy and Maps(lol), also Wheels.



Go-to karaoke song:

"I'm So Excited" — The Pointer Sisters



Top destination on my must-visit list:

Amalfi Coast, Italy



Who I love to spend time with the most:

My Husband, Jeff.





Philip Lee

Manager, Print Production
New York, New York

With Clinique since October 2010.



Creative

top ten talents:

- 1 **Harmony**
- 2 **Discipline**
- 3 **Focus**
- 4 **Analytical**
- 5 **Deliberative**
- 6 **Adaptability**
- 7 **Intellection**
- 8 **Developer**
- 9 **Competition**
- 10 **Includer**

me at work:



What energizes me:

I'm energized by big team projects and seeing them come to life.



Accomplishment I'm proud of:

I'm especially proud of our launch of the Ulta Iconic Gondola and my contributions to its success. The process was the most collaborative I've worked on, the team's commitment was absolute, and the results are outstanding. It truly raises the bar for VM.



Go-to productivity trick:

First I need a clear goal, a deadline, and all the moving pieces in place. Then I build a focus fort to defend against interruptions and distractions: Teams status = Do Not Disturb; commercial-free Spotify; tall iced coffee; well-managed blood-sugar levels.



People come to me for:

People come to me for production expertise, organizing, and wry humor.

me personally:



If I could have only three apps on my phone:

New York Times, Quora (for geeky arcana) & Duolingo



Go-to karaoke song:

To quietly slip away before my name is called.



Top destination on my must-visit list:

Japan when the cherry blossoms arrive. Local cherry blossoms are nice, but it's otherworldly in Japan. It must be experienced.



Who I love to spend time with the most:

Family.





Virginia Lee

Field Executive Education Manager
Los Angeles, California

With Clinique since May 2010.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Relator**
- 2 **Strategic**
- 3 **Individualization**
- 4 **Achiever**
- 5 **Analytical**
- 6 **Responsibility**
- 7 **Focus**
- 8 **Learner**
- 9 **Arranger**
- 10 **Discipline**

me at work:



What energizes me:

Making a positive impact—teaching something new and inspiring confidence, finding solutions, finding ways to do something better and empowering others to make a difference.



Accomplishment I'm proud of:

Being able to live into the FEEM role and earn the trust of others. Being focused on creating moments that matter, from onboarding to celebrating wins at work.



Go-to productivity trick:

There are moments where you need to stop multi-tasking to be the most productive. I turn off all notifications on my iPhone and make sure my laptop sounds are muted (email alerts).



People come to me for:

I make a good sounding board for others—often people just want me to listen, understand and help remove roadblocks or be their advocate.

me personally:



If I could have only three apps on my phone:

Google Maps (I would be so lost without it...how did I ever manage to drive to my destinations?), WhatsApp (I need it to connect with my parents in Australia), Photos (precious memories of our lives in pictures).



Go-to karaoke song:

I don't sing. More like...I can't sing.



Top destination on my must-visit list:

Anywhere with white sandy beaches...The Maldives.



Who I love to spend time with the most:

My family (husband and my two boys).





Suzanna Lee

Clinique Field Executive, Canada
Montreal, Quebec

With Clinique since August 2019.

Clinique Field Team
Team Pease

top ten talents:

- 1 Achiever
- 2 Ideation
- 3 Strategic
- 4 Input
- 5 Restorative
- 6 Leader
- 7 Responsibility
- 8 Focus
- 9 Analytical
- 10 Intellection

me at work:



What energizes me:

Aiming towards a goal. Working as one team to our objective.



Accomplishment I'm proud of:

Seeing others achieve in their career.



Go-to productivity trick:

Write a daily check list.



People come to me for:

Social media and technology.

me personally:



If I could have only three apps on my phone:

Google Maps, calendar & weather



Go-to karaoke song:

"Dynamite BTS"



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My son.





Barbara Leeds

ELCP Field Executive
Tallahassee, Florida

With Clinique since October 2000.

ELCP Field Team
Team Work

top ten talents:

- 1 **Significance**
- 2 **Achiever**
- 3 **Input**
- 4 **Learner**
- 5 **Strategic**
- 6 **Responsibility**
- 7 **Activator**
- 8 **Maximizer**
- 9 **Relator**
- 10 **Discipline**

me at work:



What energizes me:

Completing tasks, training new associates, celebrating successes.



Accomplishment I'm proud of:

I grew from a beauty advisor from a Fashion Group door to where I am now. I work hard to build relationships and grow myself.



Go-to productivity trick:

Lists, writing everything down. This works for me and my tasks, plus when I'm coaching at the counters.



People come to me for:

I am understanding and patient. People come to me when they have questions or concerns. I am great at building relationships with our retail partners.

me personally:



If I could have only three apps on my phone:

Apple News, The Weather Channel & iBooks



Go-to karaoke song:

"Picture"



Top destination on my must-visit list:

Scotland



Who I love to spend time with the most:

My husband and daughters.





Berdie Lo

Marketing Director
Toronto, Ontario

With Clinique since November 2021.

top ten talents:

- 1 **Connectedness**
- 2 **Responsibility**
- 3 **Adaptability**
- 4 **Relator**
- 5 **Developer**
- 6 **Arranger**
- 7 **Communication**
- 8 **Empathy**
- 9 **Discipline**
- 10 **Consistency**

me at work:



What energizes me:

Sense of accomplishment and problem resolution. Empowering my team and seeing plans come into fruition with great results.



Accomplishment I'm proud of:

I have not been at Clinique long enough to say this, but in my past experience, seeing a product I launched take the #1 spot for skincare and fragrance launches.



Go-to productivity trick:

Because we are in back to back meetings all the time. Sometimes, I need to stop, stand up and take 3 minutes to refocus. This helps me to look at things with fresh eyes.



People come to me for:

Negotiating. Second set of eyes—detail oriented.

me personally:



If I could have only three apps on my phone:

Instagram, Emails & Viber (to connect with family)



Go-to karaoke song:

I don't like Karaoke.



Top destination on my must-visit list:

Turkey



Who I love to spend time with the most:

Friends.





Allyson Lorenzo

ELCP Field Executive
Memphis, Tennessee

With Clinique since September 2008.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Strategic**
- 2 **Arranger**
- 3 **Achiever**
- 4 **Relator**
- 5 **Learner**
- 6 **Belief**
- 7 **Command**
- 8 **Activator**
- 9 **Maximizer**
- 10 **Responsibility**

me at work:



What energizes me:

I just updated Clinique iPads...so naturally having a Consultant take a client to the iPad.



Accomplishment I'm proud of:

Seeing the Consultants respond in a positive way during a coaching presentation and believing in themselves as they see the results.



Go-to productivity trick:

Using the newsletter to prep teams in advance so they can utilize My Client and C@D in a timely manner to text and call clients.



People come to me for:

Positivity talent, pivoting with creative ideas to win the moment, my version of hybrid events.

me personally:



If I could have only three apps on my phone:

NALX, Mobilize & Teams



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

There's no place like home.



Who I love to spend time with the most:

My family.





Erica Lou

Senior Manager/Omni-Retail Education
New York, New York

With Clinique since May 2015.

Education

top ten talents:

- 1 **Maximizer**
- 2 **Arranger**
- 3 **Responsibility**
- 4 **Achiever**
- 5 **Relator**
- 6 **Analytical**
- 7 **Focus**
- 8 **Discipline**
- 9 **Belief**
- 10 **Harmony**

me at work:



What energizes me:

The people I work with are so uniquely talented. I am inspired by our differences and learning from each other.



Accomplishment I'm proud of:

The launch of Clinical Reality 7.0 and being the first brand to integrate foundation and make-up virtual try-on. Innovation never ends and I'm continuously testing the next experience!



Go-to productivity trick:

Know your optimal focus time. For me, it is in the late morning and that's when I prioritize the most important work to get done!



People come to me for:

Organization! I love creating excel lists, Gantt charts and project trackers.

me personally:



If I could have only three apps on my phone:

Instagram, Google Maps & Reminders



Go-to karaoke song:

"I Wanna Dance With Somebody" — Whitney Houston



Top destination on my must-visit list:

Hong Kong



Who I love to spend time with the most:

My husband and children, Matthew, Evan and fur baby, Chloe.





Rhayelyn Loveland

ELCP Field Executive
Michigan

With Clinique since February 1999.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Self-Assurance**
- 2 **Arranger**
- 3 **Communication**
- 4 **Includer**
- 5 **Activator**
- 6 **Maximizer**
- 7 **Focus**
- 8 **Positivity**
- 9 **Discipline**
- 10 **Woo**

me at work:



What energizes me:

Being able to teach my team and then see them put it to action.



Accomplishment I'm proud of:

Being able to hold several roles to speak to different levels of leadership and being with ELC since 1999.



Go-to productivity trick:

Speaking their language, if it's \$\$\$ speak \$, if it's recognition give loads of recognition.



People come to me for:

Negotiating, IT support, Sephora tips or partnerships.

me personally:



If I could have only three apps on my phone:

NALX, Mobilize & SharePoint



Go-to karaoke song:

"Don't Stop Believin'" — Journey



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My husband, niece and nephew, or my BFF.





Victoria Lucas

Clinique Field Executive
Detroit, Michigan

With Clinique since February 2013.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Achiever**
- 2 **Positivity**
- 3 **Individualization**
- 4 **Futuristic**
- 5 **Strategic**
- 6 **Responsibility**
- 7 **Significance**
- 8 **Includer**
- 9 **Maximizer**
- 10 **Relator**

me at work:



What energizes me:

The chance to make an impact, sharing knowledge and empowering others to succeed. Finding innovative ways to contribute to results through a good challenge and learning something new.



Accomplishment I'm proud of:

ELC Field Executive Mentor Program.



Go-to productivity trick:

I created a follow-up text thread in my phone that's attached directly to my personal contact. As text messages/communication come in throughout the day I FW: them to my follow-up contact; pinning this contact to the top of my text messages. This allows me to bucket anything that can wait so I can be present with my teams. It also helps me stay on top of communication throughout the day.



People come to me for:

Strategic planning, big picture thinking when others feel they need to know more about the why's, influencing within the region, out of the box eventing and recruiting talent.

me personally:



If I could have only three apps on my phone:

Photos, Pinterest & Instagram



Go-to karaoke song:

I like to be a part of the backup singers or road crew when it comes time to singing...LOL. But if I did headline it would be Journey—"Don't Stop Believin'") Born and raised in South Detroit...



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My love, my family, my friends and my fur-loves.





Kelly Lucey

ELCP Field Executive
St. Louis, Missouri

With Clinique since January 2019.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Achiever**
- 2 **Focus**
- 3 **Learner**
- 4 **Strategic**
- 5 **Arranger**
- 6 **Competition**
- 7 **Futuristic**
- 8 **Analytical**
- 9 **Command**
- 10 **Significance**

me at work:



What energizes me:

I am energized by progress. In my business, my teams and my own development, progress fuels me.



Accomplishment I'm proud of:

I am quite proud of exceeding plan and navigating continuous change these past few years and I feel a great sense of accomplishment identifying and developing talent.



Go-to productivity trick:

Making lists! Whether it's a priority list or a to-do list, this process keeps me focused.



People come to me for:

Like all my ELCP peers, I can use our resources to find and communicate information quickly.

me personally:



If I could have only three apps on my phone:

Outlook, Spotify & Google



Go-to karaoke song:

The shortest song available. You're welcome.



Top destination on my must-visit list:

Alaska



Who I love to spend time with the most:

My family.





Elyse Luevano

Clinique Field Executive, Ulta
Rancho Cucamonga, California

With Clinique since August 2016.

Ulta Field Team
Team Stockton

top ten talents:

- 1 Achiever
- 2 Relator
- 3 Learner
- 4 Arranger
- 5 Focus
- 6 Futuristic
- 7 Strategic
- 8 Discipline
- 9 Belief
- 10 Significance

me at work:



What energizes me:

Educating and inspiring my team.



Accomplishment I'm proud of:

Inspiring my team and watching them grow their business.



Go-to productivity trick:

SAMPLE SAMPLE SAMPLE! recruit from EVERYWHERE. Build the bag, ask for the sale, stay positive!



People come to me for:

Creating a positive environment and motivating a team.

me personally:



If I could have only three apps on my phone:

Google/Google maps, Email/Outlook & Bank app



Go-to karaoke song:

Anything Mariah Carey or Whitney Houston



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My husband and my Husky, Miska.





Sarah Lutz

ELCP Field Executive
Burlington, Kentucky

With Clinique since September 2006.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Arranger
- 2 Maximizer
- 3 Includer
- 4 Woo
- 5 Strategic
- 6 Relator
- 7 Achiever
- 8 Significance
- 9 Communication
- 10 Individualization

me at work:



What energizes me:

Learning and developing people to be the best they can be.



Accomplishment I'm proud of:

Kenwood Mall rank moved to top 10. Development of Acct Coordinator to executive roles.



Go-to productivity trick:

Break it down to the smallest whether a transaction goal or dollar goal by hour/day/week/month.



People come to me for:

Knowing marketing calendar/development and hiring of talent.

me personally:



If I could have only three apps on my phone:

Mobilize, email & OneDrive



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

Greek Islands



Who I love to spend time with the most:

My family.





Jodie Lysyshyn

ELCP Field Executive, Canada
Saskatoon, Saskatchewan

With Clinique since October 2021

ELCP Field Team
Team Moore

top ten talents:

- 1 Achiever
- 2 Self-Assurance
- 3 Developer
- 4 Maximizer
- 5 Consistency
- 6 Learner
- 7 Positivity
- 8 Individualization
- 9 Relator
- 10 Responsibility

me at work:



What energizes me:

Being able to be creative and working with a great team.



Accomplishment I'm proud of:

Picking up and learning a new role on the fly in a remote location & feeling successful in that position.



Go-to productivity trick:

Taking a few minutes often throughout the day to get some fresh air and refocus.



People come to me for:

Creative events.

me personally:



If I could have only three apps on my phone:

Spotify, Instagram & Facebook



Go-to karaoke song:

"It Wasn't Me" — Shaggy



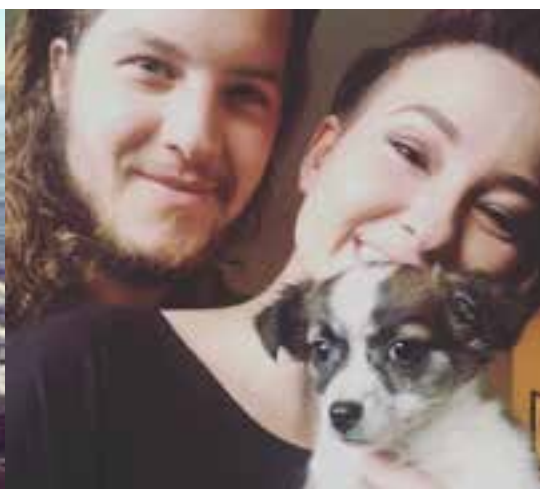
Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family.





Caroline Maddock

Executive Director, Promotional Marketing
New York, New York

With Clinique since January 2017

Marketing,
Promotional

top ten talents:

- 1 **Positivity**
- 2 **Futuristic**
- 3 **Connectedness**
- 4 **Empathy**
- 5 **Activator**
- 6 **Developer**
- 7 **Responsibility**
- 8 **Discipline**
- 9 **Consistency**
- 10 **Woo**

me at work:



What energizes me:

I feel very accomplished when I produce tangible results—e.g. seeing a promotional program come to fruition. I am also energized by the team- being around inspiring and smart people.



Accomplishment I'm proud of:

I enjoy being pushed out my comfort zone and embarking on new projects like the late stage printing initiatives we recently took on, it's gratifying seeing the product come to life.



Go-to productivity trick:

I love checking things off a list so having a to-do list that I can check things off as I accomplish them makes me feel very productive.



People come to me for:

I am a positive person and can find levity in tense situations.

me personally:



If I could have only three apps on my phone:

Spotify, podcasts & Apple Photos



Go-to karaoke song:

It's been a while but I used to be a big "Eternal Flame" by the Bangles singer (unfortunately for those listening).



Top destination on my must-visit list:

Japan, Thailand



Who I love to spend time with the most:

My husband, daughter and son.





Carmen Maestre

ELCP Field Executive
Puerto Rico

With Clinique since March 1989.

ELCP Field Team
Team Work

top ten talents:

- 1 **Achiever**
- 2 **Learner**
- 3 **Individualization**
- 4 **Competition**
- 5 **Maximizer**
- 6 **Empathy**
- 7 **Responsibility**
- 8 **Positivity**
- 9 **Connectedness**
- 10 **Activator**

me at work:



What energizes me:

I enjoy and get energize by every accomplishment, small, medium or large; it makes me feel on the right track. Overcoming any obstacle also energizes me. Working with others and celebrating success as a team.



Accomplishment I'm proud of:

Performing multiple events simultaneously in-stores of one mall with success in all of them.



Go-to productivity trick:

Divide goals by units, by hours and know the AUS needed to make the day.



People come to me for:

Motivating people to make the day!

me personally:



If I could have only three apps on my phone:

Instagram, Pinterest & WhatsApp



Go-to karaoke song:

"What Doesn't Kill You Makes You Stronger"



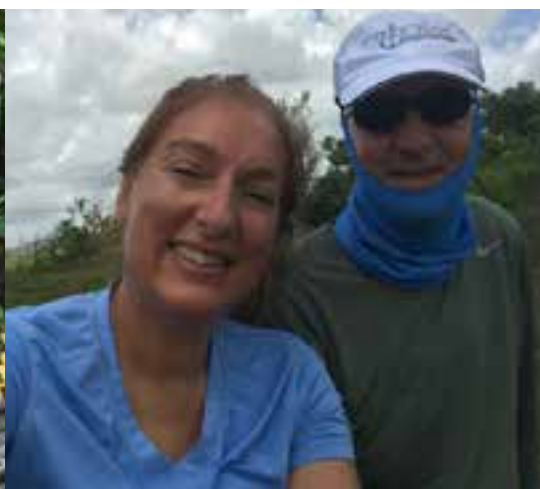
Top destination on my must-visit list:

Culebra



Who I love to spend time with the most:

My family and my ELC teams.





Mindy Maier

ELCP Field Executive, Canada
Ottawa, Ontario

With Clinique since 2019.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Activator**
- 2 **Maximizer**
- 3 **Positivity**
- 4 **Includer**
- 5 **Arranger**
- 6 **Woo**
- 7 **Harmony**
- 8 **Achiever**
- 9 **Relator**
- 10 **Communication**

me at work:



What energizes me:

My colleagues and my team.



Accomplishment I'm proud of:

Hitting my plan FYTD, doing VMC and having great success.



Go-to productivity trick:

Doing Wow Now demos on everyone. It always gets the team engaged even if it's something they have seen before.



People come to me for:

Negotiating, tech support, advice on how to achieve a great event.

me personally:



If I could have only three apps on my phone:

Emails, Instagram & Calculator



Go-to karaoke song:

"A Whole New World" — Aladdin



Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

My husband.





Bora Manaj

Clinique Field Executive, Canada
Toronto, Canada

With Clinique since January 2020.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Achiever**
- 2 **Competition**
- 3 **Futuristic**
- 4 **Learner**
- 5 **Restorative**
- 6 **Positivity**
- 7 **Strategic**
- 8 **Input**
- 9 **Discipline**
- 10 **Intellection**

me at work:



What energizes me:

I am energized by achievement, be that in sales numbers or personal development.



Accomplishment I'm proud of:

I started in this position with no previous cosmetics experience and I was able to successfully adapt to this role despite starting during the Covid-19 Era.



Go-to productivity trick:

I wake up at 5:30am to do my workout and I schedule focus time on calendar every day after the gym (7:30–9:00) when I get so much done.



People come to me for:

I am good at brainstorming different ways of doing things and thinking outside the box.

me personally:



If I could have only three apps on my phone:

Mobilize, Deputy & Spotify



Go-to karaoke song:

"Because You Loved Me"



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My husband.





Jessica Margiotta

Clinique Field Executive
Gloucester, Massachusetts

With Clinique since April 2011.

Clinique Field Team
Team Card

top ten talents:

- 1 **Connectedness**
- 2 **Developer**
- 3 **Empathy**
- 4 **Achiever**
- 5 **Individualization**
- 6 **Relator**
- 7 **Strategic**
- 8 **Learner**
- 9 **Responsibility**
- 10 **Maximizer**

me at work:



What energizes me:

Developing, inspiring and investing in others. Winning together as one united team.



Accomplishment I'm proud of:

Representing the brand as a Clinique National Ambassador Spokesperson on IG.



Go-to productivity trick:

Celebrate the wins, consistent coaching & recognition!



People come to me for:

Social Media, Excel, PPT, navigating relationships.

me personally:



If I could have only three apps on my phone:

Text, Camera & Calendar



Go-to karaoke song:

"Hey, Big Spender"



Top destination on my must-visit list:

Italy/Sicily



Who I love to spend time with the most:

My 3 kids Julian, Jackson & Bella, my husband Frank, my family & my friends.





Maiah Martin

Executive Director, Consumer Engagement
New York, New York

With Clinique since June 2018.

Marketing,
Consumer
Engagement



top ten talents:

- 1 **Achiever**
- 2 **Communication**
- 3 **Individualization**
- 4 **Competition**
- 5 **Woo**
- 6 **Positivity**
- 7 **Strategic**
- 8 **Relator**
- 9 **Arranger**
- 10 **Ideation**

me at work:



What energizes me:

Collaboration with others, figuring out solutions to issues that arise and wins/strong performance (at macro and/or micro levels) energize me at work!



Accomplishment I'm proud of:

I'm proud to have been selected as 1 of 25 women to watch in luxury by luxurydaily.com for 2022. I'm also proud to have helped pitch and execute Essence fest for the Lauder brand making the brand the 1st prestige beauty brand (in and outside of ELC) to activate at the festival.



Go-to productivity trick:

Making to-do lists is my go to productivity trick! Helps keep me organized and allows me to see all I've completed.



People come to me for:

Any and everything media related (i.e., channel planning, creative learnings, audience reach/targeting, etc.).

me personally:



If I could have only three apps on my phone:

Instagram, Bible app & YouTube



Go-to karaoke song:

"Can We Talk" — Tevin Campbell



Top destination on my must-visit list:

Fiji



Who I love to spend time with the most:

My parents and friends.





Alma Martinez

ELCP Field Executive
El Paso Texas

With Clinique since April 1999.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Belief**
- 2 **Achiever**
- 3 **Adaptability**
- 4 **Connectedness**
- 5 **Relator**
- 6 **Arranger**
- 7 **Self Assurance**
- 8 **Restorative**
- 9 **Activator**
- 10 **Developer**

me at work:



What energizes me:

Knowing that I made an impact in someone's day, that I was able to help them get closer to their personal goals.



Accomplishment I'm proud of:

Seeing people in my market grow in their positions.
Achieving plan and benchmarks that I set for myself.



Go-to productivity trick:

Accept that not everything on my list will get done, but stay focused on the one to two things that will make a difference.



People come to me for:

I'm good at adapting and activating people.

me personally:



If I could have only three apps on my phone:

Work: Mobilize, NALX & Work Chat.
Personal: Music, texting & pics.



Go-to karaoke song:

"Vivir Mi Vida" — Marc Anthony



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My familia.





Nicole Martini

Executive Director, Omni Account Management
New York, New York

With Clinique since February 2022.

Omni Commercial,
Accounts

top ten talents:

- 1 **Achiever**
- 2 **Empathy**
- 3 **Woo**
- 4 **Restorative**
- 5 **Communication**
- 6 **Developer**
- 7 **Positivity**
- 8 **Input**
- 9 **Consistency**
- 10 **Strategic**

me at work:



What energizes me:

I feel most energized at work when I am collaborating with my team (internal and external) to develop strategies and bring them to life. I also am energized by developing and seeing my team shine!



Accomplishment I'm proud of:

I am most proud of doubling the Bumble and Bumble NA business in 4 years (given a target of 5 years), specifically launching ULTA and QVC successfully as two new major pivotal distribution outlets with fantastic partnership and business evolution.



Go-to productivity trick:

Break it down into small things! I love simplifying complex tasks to become more manageable, allowing me to feel a sense of accomplishment along the way.



People come to me for:

Problem solving, advice (personal, professional), being a confidant and partner in crime!

me personally:



If I could have only three apps on my phone:

iMessage, Google Maps & Spotify



Go-to karaoke song:

"Wannabe" — Spice Girls



Top destination on my must-visit list:

Buenos Aires, Argentina



Who I love to spend time with the most:

My friends and family.





Maegan Masciale

Director, Trade Marketing
Mountainside, New Jersey

With Clinique since July 2017.

Omni Commercial,
Trade Marketing

top ten talents:

- 1 **Responsibility**
- 2 **Deliberative**
- 3 **Relator**
- 4 **Intellection**
- 5 **Developer**
- 6 **Belief**
- 7 **Futuristic**
- 8 **Arranger**
- 9 **Discipline**
- 10 **Includer**

me at work:



What energizes me:

Seeing our product launches from the initial brief to when they are live in store.



Accomplishment I'm proud of:

Picking up visual merchandising!



Go-to productivity trick:

Taking detailed notes and always having a to-do list.



People come to me for:

My memory.

me personally:



If I could have only three apps on my phone:

Nanit (baby camera), Instagram & Photos



Go-to karaoke song:

I don't like karaoke!



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family.





Ann Massey

ELCP Field Executive
Nashville, Tennessee

With Clinique since September 1996.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 **Futuristic**
- 2 **Achiever**
- 3 **Relator**
- 4 **Discipline**
- 5 **Focus**
- 6 **Maximizer**
- 7 **Connectedness**
- 8 **Input**
- 9 **Belief**
- 10 **Arranger**

me at work:



What energizes me:

Seeing the teams beaming with pride when the hard work they've put into achieving a goal, pays off and they are successful!



Accomplishment I'm proud of:

The inception and launch of a team of FE's that support Look Good Feel Better non-profit in conducting virtual workshops for cancer patients monthly.



Go-to productivity trick:

Organization is my love language, so when I'm organized, I'm highly productive. A shared OneNote notebook amongst the FE's has helped increase my personal productivity this season!



People come to me for:

OneNote, Band app—productivity hacks.

me personally:



If I could have only three apps on my phone:

Waze, OneNote & Band



Go-to karaoke song:

Good news is I don't karaoke—it would be too painful for others!



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My husband and boys.





Carolyn McCool

Clinique Field Executive
Philadelphia, Pennsylvania

With Clinique since November 2005.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Focus**
- 2 **Command**
- 3 **Arranger**
- 4 **Futuristic**
- 5 **Individualization**
- 6 **Strategic**
- 7 **Learner**
- 8 **Responsibility**
- 9 **Relator**
- 10 **Competition**

me at work:



What energizes me:

Having a strategy and collaborating with teams to exceed the goal!



Accomplishment I'm proud of:

I am proud to watch those I work with grow in their career!



Go-to productivity trick:

Productivity output is a hot button for me! I like to stay focused to deliver what I am working on and be able to keep it moving!



People come to me for:

I am strong in working with excel documents and analyzing numbers!

me personally:



If I could have only three apps on my phone:

Facebook, Virgin Pulse & MeetMobile for my kids!



Go-to karaoke song:

I. Cannot. Sing! That said, I can lip sync almost any song, I love to lip sync!



Top destination on my must-visit list:

One day I would love to visit Bora-Bora!



Who I love to spend time with the most:

My family! My husband Kevin, my daughter Mary and my son Luke! And of course our fur family: Marley, Tootsie and Lucy!





Beth Ann McDonald

ELCP Field Executive
Denver, Colorado

With Clinique since 2022.

ELCP Field Team
Team Alles

top ten talents:

- 1 Empathy
- 2 Harmony
- 3 Adaptability
- 4 Restorative
- 5 Consistency
- 6 Belief
- 7 Responsibility
- 8 Communication
- 9 Discipline
- 10 Significance

me at work:



What energizes me:

Feeling like I am making a difference by helping teams to move the needle towards their personal goals and the individual counter goals.



Accomplishment I'm proud of:

In my previous role as EL FE, I planned, executed and moderated a Denver market Re-Nutriv training with all the the Dillard's EL teams.



Go-to productivity trick:

Separating myself from my home office and going to a local coffee shop, working on tasks in between store visits in the mall, prioritizing counter needs based on the promotional calendar or immediate needs.



People come to me for:

I am good about compiling/writing my PDP, building positive relationships in-store with upper management and reverse engineering my doors to calculate run rate needed for the year in order to achieve plan.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & YouTube



Go-to karaoke song:

I am a terrible singer and karaoke is a top fear of mine!



Top destination on my must-visit list:

Tokyo



Who I love to spend time with the most:

My husband, son and our two dogs.





Kimberly McFarlane

Planner Assistant
Toronto, CA

With Clinique since April 2010.



Canada Accounts
and Sales Planning

top ten talents:

- 1 Achiever
- 2 Discipline
- 3 Consistency
- 4 Harmony
- 5 Deliberative
- 6 Relator
- 7 Focus
- 8 Analytical
- 9 Command
- 10 Connectedness

me at work:



What energizes me:

The completion of tasks with a clear deadline in place.



Accomplishment I'm proud of:

Navigating Mi9 and coming out alive.



Go-to productivity trick:

Know what your priority is and stay focused.



People come to me for:

How to stay organized.

me personally:



If I could have only three apps on my phone:

Music, Messenger & Prime Video



Go-to karaoke song:

"Nothing Else Matters"



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My husband & kids.





Jenny McGowan

ELCP Field Executive, Canada
Kelowna, British Columbia

With Clinique since August 2019.

ELCP Field Team
Team Moore

top ten talents:

- 1 **Input**
- 2 **Positivity**
- 3 **Relator**
- 4 **Adaptability**
- 5 **Individualization**
- 6 **Achiever**
- 7 **Strategic**
- 8 **Learner**
- 9 **Maximizer**
- 10 **Developer**

me at work:



What energizes me:

I get energy from helping others learn and grow, making team members realize their own potential or perhaps showing them another way to achieve their goals.



Accomplishment I'm proud of:

I'm proud of the relationships I've built with my teams in my accounts that keeps our brands front of mind and has contributed to elevated rankings in some of these doors.



Go-to productivity trick:

For me it's a to-do list....keeps me focused and gives me satisfaction when I can get things crossed off.



People come to me for:

I'm a good listener and generally pretty calm...I think people are comfortable asking me questions or bouncing ideas off me and know they'll get a genuine answer. I'm a good diffuser when things get elevated.

me personally:



If I could have only three apps on my phone:

WhatsApp, music & camera



Go-to karaoke song:

I'm best at car-pool karaoke. Don't put me on a stage.



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family and friends.





Mary McGuire

ELCP Field Executive
Buffalo, New York

With Clinique since September 1999.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Arranger**
- 4 **Relator**
- 5 **Responsibility**
- 6 **Developer**
- 7 **Activator**
- 8 **Belief**
- 9 **Connectedness**
- 10 **Focus**

me at work:



What energizes me:

I love being strategic and innovative in driving my business. Teaching—I enjoy sharing my knowledge to help others expand their skill set.



Accomplishment I'm proud of:

Being on the very first Mentor team in 2007 and being the first ELCP Mentor team 2019/20.



Go-to productivity trick:

Recruiting! Inviting customers to our brands that had no intention on coming to our counter. I love when they say "I needed this today". You just never know. Invite 100%.



People come to me for:

Excel and negotiating.

me personally:



If I could have only three apps on my phone:

Instagram, Google Maps & Outlook



Go-to karaoke song:

"I Will Survive"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My Family. I love when we are all together.





Lara McIntosh

ELCP Field Executive
Chattanooga, Tennessee

With Clinique since June 2006.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 **Achiever**
- 2 **Maximizer**
- 3 **Arranger**
- 4 **Analytical**
- 5 **Strategic**
- 6 **Learner**
- 7 **Individualization**
- 8 **Responsibility**
- 9 **Connectedness**
- 10 **Relator**

me at work:



What energizes me:

Transforming something strong into superb. Winning in big moments.



Accomplishment I'm proud of:

Achieving over 110% plan FYTD with 47 multi-branded team members & 8 branded.



Go-to productivity trick:

Activation & celebration.



People come to me for:

Relationships.

me personally:



If I could have only three apps on my phone:

Jesus Calling, Pinterest & Instagram



Go-to karaoke song:

"Sweet Home Alabama"



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My hubby.





Denise McMillan

Lead Planner
Nashville, Tennessee

With Clinique since May 1996.

Omni Commercial,
Planning



top ten talents:

- 1 Individualization
- 2 Achiever
- 3 Responsibility
- 4 Learner
- 5 Arranger
- 6 Empathy
- 7 Maximizer
- 8 Relator
- 9 Harmony
- 10 Developer

me at work:



What energizes me:

I feel energized working with great colleagues and accomplishing goals together. I love the challenge of working towards a goal—and the excitement and thrill of accomplishment when achieved.



Accomplishment I'm proud of:

I love the relationships I have built over the years with my Clinique family as well as my retail partners. Through these relationships and trust, we have navigated many challenges and accomplished so much together!



Go-to productivity trick:

Make a to-do list for the week/day. Identify the must do's and check off as you go. Helps to relieve stress so nothing is forgotten and also gives sense of accomplishment as you check off the items.



People come to me for:

People will often come to me for advice to help navigate through challenging negotiations. Also, colleagues know I am a good listener and will often bounce off ideas or situations and they know I will give objective guidance/opinion.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, Waze & Whole Foods



Go-to karaoke song:

"The Rose"



Top destination on my must-visit list:

France—wine region (Champagne and Bordeaux)



Who I love to spend time with the most:

My family and friends.





Cathy McQueen

Manager, Account Management
Asbury Park, New Jersey

With Clinique since June 2000.

Omni Commercial,
Account
Management



top ten talents:

- 1 Achiever
- 2 Individualization
- 3 Learner
- 4 Arranger
- 5 Futuristic
- 6 Input
- 7 Responsibility
- 8 Positivity
- 9 Context
- 10 Ideation

me at work:



What energizes me:

My team achieving our goals and making a difference for stakeholders/partners.



Accomplishment I'm proud of:

I'm proud of the accomplishments we have with our Dillard's Field Think Tank—executing events, setting the bar for the rest of the Field.



Go-to productivity trick:

Blocking time on my calendar for big projects!



People come to me for:

Troubleshooting in many different capacities.

me personally:



If I could have only three apps on my phone:

Google, Weatherbug & Instagram



Go-to karaoke song:

"So Lonely"



Top destination on my must-visit list:

Copenhagen



Who I love to spend time with the most:

My husband.





Lauren Meadows

ELCP Field Executive
Colorado

With Clinique since July 2021.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Achiever**
- 2 **Responsibility**
- 3 **Significance**
- 4 **Focus**
- 5 **Relator**
- 6 **Discipline**
- 7 **Competition**
- 8 **Developer**
- 9 **Communication**
- 10 **Consistency**

me at work:



What energizes me:

Knowing that there are a lot of tasks to be completed and to get them done to yield strong results and to make a difference.



Accomplishment I'm proud of:

I liked that I maintained rank, volume and sales plan achievement for the number one Bobbi Brown counter in the nation for the 4 years I was the FE.



Go-to productivity trick:

I make priority lists and reference them to ensure what needs to get completed gets completed.



People come to me for:

People come to me for knowledge and expertise, which translates well to high sales. Because I'm a "developer," I teach my teams my knowledge and sales tricks.

me personally:



If I could have only three apps on my phone:

Text, email & Instagram



Go-to karaoke song:

I don't do karaoke :)



Top destination on my must-visit list:

Switzerland or South Africa



Who I love to spend time with the most:

My sweet baby girl.





Kayla Medved

ELCP Field Executive
Waynesburg, Ohio

With Clinique since March 2020.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Input**
- 2 **Learner**
- 3 **Responsibility**
- 4 **Analytical**
- 5 **Ideation**
- 6 **Significance**
- 7 **Focus**
- 8 **Achiever**
- 9 **Self-Assurance**
- 10 **Relator**

me at work:



What energizes me:

Seeing my teams succeed and a positive environment.



Accomplishment I'm proud of:

FYTD trending above ELCP % to plan and % to LY.



Go-to productivity trick:

Strict time-management and reviewing my day the night before.



People come to me for:

Social/Virtual/Tech.

me personally:



If I could have only three apps on my phone:

Calendar, TikTok & Amazon Music



Go-to karaoke song:

"Sweet Child o' Mine"—Guns n' Roses



Top destination on my must-visit list:

Bali, Indonesia



Who I love to spend time with the most:

My family.





Gina Melon

Clinique Field Executive
Brick, New Jersey

With Clinique since September 2018.

Clinique Field Team
Team Card

top ten talents:

- 1 Responsibility
- 2 Positivity
- 3 Relator
- 4 Achiever
- 5 Focus
- 6 Woo
- 7 Individualization
- 8 Arranger
- 9 Discipline
- 10 Futuristic

me at work:



What energizes me:

I am energized when I am given a difficult goal or project and I achieve it! I am also energized by my teams everyday!



Accomplishment I'm proud of:

Taking 2 ranks in my top door in 2021!



Go-to productivity trick:

The quickest way for me to increase productivity is through Power Hours, recruiting and skin scans.



People come to me for:

I would say anything Macy's related, also planning & executing of promotions and negotiating of space & location.

me personally:



If I could have only three apps on my phone:

Amazon, Google, Instagram



Go-to karaoke song:

"Bohemian Rhapsody" — Queen



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My family/friends and grandbabies.





Lindy Menefee

Senior Manager Account Management Retail Strategy
Brooklyn, New York

With Clinique since February 2018.

Omni Commercial,
Accounts

top ten talents:

- 1 **Communication**
- 2 **Positivity**
- 3 **Woo**
- 4 **Activator**
- 5 **Achiever**
- 6 **Responsibility**
- 7 **Ideation**
- 8 **Futuristic**
- 9 **Strategic**
- 10 **Includer**

me at work:



What energizes me:

I am energized by big ideas, uncovering insights and making our consumer happy at the point of sale.



Accomplishment I'm proud of:

I am proud of the success we had at our Belk Strategy meeting this past May and all that has come from our hard work.



Go-to productivity trick:

Concentrate on one thing at a time.



People come to me for:

Powerpoint & Excel.

me personally:



If I could have only three apps on my phone:

Weather, Google Maps & Texts



Go-to karaoke song:

"You Oughta Know" — Alanis Morissette



Top destination on my must-visit list:

Tokyo



Who I love to spend time with the most:

My friends, family, and dogs.





Jany Mercier

Satellite Coordinator, Canada
Montreal, Quebec

With Clinique since August 2021.

ELCP Field Team
Team Moore

top ten talents:

- 1 Discipline
- 2 Analytical
- 3 Communication
- 4 Learner
- 5 Responsibility
- 6 Harmony
- 7 Empathy
- 8 Positivity
- 9 Strategic
- 10 Consistency

me at work:



What energizes me:

Seeing myself get better every day in my work.



Accomplishment I'm proud of:

Learning my new position.



Go-to productivity trick:

To-do list.



People come to me for:

I'm a very social person and good in the marketing aspect.

me personally:



If I could have only three apps on my phone:

Instagram, map & camera



Go-to karaoke song:

"Promiscuous" — Nelly Fortado



Top destination on my must-visit list:

London



Who I love to spend time with the most:

My boyfriend.





Kelly Metheny

ELCP Field Executive
Denver, Colorado

With Clinique since December 2009.

ELCP Field Team
Team Alles

top ten talents:

- 1 Arranger
- 2 Positivity
- 3 Includer
- 4 Developer
- 5 Futuristic
- 6 Adaptability
- 7 Communication
- 8 Strategic
- 9 Relator
- 10 Achiever

me at work:



What energizes me:

Working with my team and collaborating with others.



Accomplishment I'm proud of:

Making plan my first year with ELCP.



Go-to productivity trick:

Arriving at my top mall very early, grabbing a coffee and grinding out my to-do list and prep work before the store opens.



People come to me for:

Event execution, PowerPoint skills, people development.

me personally:



If I could have only three apps on my phone:

Amazon, TikTok & Grubhub



Go-to karaoke song:

"Don't Stop Believin'" — Journey



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My kids, Peyton and Paige and husband, Zack.





Annmarie Mews

ELCP Field Executive
Des Moines, Iowa

With Clinique since May 2018.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Achiever**
- 2 **Individualization**
- 3 **Relator**
- 4 **Analytical**
- 5 **Futuristic**
- 6 **Competition**
- 7 **Focus**
- 8 **Responsibility**
- 9 **Arranger**
- 10 **Context**

me at work:



What energizes me:

My teams and my sales goals.



Accomplishment I'm proud of:

Being named Clinique ELCP Rookie of the Year for FY19.



Go-to productivity trick:

My go-to productivity tip is keeping a running to-do list in the reminders app on my phone and checking off the most important items first.



People come to me for:

Data warehouse

me personally:



If I could have only three apps on my phone:

Facebook, Instagram & Snapchat



Go-to karaoke song:

I try to avoid singing karaoke if I can help it.



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

Family including my cat, Bonnie, and dog, Rory.





Lesley Meyer

ELCP Field Executive
Charlotte, North Carolina

With Clinique since October 2011.

ELCP Field Team
Team Perry

top ten talents:

- 1 Achiever
- 2 Relator
- 3 Maximizer
- 4 Positivity
- 5 Learner
- 6 Harmony
- 7 Includer
- 8 Connectedness
- 9 Intellection
- 10 Activator

me at work:



What energizes me:

Collaboration is one of my go-to methods to energize my spirit! I seek to learn something new everyday!



Accomplishment I'm proud of:

I am honored to have been apart of the Clinique Mentor Council and now the ELCP Mentor Council.



Go-to productivity trick:

Building the sale with must have—based on what we have in stock. "While you are here, I'd love to show you a tip to brighten your eyes."



People come to me for:

I'm pretty good at social selling and social media.

me personally:



If I could have only three apps on my phone:

TikTok, Google & Peloton



Go-to karaoke song:

"Living on a Prayer"



Top destination on my must-visit list:

Rome and Paris



Who I love to spend time with the most:

My husband and our 4 kids.





Amy Miller

Clinique Field Sales Director, East
Charlotte, North Carolina

With Clinique since October 2007.

Clinique Field Team
Team Miller

top ten talents:

- 1 Arranger
- 2 Achiever
- 3 Belief
- 4 Input
- 5 Learner
- 6 Responsibility
- 7 Individualization
- 8 Maximizer
- 9 Strategic
- 10 Activator

me at work:



What energizes me:

What energizes me at work is working with others.
Brainstorming solutions to drive Clinique business needs.
Creating a teamwork culture to platform other's strengths.



Accomplishment I'm proud of:

Great relationships & great partnerships.



Go-to productivity trick:

Love what you do.



People come to me for:

How to sell ideas to any audience—I love a good brainstorm
based on POV. Problem solving solutions.

me personally:



If I could have only three apps on my phone:

Facetime, Instagram, Nordstrom



Go-to karaoke song:

"Don't Stop Believin'" —Journey



Top destination on my must-visit list:

Any beach



Who I love to spend time with the most:

My husband & kids.





Jennifer Miller

Coordinator, North America Account Management
New York, New York

With Clinique since April 1995.

Omni Commercial,
Accounts

top ten talents:

- 1 Positivity
- 2 Developer
- 3 Empathy
- 4 Futuristic
- 5 Connectedness
- 6 Arranger
- 7 Harmony
- 8 Includer
- 9 Activator
- 10 Focus

me at work:



What energizes me:

Collaborating with teammates.



Accomplishment I'm proud of:

Building successful collaborative relationships with my coworkers.



Go-to productivity trick:

Create a to-do list and focus on each individual task. Checking off each task is very satisfying.



People come to me for:

Passport, POs, problem solving.

me personally:



If I could have only three apps on my phone:

Starbucks, Amazon & Facebook



Go-to karaoke song:

"Friends in Low Places"



Top destination on my must-visit list:

Ireland



Who I love to spend time with the most:

My family.





Emily Minne

Field Executive Education Manager
Woodbridge, Virginia

With Clinique since January 2003.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Significance**
- 2 **Achiever**
- 3 **Discipline**
- 4 **Woo**
- 5 **Ideation**
- 6 **Arranger**
- 7 **Strategic**
- 8 **Relator**
- 9 **Learner**
- 10 **Responsibility**

me at work:



What energizes me:

Inspiring others to have passion for the brand and our products and overall meeting and exceeding our sales goals keeps me energized!



Accomplishment I'm proud of:

It's hard to narrow down to one accomplishment. Overall I'm most proud of the many different ways I have helped to influence the development of others over the years. From partnering with the Education Development team to side by side coaching with my FE partners. Seeing others develop and grow is what it is all about!



Go-to productivity trick:

I create a personal and professional to-do list at the beginning of each week and work to complete them throughout the week. I also find staying focused on the why helps to give me clarity and feel more productive.



People come to me for:

Development ideas, power questions to ask that will help others understand the point, helping to come up with a clear "how" once given the idea.

me personally:



If I could have only three apps on my phone:

Facebook, Pinterest and Waze



Go-to karaoke song:

I don't do karaoke because that would not be good for anyone to hear!



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My husband and my daughter.





Susan Miroglio

Planner
Sacramento, California

With Clinique since September 1997.

Omni Commercial,
Planning

top ten talents:

- 1 **Maximizer**
- 2 **Analytical**
- 3 **Responsibility**
- 4 **Relator**
- 5 **Input**
- 6 **Achiever**
- 7 **Intellection**
- 8 **Discipline**
- 9 **Arranger**
- 10 **Developer**

me at work:



What energizes me:

Working with our team of planners/Account Leads collaborating and sharing ideas.



Accomplishment I'm proud of:

Being part of the original group of planners that pioneered the position. Love our group then and now and have learned so much from my peers.



Go-to productivity trick:

Diet Coke and a brisk walk!



People come to me for:

Navigating the Nordstrom portal!

me personally:



If I could have only three apps on my phone:

Google, Facebook & Instagram



Go-to karaoke song:

I've never done karaoke but would probably do a song from *Grease*.



Top destination on my must-visit list:

Bora Bora is my bucket list—the huts overlooking the water.



Who I love to spend time with the most:

My husband, kids and grandkids and my dog Rosie.





Alaina Mitchell

ELCP Field Executive
Jacksonville, Florida

With Clinique since August 2005.

ELCP Field Team
Team Work

top ten talents:

- 1 **Connectedness**
- 2 **Individualization**
- 3 **Strategic**
- 4 **Learner**
- 5 **Ideation**
- 6 **Relator**
- 7 **Input**
- 8 **Positivity**
- 9 **Achiever**
- 10 **Maximizer**

me at work:



What energizes me:

Coming up with fun and new ideas to engage customers, then executing with my team.



Accomplishment I'm proud of:

I am proud of being chosen to create content for Clinique's Instagram page Summer of 2020. When we were asked to shift to social selling, I had no idea what I was doing, but I worked really hard to teach myself! I was proud to see it come to fruition.



Go-to productivity trick:

Most say to get your least favorite task out of the way first. For me, I find it energizing to start with my favorite task! It puts me in a great mood and excited to do more!



People come to me for:

Social media content creation, pep talks and finding the fun!

me personally:



If I could have only three apps on my phone:

Instagram, In Shot & Apple Podcasts



Go-to karaoke song:

"Fancy" — Reba McEntire



Top destination on my must-visit list:

I don't have a city in mind, but rather more of an environment! I would love every vacation to be a cabin in the woods on a river, where my dogs can run and there's no one for miles!



Who I love to spend time with the most:

My mom and my dogs.





Alicia Moak

ELCP Field Executive
Jackson, Mississippi

With Clinique since October 2001.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Strategic**
- 2 **Ideation**
- 3 **Self-Assurance**
- 4 **Futuristic**
- 5 **Maximizer**
- 6 **Relator**
- 7 **Achiever**
- 8 **Learner**
- 9 **Activator**
- 10 **Responsibility**

me at work:



What energizes me:

When everyone is coming together as one team with ideas, planning, ownership, execution, results and celebration.



Accomplishment I'm proud of:

Finding an alternative method of communicating effectively with my teams between visits when store managers are too busy (understaffed) to pass along communications. We can't be one team if we aren't on the same page.



Go-to productivity trick:

Limit multi-tasking.



People come to me for:

I'm good at finding solutions to problems and figuring out alternatives.

me personally:



If I could have only three apps on my phone:

NALX, Mobilize & Band



Go-to karaoke song:

"The Winner Takes It All"



Top destination on my must-visit list:

Amalfi Coast



Who I love to spend time with the most:

My husband and my son.





Dameon Mobley

ELCP Field Executive
Jacksonville, Florida

With Clinique since July 2018.

ELCP Field Team
Team Work

top ten talents:

- 1 **Maximizer**
- 2 **Futuristic**
- 3 **Significance**
- 4 **Relator**
- 5 **Strategic**
- 6 **Learner**
- 7 **Analytical**
- 8 **Command**
- 9 **Intellection**
- 10 **Developer**

me at work:



What energizes me:

I get energized when I'm interacting with Consultants and teaching. I love the lightbulb on moment they have when understanding the information being presented to them.



Accomplishment I'm proud of:

I was able to turn around a store that was projected to close. The store ended up being my #1 door for FY21.



Go-to productivity trick:

Do what I dislike the most first. If I can get it out the way, I have more time to do what I enjoy!



People come to me for:

I am good at developing talent and finding solutions. People know they can come to me for those.

me personally:



If I could have only three apps on my phone:

My banking app, Snapchat & YouTube



Go-to karaoke song:

"Unchained Melody" — The Righteous Brothers



Top destination on my must-visit list:

Egypt



Who I love to spend time with the most:

My BF Eric.





Heather Moeller

Field Executive Education Manager
Tampa, Florida

With Clinique since June 2012.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Achiever**
- 2 **Relator**
- 3 **Maximizer**
- 4 **Belief**
- 5 **Harmony**
- 6 **Learner**
- 7 **Responsibility**
- 8 **Connectedness**
- 9 **Positivity**
- 10 **Arranger**

me at work:



What energizes me:

I love learning and trying new things to share and inspire others to excel in their roles. When I spark inspiration in those around me, that energizes me most.



Accomplishment I'm proud of:

The Social Activation Guide is an accomplishment I am so proud of working on with Nancy Gannon, Marisa Woodford and so many FEs over the past 2 years. I've learned different technologies and platforms to put into one guide to inspire others in their pursuit to be more active Socially and Virtually. Proud to be involved in the evolution of this tool that is now the eLearning course, Social U.



Go-to productivity trick:

Always asking open-ended questions to share tips to help them achieve their goals.



People come to me for:

I am proud to be the go-to for so many when it comes to Social Media apps and video editing. I also get asked quite a bit for where tools are located or past assets as I love to archive/search and share our history any time I can!

me personally:



If I could have only three apps on my phone:

Facebook, InShot and Safari



Go-to karaoke song:

"Baby Got Back"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My husband and kids.





Shawn Mohammed

ELCP Field Executive
Columbia, South Carolina

With Clinique since August 2021.

ELCP Field Team
Team Perry

top ten talents:

- 1 Responsibility
- 2 Relator
- 3 Significance
- 4 Belief
- 5 Positivity
- 6 Developer
- 7 Discipline
- 8 Ideation
- 9 Arranger
- 10 Focus

me at work:



What energizes me:

Planning and executing events with my team.



Accomplishment I'm proud of:

Achieving 106% to sales plan for Q2.



Go-to productivity trick:

Daily DBR tracker at counter and daily link selling.



People come to me for:

Cultivating great client relationships and negotiating outpost with our vendor partner.

me personally:



If I could have only three apps on my phone:

SharePoint, Mobilize & Facebook



Go-to karaoke song:

"I Will Survive"



Top destination on my must-visit list:

Asia



Who I love to spend time with the most:

My spouse.





Mona Monadi

Clinique Field Executive, Canada
Toronto, Ontario

With Clinique since August 2017.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Relator**
- 2 **Self-Assurance**
- 3 **Strategic**
- 4 **Achiever**
- 5 **Competition**
- 6 **Futuristic**
- 7 **Arranger**
- 8 **Maximizer**
- 9 **Learner**
- 10 **Command**

me at work:



What energizes me:

I find it extremely rewarding to be able to develop our Clinique Consultants/Beauty Advisors to help them achieve their goals or overcome obstacles.



Accomplishment I'm proud of:

I am proud to have been a Clinique Star to New York when I was a Counter Manager!



Go-to productivity trick:

Creating to-do lists and taking small breaks to re-energize.



People come to me for:

I am great at calming down others and being objective in difficult situations. I can break down the best course of action to move forward and solve problems.

me personally:



If I could have only three apps on my phone:

Notes, Apple Music & Instagram/TikTok



Go-to karaoke song:

I don't do karaoke :)



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

Family & friends.





Meagan Moore

ELCP Field Director, Canada
Vancouver, British Columbia

With Clinique since July 1996.

ELCP Field Team
Team Moore

top ten talents:

- 1 Strategic
- 2 Learner
- 3 Ideation
- 4 Input
- 5 Achiever
- 6 Intellection
- 7 Context
- 8 Competition
- 9 Maximizer
- 10 Individualization

me at work:



What energizes me:

Knowing I have inspired/helped my team. Coming up with creative/strategic ideas to drive business.



Accomplishment I'm proud of:

History of creating strong, bonded teams that are highly productive and feel enabled to be independently creative.



Go-to productivity trick:

Time blocking in Outlook calendar for must do tasks so my day isn't 100% full of meetings.



People come to me for:

Ideas, business analysis.

me personally:



If I could have only three apps on my phone:

Instagram, New York Times Spelling Bee & F45 fitness



Go-to karaoke song:

"Heart of Glass"



Top destination on my must-visit list:

Carcassonne



Who I love to spend time with the most:

Husband, Gord.





Kristin Moulton

ELCP Field Executive
Redlands, California

With Clinique since 2018.

ELCP Field Team
Team Stephens

top ten talents:

- 1 Relator
- 2 Significance
- 3 Command
- 4 Analytical
- 5 Focus
- 6 Competition
- 7 Strategic
- 8 Self Assurance
- 9 Arranger
- 10 Belief

me at work:



What energizes me:

Having great partnerships with my teams. I count on them & they count on me. My teams are what energizes me!



Accomplishment I'm proud of:

Exceeding plan each month, July—Dec exceeding company average and was bonused accordingly.



Go-to productivity trick:

Gratis is always a winner since I have multiple Brands. Making it where multiple people can win in tiers to give more teams the opportunity to win instead of just 1 big winner.



People come to me for:

Probably HR related issues since I have the most direct paid temps.

me personally:



If I could have only three apps on my phone:

Pinterest, Target & Instacart



Go-to karaoke song:

Something from the 80s pop: Madonna, Cindy Lauper...



Top destination on my must-visit list:

The Bahamas



Who I love to spend time with the most:

My family: husband & daughter.





Ashley Murillo

Manager, Retailer.com
Boston, MA

With Clinique since July 2022.

Ecommerce,
Retailer Online

top ten talents:

- 1 **Communication**
- 2 **Includer**
- 3 **Analytical**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Arranger**
- 7 **Activator**
- 8 **Maximizer**
- 9 **Ideation**
- 10 **Responsibility**

me at work:



What energizes me:

My team/ coworkers energizes me at work. Their attitude and hard work pushes me to do the same.



Accomplishment I'm proud of:

I am proud of where I am in my career as a first generation Hispanic woman.



Go-to productivity trick:

Make an organized/prioritized to-do list and scheduling time on my calendar to tackle my projects.



People come to me for:

Usually tips and tricks for excel.

me personally:



If I could have only three apps on my phone:

Google Maps, Podcast app & TikTok



Go-to karaoke song:

"As Long As You Love Me" - Backstreet Boys



Top destination on my must-visit list:

Switzerland



Who I love to spend time with the most:

My husband & dogs.





Fidel Murillo

Director, Production Design
Wesley Chapel, Florida

With Clinique since October 2017.



Creative

top ten talents:

- 1 Woo
- 2 Adaptability
- 3 Responsibility
- 4 Includer
- 5 Activator
- 6 Significance
- 7 Communication
- 8 Connectedness
- 9 Learner
- 10 Self-Assurance

me at work:



What energizes me:

My team.



Accomplishment I'm proud of:

Growing the Production team.



Go-to productivity trick:

Stepping away from my laptop when I am no longer being productive. It helps me refocus.



People come to me for:

People say I have a good memory. So they usually come to me with questions on what has been done in the past with our projects.

me personally:



If I could have only three apps on my phone:

Pokemon Go, TikTok & Reddit



Go-to karaoke song:

I don't think I have one.



Top destination on my must-visit list:

Cartagena, Colombia



Who I love to spend time with the most:

Family and friends.





Shea Murray

Associate, Omni-Retail Education
New York, New York

With Clinique since July 2019.

Education

top ten talents:

- 1 **Includer**
- 2 **Developer**
- 3 **Maximizer**
- 4 **Empathy**
- 5 **Achiever**
- 6 **Consistency**
- 7 **Harmony**
- 8 **Responsibility**
- 9 **Arranger**
- 10 **Adaptability**

me at work:



What energizes me:

My team is what energizes me the most each day!



Accomplishment I'm proud of:

I am so thrilled to have the opportunity to lead Clinique x TYWLS Mentorship Program in partnership with.



Go-to productivity trick:

Knowing my most productive time blocks of the day and planning my work blocks accordingly.



People come to me for:

I'd like to think I'm pretty savvy with Excel—I might have helped someone out a time or two.

me personally:



If I could have only three apps on my phone:

Tik Tok, Instagram & Spotify



Go-to karaoke song:

"How Will I Know"—Whitney Houston (but not well...)



Top destination on my must-visit list:

At the moment, Greece



Who I love to spend time with the most:

I love spending time with my friends, boyfriend, and of course my dog.





Sandra Nehme

Consumer Engagement Manager, Clinique Canada
Toronto, Ontario

With Clinique since December 2017.

Canada Consumer
Engagement

top ten talents:

- 1 Empathy
- 2 Harmony
- 3 Intellection
- 4 Individualization
- 5 Deliberative
- 6 Adaptability
- 7 Connectedness
- 8 Input
- 9 Developer
- 10 Achiever

me at work:



What energizes me:

Seeing a project I led from ideation to execution come to life!
And then, discussing learnings/optimizations for future



Accomplishment I'm proud of:

Most recently, leading the largest TikTok campaigns within
ELC Canada featuring all local creator content.



Go-to productivity trick:

I love to use Trello for project management! I have different lists
(Backlog, Active this Week, Active Now, Completed) and can
move tasks between them to manage workflow.



People come to me for:

I am an exceptionally strong planner—for social calendars,
parties, travel and beyond!

me personally:



If I could have only three apps on my phone:

WhatsApp (to connect with family abroad), Google Maps
(because I have zero directional skills) & UberEats (hey, we
all have those days).



Go-to karaoke song:

"Bohemian Rhapsody"—Queen



Top destination on my must-visit list:

Paris, again and again!



Who I love to spend time with the most:

My entire family, especially my inspiring mother and sister.





Jessica Nelson

Clinique Field Executive, Ulta
Michigan

With Clinique since January 2021.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Developer**
- 2 **Focus**
- 3 **Responsibility**
- 4 **Discipline**
- 5 **Significance**
- 6 **Empathy**
- 7 **Achiever**
- 8 **Self-Assurance**
- 9 **Relator**
- 10 **Belief**

me at work:



What energizes me:

Seeing continuous improvement while making a impact on others drives my energy every day. Also what keeps that momentum moving forward is sharing my knowledge with my teams.



Accomplishment I'm proud of:

Over the years as a Executive I'm most proud of the feedback and sales results. It makes me feel proud of myself when I see low turnover in my teams and watch them take ideas I share with them to elevate themselves.



Go-to productivity trick:

Using a to-do list to support my prioritization really helps my success. Optimal focus is necessary to feeling grounded and productive.



People come to me for:

Friends, family and co-workers come to me often to help them see the opposing side of situations. I use my positivity a lot to see the win in each moment of my day.

me personally:



If I could have only three apps on my phone:

YouTube, banking apps & Google Photos



Go-to karaoke song:

"We Are Family" — That way I can pull others in so I don't have to have them hear my karaoke voice.



Top destination on my must-visit list:

Throughout many travels in life I seem to find a calmness on the beach. I'd love to go to Greece next.



Who I love to spend time with the most:

Of course I love seeing my family but the when it comes to the majority of my adventures, I love to be with my fiancé and puppy.





Katelynn Nelson

ELCP Field Executive
Charleston, West Virginia

With Clinique since June 2018.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Responsibility
- 2 Input
- 3 Learner
- 4 Discipline
- 5 Includer
- 6 Strategic
- 7 Positivity
- 8 Individualization
- 9 Achiever
- 10 Woo

me at work:



What energizes me:

I am most energized during the height of a big event (holiday, GWP, launches, etc.)—seeing the excitement in others and feeling that energy let's me know that I'm right where I'm supposed to be.



Accomplishment I'm proud of:

I'm so proud to have been a part of the Clinique Social Team! It was such a fun way to interact with clients on different social platforms and share our most loved products.



Go-to productivity trick:

List making! I have 2-3 running to-do lists at all times. It keeps me in check and really increases my productivity.



People come to me for:

I would say technology, social media and digital content are my strongest areas.

me personally:



If I could have only three apps on my phone:

Instagram, Outlook and my camera app—recording the moment, sharing it and staying up to date with communication.



Go-to karaoke song:

"Super Bass"—Nicki Minaj



Top destination on my must-visit list:

Fiji



Who I love to spend time with the most:

Zach + Bennett.





Kara Newsome

ELCP Field Executive
Raleigh, North Carolina

With Clinique since April 2012.

ELCP Field Team
Team Perry

top ten talents:

- 1 **Woo**
- 2 **Communication**
- 3 **Connectedness**
- 4 **Relator**
- 5 **Belief**
- 6 **Activator**
- 7 **Positivity**
- 8 **Responsibility**
- 9 **Arranger**
- 10 **Strategic**

me at work:



What energizes me:

My team's development, and providing for my family.



Accomplishment I'm proud of:

Being able to be a mentor Education Executive while working the Estée Lauder brand.



Go-to productivity trick:

Create a bucket list...3 buckets in order of priority at the beginning of the week and chop it down!



People come to me for:

Communicating; people often come to me asking for the best ways to word things!

me personally:



If I could have only three apps on my phone:

Pictures, Google & Instagram



Go-to karaoke song:

Anything Beyonce



Top destination on my must-visit list:

Turks and Caicos



Who I love to spend time with the most:

My family.





Liliya Nickel

Clinique Field Executive
Seattle, Washington

With Clinique since 2021.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Positivity**
- 2 **Achiever**
- 3 **Arranger**
- 4 **Woo**
- 5 **Responsibility**
- 6 **Communication**
- 7 **Relator**
- 8 **Developer**
- 9 **Includer**
- 10 **Learner**

me at work:



What energizes me:

I find a new Consultant that is eager to learn, gives me a lot of energy and I want to give their onboarding my all! I also get energy from events, partnerships within the retailers and creating a team that is perfect representation of our CL customer in each market.



Accomplishment I'm proud of:

Well, I am new but I quickly build relationships within the stores and when I heard that my CM wanted to do a Skin School because I inspired her, it made my day!



Go-to productivity trick:

Breaking down the goal to bite sized pieces and letting the Consultant choose what they would like to do to achieve and stretch that goal. I call it Level Up. Like in gaming.



People come to me for:

I am very good with technology and I often help to quickly overcome obstacles that can take others much more time to address. I help people not give up on technology.

me personally:



If I could have only three apps on my phone:

Instagram, Google Maps & Concur



Go-to karaoke song:

"Don't Speak"—No Doubt. Cheesy, I know.



Top destination on my must-visit list:

Italy, I grew up there.



Who I love to spend time with the most:

My kids, my ex-husband and my BFFs.





Cindy O'Brien

Clinique Field Executive
Santa Clarita, California

With Clinique since March 2005.

Clinique Field Team
Team Green

top ten talents:

- 1 Achiever
- 2 Learner
- 3 Positivity
- 4 Empathy
- 5 Includer
- 6 Connectedness
- 7 Strategic
- 8 Arranger
- 9 Woo
- 10 Discipline

me at work:



What energizes me:

I am energized by my teammates plus being there to support in away way I can. I love developing Consultants and seeing them grow.



Accomplishment I'm proud of:

I am most proud of being chosen to be a mentor and helping train new Field Executives.



Go-to productivity trick:

I love to create events that clients love to attend and recruit new ones to learn about Clinique.



People come to me for:

People will come to me when it has something to do with finding reports, fixing their computer and anything IT related.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, LinkedIn & Prayers for the Day



Go-to karaoke song:

"Sweet Alabama"



Top destination on my must-visit list:

Tennessee



Who I love to spend time with the most:

Family and friends.





Connor O'Rourke

Finance Manager, NA Selling
Huntington Station, New York

With Clinique since July 2021.

Finance

top ten talents:

- 1 **Achiever**
- 2 **Focus**
- 3 **Individualization**
- 4 **Analytical**
- 5 **Learner**
- 6 **Includer**
- 7 **Restorative**
- 8 **Relator**
- 9 **Communication**
- 10 **Developer**

me at work:



What energizes me:

I am energized by problem solving, improving processes, and innovating new ways to assist with the business.



Accomplishment I'm proud of:

I am proud of being able to learn all the new systems, processes and reporting while creating collaborative relationships with the teams I support.



Go-to productivity trick:

My go-to productivity trick is to make a detailed list with organized notes to set myself up for success.



People come to me for:

I have helped people with excel (pivots, formulas, etc.), understanding their financials, estimates and budgets.

me personally:



If I could have only three apps on my phone:

ESPN, Peloton & Spotify



Go-to karaoke song:

"Wonderwall" — Oasis



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My wife and dog.





Esther Ou Yang

Senior Graphic Designer
New York, New York

With Clinique since June 2022.



Creative

top ten talents:

- 1 Positivity
- 2 Responsibility
- 3 Consistency
- 4 Deliberative
- 5 Input
- 6 Learner
- 7 Empathy
- 8 Belief
- 9 Adaptability
- 10 Strategic

me at work:



What energizes me:

Learning something new and working with great people in a great culture.



Accomplishment I'm proud of:

I think my greatest accomplishment was taking on a huge project that I wasn't familiar with and finished it.



Go-to productivity trick:

Prioritize my to-do list with manageable tasks and use my time wisely.



People come to me for:

My listening skills. People come to me to lend a ear or get advice.

me personally:



If I could have only three apps on my phone:

News app, Instagram & Line



Go-to karaoke song:

"Emotions" — Mariah Carey



Top destination on my must-visit list:

Iceland, Portugal, Prague, Budapest, Stockholm, Copenhagen...etc.



Who I love to spend time with the most:

My husband.





Rachel Owens

Vice President, West, ELCP
Houston, Texas

With Clinique since September 2021.

ELCP Field Team
Leadership Team

top ten talents:

- 1 Input
- 2 Achiever
- 3 Learner
- 4 Individualization
- 5 Relator
- 6 Strategic
- 7 Significance
- 8 Ideation
- 9 Command
- 10 Analytical

me at work:



What energizes me:

Collaborating with colleagues and retailer partners to create and execute strategies to drive SALES and helping others feel engaged and invested in to achieve their goals.



Accomplishment I'm proud of:

In addition to sales accomplishments, I am honored to have hosted Mr. Leonard Lauder in Dallas in 2019, and I was a part of the Texas Pilot that shaped the national roll out of Fueling Retail Excellence.



Go-to productivity trick:

Good sleep, exercise, healthy eating...and silence my phone and close Outlook when I really need to focus on a project. No distractions make a huge difference!



People come to me for:

Taking in the big picture, asking questions to understand and then helping to clear the clutter and ensure the next steps we are taking are strategic, meaningful and impactful to achieve the goal.

me personally:



If I could have only three apps on my phone:

Messaging, Google Maps & Camera



Go-to karaoke song:

"Piano Man"—with a group of course!



Top destination on my must-visit list:

Capri, Italy



Who I love to spend time with the most:

My family—my kids are so fun right now!





Mattie Palahniuk

Clinique Field Executive
Crystal Lake, Illinois

With Clinique since November 2013.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Relator**
- 2 **Maximizer**
- 3 **Strategic**
- 4 **Competition**
- 5 **Individualization**
- 6 **Achiever**
- 7 **Arranger**
- 8 **Positivity**
- 9 **Communication**
- 10 **Self Assurance**

me at work:



What energizes me:

I'm energized by winning and having fun!



Accomplishment I'm proud of:

The incredible relationships I've built! I'm really proud of those I've had a hand in developing that's led to either their growth in a promotion or their confidence in a skill that increased productivity! I feel like I have a lot of really loyal people and many I'd call friends.



Go-to productivity trick:

Quality time with a top performer! Commit to a day where I fill their gaps so they can excel at what they do best and just see how high is too high for sales that day.



People come to me for:

Negotiating outposts with great Visual Merchandising! Moving others to action through strength management!

me personally:



If I could have only three apps on my phone:

OneDrive, Deputy & Outlook



Go-to karaoke song:

You'll never catch me singing Karaoke! I surprisingly have a lot of stage fright.



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My husband, Scott, and my two girls, Faye and Penny!





Carol Pappas

Clinique Field Executive
Tampa, Florida

With Clinique since August 2012.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Responsibility**
- 2 **Maximizer**
- 3 **Relator**
- 4 **Connectedness**
- 5 **Positivity**
- 6 **Achiever**
- 7 **Individualization**
- 8 **Arranger**
- 9 **Discipline**
- 10 **Belief**

me at work:



What energizes me:

Purposeful interaction with my teams, retail partners and coworkers.



Accomplishment I'm proud of:

Efficiently filling open positions with the right talent, exceeding sales plan RY 2021 and Fall FY 2022 and Rookie of Year 2014.



Go-to productivity trick:

Coaching the team to the correct goals. Teaching the teams how to determine how many clients they need to see that day per hour and how to adjust if it's not working.



People come to me for:

Filling open positions and building relationships with retail partners.

me personally:



If I could have only three apps on my phone:

Calm meditation, WhatsApp & Instacart



Go-to karaoke song:

"Raise Your Glass" — Pink



Top destination on my must-visit list:

Northern Lights, Iceland



Who I love to spend time with the most:

Family.





Amy Pastula

Clinique Field Executive
Atlanta, Georgia

With Clinique since 2007.

Clinique Field Team
Team Miller

top ten talents:

- 1 Achiever
- 2 Learner
- 3 Arranger
- 4 Maximizer
- 5 Futuristic
- 6 Relator
- 7 Responsibility
- 8 Positivity
- 9 Strategic
- 10 Individualism

me at work:



What energizes me:

Organization, great relationships, strong plans of action.



Accomplishment I'm proud of:

Stars to NY, CEO of Fun for Team Miller East.



Go-to productivity trick:

Lists, strong follow up, appreciation.



People come to me for:

CEO of Fun, all things Sephora and Dillards.

me personally:



If I could have only three apps on my phone:

Instagram, Safari & Waze



Go-to karaoke song:

"Everybody" — Backstreet Boys



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

Hubby, parents and in-laws, friends, family.





Jigna Patel

Director, Account Lead Ulta
Berkeley Heights, New Jersey

With Clinique since March 2004.

Omni Commercial,
Planning

top ten talents:

- 1 Analytical
- 2 Responsibility
- 3 Developer
- 4 Discipline
- 5 Belief
- 6 Focus
- 7 Restorative
- 8 Relator
- 9 Achiever
- 10 Ideation

me at work:



What energizes me:

Striving towards a goal.



Accomplishment I'm proud of:

Working on the Ulta account over the past 6 years and watching it continually grow.



Go-to productivity trick:

Always start with the most time consuming, complicated project first.



People come to me for:

I always like a good Excel formula challenge!

me personally:



If I could have only three apps on my phone:

Instagram, WhatsApp & Peloton



Go-to karaoke song:

"I Wanna Dance with Somebody" — Whitney Houston



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

My kids and husband.





Monica Patel

Creative Operations Director
Chantilly, Virginia

With Clinique since May 2017.



Creative

top ten talents:

- 1 Analytical
- 2 Context
- 3 Achiever
- 4 Relator
- 5 Self-Assurance
- 6 Empathy
- 7 Responsibility
- 8 Strategic
- 9 Command
- 10 Focus

me at work:



What energizes me:

Being able to optimize how we work together, team/business successes, a great team & leaders.



Accomplishment I'm proud of:

Creating the first standardized timelines and process flow within NA across divisions.



Go-to productivity trick:

Shorten meetings! Give yourself time to work.



People come to me for:

Process optimization.

me personally:



If I could have only three apps on my phone:

Camera, Chrome & Google Pay



Go-to karaoke song:

I really refuse to do karaoke!



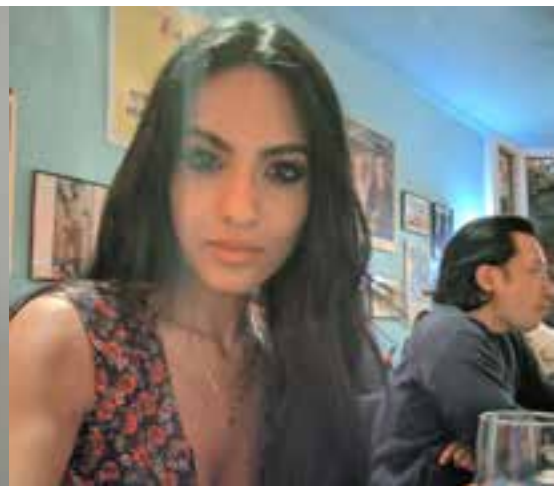
Top destination on my must-visit list:

Eating and sunbathing my way through Greece.



Who I love to spend time with the most:

My family.





Beth Pearson

ELCP Field Director
San Antonio, Texas

With Clinique since March 1998.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Strategic**
- 2 **Ideation**
- 3 **Individualization**
- 4 **Futuristic**
- 5 **Relator**
- 6 **Achiever**
- 7 **Maximizer**
- 8 **Focus**
- 9 **Empathy**
- 10 **Competition**

me at work:



What energizes me:

Watching my team's text thread and seeing how good they are to one another and collaboration of any kind.



Accomplishment I'm proud of:

Hosting Chris Good and celebrating the #oneteam culture he created.



Go-to productivity trick:

If the first thing I try doesn't work, I immediately try something different.



People come to me for:

Entertaining, house decorating, composing emails.

me personally:



If I could have only three apps on my phone:

DoorDash, Breethe & Amazon



Go-to karaoke song:

Oh I don't sing...I wouldn't do that to the people around me.



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

My daughter Ella (well she is a teenager so maybe that isn't totally true all of the time lol).





Amy Pease

Clinique Field Sales Director, Canada
Calgary, Alberta

With Clinique since November 2004.

Clinique Field Team
Team Pease

top ten talents:

- 1 **Maximizer**
- 2 **Arranger**
- 3 **Responsibility**
- 4 **Futuristic**
- 5 **Strategic**
- 6 **Communication**
- 7 **Achiever**
- 8 **Relator**
- 9 **Woo**
- 10 **Significance**

me at work:



What energizes me:

Seeing the team work together and succeed, watching others grow and develop.



Accomplishment I'm proud of:

Knowing that I was a part of helping someone else get promoted into a new role.



Go-to productivity trick:

Ensuring that time is scheduled for breaks throughout the day.



People come to me for:

To talk through how they would handle a certain situation; knowing that I won't judge or over speak; but listen and share feedback that would support them.

me personally:



If I could have only three apps on my phone:

Maps—I have a horrible sense of direction; photos—no one has a camera anymore; Facetime—so I can see my family from far away.



Go-to karaoke song:

"The Rose"—Bette Midler



Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

Sisters, family.





Citlalic Peralta Rodriguez

Senior Manager PR & Influencer
New York, New York

With Clinique since April 2022.

Marketing,
Consumer
Engagement

top ten talents:

- 1 Relator
- 2 Responsibility
- 3 Connectedness
- 4 Consistency
- 5 Discipline
- 6 Harmony
- 7 Maximizer
- 8 Arranger
- 9 Developer
- 10 Positivity

me at work:



What energizes me:

Working with great people to make a positive impact and a good work environment.



Accomplishment I'm proud of:

Being a mighty representative of minorities and help thrive the multicultural business.



Go-to productivity trick:

Focus on one thing at the time—avoid reading emails for one hour.



People come to me for:

Anything Hispanic related.

me personally:



If I could have only three apps on my phone:

Google Maps, Instagram & Amazon Prime



Go-to karaoke song:

"This Girl Is on Fire"



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My family.





Michelle Perry

ELCP Field Director
Charlotte, North Carolina

With Clinique since May 2009.

ELCP Field Team
Team Perry

top ten talents:

- 1 Achiever
- 2 Learner
- 3 Significance
- 4 Strategic
- 5 Self-Assurance
- 6 Focus
- 7 Belief
- 8 Responsibility
- 9 Individualization
- 10 Relator

me at work:



What energizes me:

My team. They are the true superheroes of ELC and motivate me each and every day.



Accomplishment I'm proud of:

Trending above NOAM for TTL Territory performance through the development of my team as all FEs are achieving plan FYTD.



Go-to productivity trick:

Set up your week! Every Sunday, I plan out the upcoming week based on a priority A,B,C list.



People come to me for:

Retailer partnerships. Many of my peers reach out to me for advice on best ways to create a synergistic vision with our retail partners.

me personally:



If I could have only three apps on my phone:

NALX, Mobilize & Outlook



Go-to karaoke song:

"Jessie's Girl"



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My family.





Kelsey Phillippe

ELCP Field Executive

Louisville, KY

With Clinique since May 2022.

ELCP Field Team
Team Fagel

top ten talents:

- 1 **Learner**
- 2 **Responsibility**
- 3 **Analytical**
- 4 **Achiever**
- 5 **Input**
- 6 **Strategic**
- 7 **Relator**
- 8 **Intellection**
- 9 **Belief**
- 10 **Positivity**

me at work:



What energizes me:

Getting to work with so many amazing people, when I feel like I leave a store and have been able to make an impact and leave the team with something actionable to improve their results.



Accomplishment I'm proud of:

In past roles, I was known for developing top talent and internal promotions as well as bringing customer experience to life.



Go-to productivity trick:

A well organized to-do list based on priorities and using my reminders app for time-sensitive/top priority items.



People come to me for:

Evaluating a system/process for how to improve, streamline, strategize.

me personally:



If I could have only three apps on my phone:

Spotify, camera & Lightroom



Go-to karaoke song:

"All I Wanna Do"- Sheryl Crow



Top destination on my must-visit list:

Iceland and Rocky Mountain National Park



Who I love to spend time with the most:

My husband, family and friends.





Sophia Pickle

Clinique Field Executive
Chino, California

With Clinique since May 2018.

Clinique Field Team
Team Green

top ten talents:

- 1 **Woo**
- 2 **Communication**
- 3 **Futuristic**
- 4 **Achiever**
- 5 **Activator**
- 6 **Positivity**
- 7 **Competition**
- 8 **Ideation**
- 9 **Includer**
- 10 **Command**

me at work:



What energizes me:

Getting to be creative and learning new things keeps me energized and engaged.



Accomplishment I'm proud of:

I love what I have gotten to create; social media content, original Clinique songs, education tools, sales tools and client engagement tools. Getting to create (in all sense of the word) is my absolute favorite!



Go-to productivity trick:

Making lists is my favorite trick to keep me on task.



People come to me for:

I love creating, collaborating and helping others with social media!

me personally:



If I could have only three apps on my phone:

Google, YouTube & Pandora



Go-to karaoke song:

"It's Tricky" — Run-DMC



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My Love :).





JD Pluviose

Clinique Account Planner
Toronto, Ontario

With Clinique since September 2019.

Canada Accounts
and Sales Planning

top ten talents:

- 1 **Relator**
- 2 **Positivity**
- 3 **Ideation**
- 4 **Strategic**
- 5 **Connectedness**
- 6 **Achiever**
- 7 **Input**
- 8 **Learner**
- 9 **Belief**
- 10 **Responsibility**

me at work:



What energizes me:

Knowing that my contributions big or small are adding value to the company is what energizes me at work everyday.



Accomplishment I'm proud of:

I created a product assortment grid by retailer which is useful for all cross-functions across Clinique Canada. This one worksheet product identifier never existed prior to me creating it and it is so useful for the team.



Go-to productivity trick:

My productivity trick is that everyday I create a list of what I want and need to accomplish that day with approximate time needed to complete.



People come to me for:

I am good at Excel and I am resourceful person. My team often comes to see me when they are challenged with Excel and in sticky situations, I am often a go to person for solutions.

me personally:



If I could have only three apps on my phone:

Fitness, music & banking



Go-to karaoke song:

La Bohème



Top destination on my must-visit list:

Seychelles



Who I love to spend time with the most:

My son Sébastien.





Staci Pollard

ELCP Field Executive
Bonita Springs, Florida

With Clinique since February 2012.

ELCP Field Team
Team Work

top ten talents:

- 1 **Achiever**
- 2 **Futuristic**
- 3 **Significance**
- 4 **Focus**
- 5 **Disipline**
- 6 **Relator**
- 7 **Strategic**
- 8 **Learner**
- 9 **Competition**
- 10 **Includer**

me at work:



What energizes me:

Being able to energize and enable others and watch them rise to the top while achieving goals!



Accomplishment I'm proud of:

Best in class execution with inter-sell trainings and strategic partnerships driving local relevancy into our retailers. Playing to Win with 120% to plan Q2!



Go-to productivity trick:

Waking up each morning with a run is when I do my best thinking and ideas to balance work and life!



People come to me for:

Negotiating skills and strong retail partnerships!

me personally:



If I could have only three apps on my phone:

Scrabble with my daughter, Instagram to see what our consumers are seeing and my calculator because I am always doing some AU's math in stores!



Go-to karaoke song:

"Shake It Off" — Taylor Swift



Top destination on my must-visit list:

Paris



Who I love to spend time with the most:

My family, my baby Nikko and friends!





Marjorie A. Presley

ELCP Field Executive
Keller, Texas

With Clinique since June 2018.

ELCP Field Team
Team Pearson

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Achiever
- 4 Ideation
- 5 Restorative
- 6 Activator
- 7 Significance
- 8 Relator
- 9 Learner
- 10 Positivity

me at work:



What energizes me:

My energy comes from a couple of things...seeing progress and development of a Consultant and making plan!



Accomplishment I'm proud of:

I'm proud that I had the opportunity to be on the Mentor team this past year. It afforded me so much growth as an FE.



Go-to productivity trick:

I like to make lists! When your mind is clear and you only have to focus on one thing at a time to finish, it seems like I get more done!



People come to me for:

I'm really good with ideas and coming up with alternative ways to do things—creatively thinking outside of the box!

me personally:



If I could have only three apps on my phone:

Instagram, email & banking



Go-to karaoke song:

"Love Shack"—B-52's



Top destination on my must-visit list:

London



Who I love to spend time with the most:

My family!





Preston Price

Senior Design Manager, Visual Merchandising
New York, New York

With Clinique since September 2014.

Creative, Visual
Merchandising

top ten talents:

- 1 **Strategic**
- 2 **Command**
- 3 **Futuristic**
- 4 **Learner**
- 5 **Activator**
- 6 **Self-Assurance**
- 7 **Achiever**
- 8 **Deliberative**
- 9 **Adaptability**
- 10 **Relator**

me at work:



What energizes me:

New projects and different parameters to design for.



Accomplishment I'm proud of:

Assistance in growing the business in Ulta doors with higher quality visual merchandising and store design.



Go-to productivity trick:

Keep a list!



People come to me for:

Making big stories work in tight spaces.

me personally:



If I could have only three apps on my phone:

Soundcloud, Tripadvisor & Zillow



Go-to karaoke song:

"Jive Talkin'" — Bee Gees



Top destination on my must-visit list:

Seychelles



Who I love to spend time with the most:

My partner, Roberto.





Andrea Provenzano

Planner Coordinator
Enola, Pennsylvania

With Clinique since February 2009.

Omni Commercial,
Planning

top ten talents:

- 1 Individualizer
- 2 Maximizer
- 3 Responsibility
- 4 Arranger
- 5 Relator
- 6 Achiever
- 7 Analytical
- 8 Belief
- 9 Discipline
- 10 Context

me at work:



What energizes me:

I love learning new skills and sharing that knowledge with others. I also get energized every time I cross something off my task list.



Accomplishment I'm proud of:

Taking a leap from the sales field to the planning team, which has provided the opportunity to learn many new skills and work with independent, department store, and specialty accounts.



Go-to productivity trick:

No tricks—I use both my outlook calendar and planner to keep myself on task. I also take mind and body breaks (focus on another task, stand up, stretch, etc) to stay “fresh and focused.”



People come to me for:

My communication and persuasion skills (ability to convey a clear, concise, and compelling message). My sound judgement and decision making skills (ability to objectively assess situations or circumstances and take action).

me personally:



If I could have only three apps on my phone:

Photos, Google, & Life360 (teenage son!)



Go-to karaoke song:

“I Will Survive”



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family.





Janhavi Purohit

Manager, Copy
New York, New York

With Clinique since October 2017.



Creative

top ten talents:

- 1 **Competition**
- 2 **Significance**
- 3 **Input**
- 4 **Individualization**
- 5 **Command**
- 6 **Woo**
- 7 **Intellection**
- 8 **Focus**
- 9 **Communication**
- 10 **Self-Assurance**

me at work:



What energizes me:

I love new, challenging projects that give us a chance to flex our creative muscles, as well as finding new solutions to existing problems.



Accomplishment I'm proud of:

I am deeply proud of the intense brand work we did in creating new graphic communication for brand new store design formats.



Go-to productivity trick:

Walking away to make a very strong espresso!



People come to me for:

People come to me for copy lines (for every and anything!) and empathy in stressful moments.

me personally:



If I could have only three apps on my phone:

Instagram, iMessage & Chrome



Go-to karaoke song:

"Semi-Charmed Life" — Third Eye Blind (I could sing it in my sleep...)



Top destination on my must-visit list:

Even though I've been there a lot, Ibiza is a permanent favorite.



Who I love to spend time with the most:

I love spending time with my family and friends.





Ciara Rabbitt

Executive Director, Account Lead
West Caldwell, New Jersey

With Clinique since October 2019.

Omni Commercial,
Account
Management

top ten talents:

- 1 **Achiever**
- 2 **Learner**
- 3 **Relator**
- 4 **Ideation**
- 5 **Developer**
- 6 **Futuristic**
- 7 **Strategic**
- 8 **Belief**
- 9 **Activator**
- 10 **Arranger**

me at work:



What energizes me:

I'm energized and inspired by the people I work with! Not only is there so much talent on this team, but even more heart.



Accomplishment I'm proud of:

I'm most proud of the talent I helped develop or support throughout my career. It brings me so much joy and pride to watch them shine as they take on bigger roles (some now at ELC!)



Go-to productivity trick:

I add office hours when workload gets crazy to minimize emails.



People come to me for:

Advice. I enjoy breaking down a problem or hyping someone up.

me personally:



If I could have only three apps on my phone:

Audible, Blinkist, & Spotify



Go-to karaoke song:

"Wannabe" — Spice Girls (Although my friends/family don't allow me to sing in public.)



Top destination on my must-visit list:

I was born in Ireland and my son is a citizen. I can't wait to bring him for his first visit!



Who I love to spend time with the most:

My family: My husband and son (and newest addition Wall-e our puppy).





Lesley Radens

Director, Education & Field Development, N.A.
New York, New York

With Clinique since February 2005.

Education

top ten talents:

- 1 **Connectedness**
- 2 **Learner**
- 3 **Empathy**
- 4 **Belief**
- 5 **Responsibility**
- 6 **Individualization**
- 7 **Developer**
- 8 **Relator**
- 9 **Achiever**
- 10 **Adaptability**

me at work:



What energizes me:

When I get to apply my creativity to something that ultimately helps grow our business and or others!



Accomplishment I'm proud of:

Constantly evolving the Educational Videos we create and getting to work one-on-one with the Field Team to produce them!



Go-to productivity trick:

My creativity kicks-in around 3pm, so I know to book project-focus time in my afternoons.



People come to me for:

My PowerPoint & video editing skills.

me personally:



If I could have only three apps on my phone:

Camera, FaceTime & Instagram



Go-to karaoke song:

Any Pat Benatar or Heart song



Top destination on my must-visit list:

Africa



Who I love to spend time with the most:

My kids & husband.





Joseph Regina

Freelance Senior VM Designer
Brooklyn, New York

With Clinique since March 2022.



Creative

top ten talents:

- 1 **Learner**
- 2 **Arranger**
- 3 **Restorative**
- 4 **Developer**
- 5 **Context**
- 6 **Ideation**
- 7 **Strategic**
- 8 **Intellection**
- 9 **Individualization**
- 10 **Context**

me at work:



What energizes me:

Working with talented people on creative projects.



Accomplishment I'm proud of:

Seeing beautiful concepts come to life in stores still is an accomplishment after all these years.



Go-to productivity trick:

Listing tasks and do small, less time consuming things first.



People come to me for:

Figuring out how to make something work technically (in terms of build-out, construction and manufacturing).

me personally:



If I could have only three apps on my phone:

Reminders, Calendar & Spotify



Go-to karaoke song:

Disney hits



Top destination on my must-visit list:

Thailand



Who I love to spend time with the most:

My inner circle of friends.





Lori Rhodes

Clinique Field Executive
Dallas, Texas

With Clinique since January 2000.

Clinique Field Team
Team Green

top ten talents:

- 1 **Achiever**
- 2 **Competition**
- 3 **Ideation**
- 4 **Significance**
- 5 **Futuristic**
- 6 **Relator**
- 7 **Focus**
- 8 **Positivity**
- 9 **Analytical**
- 10 **Individualization**

me at work:



What energizes me:

I'm most energized by achieving sales plan through strategic planning and people development.



Accomplishment I'm proud of:

Over my 22 year career with ELC, I'm most proud of the growth and development of my 10 Event/Account Coordinators who have been promoted into Executive positions.



Go-to productivity trick:

Creating incentives and rewarding successful sales performance is my favorite way to drive productivity with my teams and with Clinique Ambassadors.



People come to me for:

People often come to me for problem solving and Visual Merchandising advice, but it's my over-developed sense of humor that keeps them coming back...LOL!

me personally:



If I could have only three apps on my phone:

TikTok, Facebook & Apple Podcasts



Go-to karaoke song:

"You Never Call Me by My Name" — David Allen Coe



Top destination on my must-visit list:

New York City with my husband.



Who I love to spend time with the most:

My husband, Marcus.





Zoë Rice

Project Manager, Creative Operations
New York, New York

With Clinique since July 2012.



Creative

top ten talents:

- 1 **Learner**
- 2 **Individualization**
- 3 **Analytical**
- 4 **Input**
- 5 **Intellection**
- 6 **Relator**
- 7 **Activator**
- 8 **Maximizer**
- 9 **Arranger**
- 10 **Context**

me at work:



What energizes me:

Seeing coworkers at the office! Also devising solutions to problems, strategizing the best way to move forward. (Clifton agrees.)



Accomplishment I'm proud of:

NA's first partnership with an illustrator to create our own original Happy packaging was unknown territory for all of us. Making that project a success was a microcosm of why we work well together: It took a whole team, we navigated new processes and functions, and the end result was something amazing.



Go-to productivity trick:

Enough espresso to float a boat. And blocking calendar time for must-do tasks.



People come to me for:

I think people trust my judgment on situations where they need to talk something out.

me personally:



If I could have only three apps on my phone:

New York Times Crossword & Instagram



Go-to karaoke song:

"Time After Time" "Walk Away" any requests?



Top destination on my must-visit list:

Greece and Croatia



Who I love to spend time with the most:

Diverse group of friends.





Roger Rivera

Clinique Field Executive, Ulta
Atlanta, Georgia

With Clinique since October 2007.

Ulta Field Team
Team Wilson

top ten talents:

- 1 Relator
- 2 Maximizer
- 3 Self-Assurance
- 4 Command
- 5 Communication
- 6 Futuristic
- 7 Competition
- 8 Significance
- 9 Individualization
- 10 Activator

me at work:



What energizes me:

Developing others and realizing potential.



Accomplishment I'm proud of:

Building relationships with my retailer store and field teams.



Go-to productivity trick:

Take time for yourself to fill your bucket. Focus on the things you can control.



People come to me for:

Navigating difficult or sensitive conversations and matching people to the right resources.

me personally:



If I could have only three apps on my phone:

Calendar, Maps & podcast



Go-to karaoke song:

No thank you!



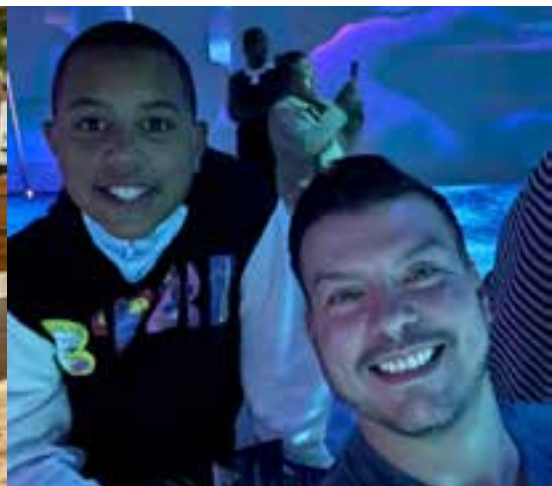
Top destination on my must-visit list:

Japan



Who I love to spend time with the most:

My family.





Maricely Rivera

ELCP Field Executive
Puerto Rico

With Clinique since May 2001.

ELCP Field Team
Team Work

top ten talents:

- 1 **Woo**
- 2 **Positivity**
- 3 **Responsibility**
- 4 **Harmony**
- 5 **Communication**
- 6 **Focus**
- 7 **Context**
- 8 **Relator**
- 9 **Competition**
- 10 **Maximizer**

me at work:



What energizes me:

People! I love to work with people. Also what energizes me is the positive competition between my peers.



Accomplishment I'm proud of:

Starting as an AC and developing myself to be promoted as an FE.



Go-to productivity trick:

Cross-selling between categories.



People come to me for:

Negotiating with the retailers and creating relationships between the departments and management of the stores.

me personally:



If I could have only three apps on my phone:

NALX



Go-to karaoke song:

"La Quinta Estacionn"



Top destination on my must-visit list:

Macy's Plaza las Americas



Who I love to spend time with the most:

Family.





Renee Rizzo

ELCP Field Director
New York, New York

With Clinique since 2012.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Maximizer**
- 2 **Learner**
- 3 **Achiever**
- 4 **Input**
- 5 **Arranger**
- 6 **Focus**
- 7 **Self-Assurance**
- 8 **Futuristic**
- 9 **Strategic**
- 10 **Relator**

me at work:



What energizes me:

Collaborating and leveraging each other's strengths.



Accomplishment I'm proud of:

Learning a new retailer, Dillard's and executing a successful Grand Opening for Dillard's in the Fall.



Go-to productivity trick:

Leveraging retailer relationships and partnerships in-store. Utilizing all education tools to engage everyone we service: Consultants, Brand Ambassadors and all Retailer and ELC partners.



People come to me for:

Prioritizing and developing others.

me personally:



If I could have only three apps on my phone:

Instagram, Workplace & Concur



Go-to karaoke song:

"Roar" — Katie Perry



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family; my husband, son, daughter and 2 dogs.





Molly Roberts

ELCP Field Executive
Indianapolis, Indiana

With Clinique since April 2018.

ELCP Field Team
Team Fagel

top ten talents:

- 1 Individualization
- 2 Futuristic
- 3 Strategic
- 4 Relator
- 5 Learner
- 6 Positivity
- 7 Achiever
- 8 Arranger
- 9 Focus
- 10 Woo

me at work:



What energizes me:

Seeing others reach their goals or have a success energizes me at work. I love when I see that light bulb turn on!



Accomplishment I'm proud of:

One of my best accomplishments was being promoted from a Coordinator to an Executive. Since then, I have promoted three people to the coordinator role and feel so proud when I help others have incredible business and make their career goals.



Go-to productivity trick:

Always asking these two questions about driving sales: "What are we doing when we are with a customer?" & "What are we doing when we are not with a customer?". Look for actionables and ways to level up!



People come to me for:

I'm known for people development and being able to see both sides of any situation so we can ALL win!

me personally:



If I could have only three apps on my phone:

Instagram, Messages & Photos...but let's not forget Mobilize!



Go-to karaoke song:

Too many to name!



Top destination on my must-visit list:

The Maldives



Who I love to spend time with the most:

My husband Rick and our three incredible children: Roman, Maya and Enzo.





Chereth Robinson

Clinique Field Executive Contingent
Boca Raton, Florida

With Clinique since April 2004.

Clinique Field Team
Contingent Team

top ten talents:

- 1 **Achiever**
- 2 **Discipline**
- 3 **Maximizer**
- 4 **Significance**
- 5 **Individualization**
- 6 **Analytical**
- 7 **Self-Assurance**
- 8 **Focus**
- 9 **Relator**
- 10 **Strategic**

me at work:



What energizes me:

Goal achievement and seeing others I've coached succeed!



Accomplishment I'm proud of:

Exceeding 120% to plan for 4th qtr in 2021 in not one but two markets I was covering!



Go-to productivity trick:

Working through others and giving them a platform.



People come to me for:

Creating effective and efficient processes.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & Facebook



Go-to karaoke song:

90's hip hop



Top destination on my must-visit list:

Europe



Who I love to spend time with the most:

My family, of course!





Megan Rock

Manager Ecommerce Clinique NA
New York, New York

With Clinique since November 2019.

Ecommerce,
Clinique Online

top ten talents:

- 1 **Maximizer**
- 2 **Achiever**
- 3 **Positivity**
- 4 **Developer**
- 5 **Learner**
- 6 **Relator**
- 7 **Focus**
- 8 **Empathy**
- 9 **Harmony**
- 10 **Discipline**

me at work:



What energizes me:

Solving a complex problem after a long time of digging.



Accomplishment I'm proud of:

Pulling off a successful Cyber Week.



Go-to productivity trick:

Blocking off a period of time to focus in on one task.



People come to me for:

Advice on personal problems.

me personally:



If I could have only three apps on my phone:

Google Maps, Spotify & Instagram



Go-to karaoke song:

"Lovefool"



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family.





Kathryn Rose

ELCP Field Executive
West Palm Beach, Florida

With Clinique since 2021.

ELCP Field Team
Team Work

top ten talents:

- 1 **Achiever**
- 2 **Strategic**
- 3 **Ideation**
- 4 **Focus**
- 5 **Input**
- 6 **Relator**
- 7 **Responsibility**
- 8 **Intellection**
- 9 **Futuristic**
- 10 **Learner**

me at work:



What energizes me:

The results of my teams engagement and the client's reaction to services.



Accomplishment I'm proud of:

Coming into ELCP last year and creating relationships with the stores/people very quickly while learning new businesses. The Fall Season results for my businesses made me very proud.



Go-to productivity trick:

Focus—Turn off distractions. I use an away message on my cell phone.



People come to me for:

Creative eventing.

me personally:



If I could have only three apps on my phone:

Work: Outlook, Teams & Sharepoint

Personal: Instagram, Fishdom & Facebook



Go-to karaoke song:

"Can't Stop the Feeling"—JT



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Tough questions—my fiancé (of course), but I love spending time with my nieces & nephews as they are only little once.





Rochelle Rosel

Assistant Planner, Ulta-Clinique
Virginia Beach, Virginia

With Clinique since July 2006.

Omni Commercial,
Planning

top ten talents:

- 1 **Context**
- 2 **Analytical**
- 3 **Responsibility**
- 4 **Learner**
- 5 **Individualization**
- 6 **Achiever**
- 7 **Maximizer**
- 8 **Strategic**
- 9 **Relator**
- 10 **Arranger**

me at work:



What energizes me:

Challenges energizes me at work and seeing the end result.



Accomplishment I'm proud of:

I am proud of taking on responsibilities and accomplishing different tasks that might be out of my comfort zone.



Go-to productivity trick:

I like to create a daily, weekly, and monthly to-do list. I also try not to procrastinate on work projects.



People come to me for:

My follow up skills and prioritizing tasks.

me personally:



If I could have only three apps on my phone:

ELC App, Instagram & Apple Music



Go-to karaoke song:

"Don't Stop Believin'" — Journey



Top destination on my must-visit list:

Egypt, India, South Africa



Who I love to spend time with the most:

My family & our dog Lucy.





Diana Ross

Clinique Field Executive
Wayne, New Jersey

With Clinique since June 2018.

Clinique Field Team
Team Card

top ten talents:

- 1 Individualization
- 2 Intellection
- 3 Learner
- 4 Input
- 5 Connectedness
- 6 Strategic
- 7 Arranger
- 8 Belief
- 9 Positivity
- 10 Achiever

me at work:



What energizes me:

Being able to coach and elevate my team to achieve success. I get energized by bringing my passion for Clinique, retail and opportunity to my teams and the retail partners.



Accomplishment I'm proud of:

I am proud of the success of the in-store eventing, outsourcing and partnerships with Westfield Mall as well as my teams work with Latina clients.



Go-to productivity trick:

I love education tools to achieve the days business; Clinical Reality and Shade Match Science and the hourly goal management clock with the Clinique team and the extended Prestige.



People come to me for:

I love to negotiate with the retail partners; I am obsessed with new client acquisition and love to create in-store and virtual events with outsourcing new clients as well as finding clients within the store in other departments.

me personally:



If I could have only three apps on my phone:

SharePoint, Workplace, eLearning



Go-to karaoke song:

"Living on a Prayer" — Jon Bon Jovi



Top destination on my must-visit list:

England



Who I love to spend time with the most:

My husband and adult children. Family!





Heather Rubin

Clinique Field Executive, Ulta
Pittsburgh, Pennsylvania

With Clinique since February 2021.

Ulta Field Team
Team Feeney

top ten talents:

- 1 **Communication**
- 2 **Futuristic**
- 3 **Positivity**
- 4 **Achiever**
- 5 **Individualization**
- 6 **Woo**
- 7 **Strategic**
- 8 **Maximizer**
- 9 **Learner**
- 10 **Developer**

me at work:



What energizes me:

People are my passion. Whether that's training and education, motivating towards a goal, coaching, developing or finding that perfect match of foundation for someone - people make every day count! (iced lattes are nice too).



Accomplishment I'm proud of:

I was so lucky to host Clinique's very first Facebook live with over 1 million views since it launched!



Go-to productivity trick:

Set your intentions for the day. Know what you want to accomplish, when you need to do so and how you want to feel. Always make time to re-charge!



People come to me for:

Creating useful tools for training, marketing and business analysis and social.

me personally:



If I could have only three apps on my phone:

Instagram, Amazon & Pandora



Go-to karaoke song:

"Mambo #5"



Top destination on my must-visit list:

Aruba



Who I love to spend time with the most:

My husband and our sweet baby, Asher.





Rich Russell

Clinique Field Executive, Ulta
St. Petersburg, Florida

With Clinique since January 2021.

Ulta Field Team
Team Wilson

top ten talents:

- 1 Consistency
- 2 Harmony
- 3 Communication
- 4 Empathy
- 5 Responsibility
- 6 Connectedness
- 7 Includer
- 8 Discipline
- 9 Futuristic
- 10 Developer

me at work:



What energizes me:

Education/Training/Workshops.



Accomplishment I'm proud of:

The many relationship/partnerships I have developed over the years.



Go-to productivity trick:

I love having a to-do list that I can check off as I go. I like starting with easier task so I can check them off my list and feel like I'm making progress.



People come to me for:

Product/ingredient knowledge.

me personally:



If I could have only three apps on my phone:

Instagram, Calendar & Amazon



Go-to karaoke song:

I do not do karaoke.



Top destination on my must-visit list:

Spain



Who I love to spend time with the most:

My husband, Dan.





Tracy Rutledge

ELCP Field Executive
North Prairie, Wisconsin

With Clinique since March 2018.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Realtor**
- 2 **Achiever**
- 3 **Discipline**
- 4 **Arranger**
- 5 **Focus**
- 6 **Positivity**
- 7 **Self-Assurance**
- 8 **Consistency**
- 9 **Futuristic**
- 10 **Competition**

me at work:



What energizes me:

Coaching and developing a team and seeing the successes and achievements as a result.



Accomplishment I'm proud of:

Having my Clinique counter hit \$1.1 million at Macy's Hilldale my first year with my role.



Go-to productivity trick:

Assess the team's strengths and what motivates them and move them to action with clear goals. Explaining the why behind the what.



People come to me for:

Store leadership relationships, team development and negotiating additional support from leadership.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & Apple Music



Go-to karaoke song:

"Don't Stop the Feeling"



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Family.





Karen Salzano

ELCP Field Executive
Milford, Connecticut

With Clinique since July 2008.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Maximizer**
- 2 **Achiever**
- 3 **Activator**
- 4 **Responsibility**
- 5 **Competition**
- 6 **Arranger**
- 7 **Individualization**
- 8 **Significance**
- 9 **Connectedness**
- 10 **Learner**

me at work:



What energizes me:

Making sales plan.



Accomplishment I'm proud of:

Achieving the #120or bust contest.



Go-to productivity trick:

For myself it would be making a list and crossing things off as they are completed.



People come to me for:

Negotiating.

me personally:



If I could have only three apps on my phone:

Messages, Facebook/Instagram & my banking app



Go-to karaoke song:

None



Top destination on my must-visit list:

Amalfi Coast



Who I love to spend time with the most:

My family and my dog.





Sarath Sam

ELCP Field Executive
Fresno, California

With Clinique since June 2018.

ELCP Field Team
Team Stephens

top ten talents:

- 1 Relator
- 2 Responsibility
- 3 Discipline
- 4 Strategic
- 5 Arranger
- 6 Individualization
- 7 Learner
- 8 Self-Assurance
- 9 Input
- 10 Maximizer

me at work:



What energizes me:

I love being around positive people. It helps when you're having a bad day.



Accomplishment I'm proud of:

For me it would be gaining the confidence to teach a virtual Skin School.



Go-to productivity trick:

I love taking the customers to our iPad and showing Clinical Reality. I'm able to build the AUS/UPT with foundation and skincare.



People come to me for:

I am good at Excel, love crunching numbers and information about any brands.

me personally:



If I could have only three apps on my phone:

Facebook, Amazon & iTunes Store



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

Greece, Italy and Malaysia



Who I love to spend time with the most:

I love to spend time with my family.





Alexia Sanchez

Director of Visual Merchandising Ops
New York, New York

With Clinique since August 2003.

Creative, Visual
Merchandising

top ten talents:

- 1 **Harmony**
- 2 **Arranger**
- 3 **Responsibility**
- 4 **Consistency**
- 5 **Analytical**
- 6 **Developer**
- 7 **Includer**
- 8 **Adaptability**
- 9 **Positivity**
- 10 **Achiever**

me at work:



What energizes me:

The people I work with, especially the teams out in the Field.



Accomplishment I'm proud of:

Working with the field teams on mapping/zoning calls—virtually walking through how to Power Zone counters.



Go-to productivity trick:

Keeping priority lists with team members.



People come to me for:

Guidelines/instruction sheets, simplifying instructions.

me personally:



If I could have only three apps on my phone:

Instagram, Google & Maps :)



Go-to karaoke song:

Don't have one, horrible singing voice :)



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My family.





Brooke Fisher Sander

Clinique Field Executive, Ulta
Oklahoma City, Oklahoma

With Clinique since January 2021.

Ulta Field Team
Team Eaker

top ten talents:

- 1 **Analytical**
- 2 **Positivity**
- 3 **Input**
- 4 **Learner**
- 5 **Strategic**
- 6 **Woo**
- 7 **Discipline**
- 8 **Developer**
- 9 **Adaptability**
- 10 **Consistency**

me at work:



What energizes me:

Working with others and winning together! Seeing how people grow and learn and enhance their natural talents.



Accomplishment I'm proud of:

Increasing volume and market share.



Go-to productivity trick:

Make a list, make it fun, get it done!



People come to me for:

Technology; I have a great navigation of systems and can easily teach it. I am a great listener and give honest feedback always.

me personally:



If I could have only three apps on my phone:

Target, TikTok & Chick-fil-A



Go-to karaoke song:

Anything Bon Jovi



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My Grandma.





Rebecca Schenof

Manager—Retention, CRM & Email
New York, New York

With Clinique since January 2022.

Ecommerce,
Clinique Online

top ten talents:

- 1 Empathy
- 2 Consistency
- 3 Relator
- 4 Discipline
- 5 Harmony
- 6 Strategic
- 7 Responsibility
- 8 Developer
- 9 Adaptability
- 10 Connectedness

me at work:



What energizes me:

The ability to use data to problem solve and determine future strategy and action plans.



Accomplishment I'm proud of:

Successfully onboarding and learning a new channel (email). My background has been in direct mail and have been wanting to transition for a long time—so excited to be taking that step at Clinique!



Go-to productivity trick:

Morning workouts! Getting in a run or Peloton ride first thing helps wake me up and clear my brain for the day ahead.



People come to me for:

Email analytics and insights. Give me numbers and an Excel spreadsheet and I'll tell you a story :).

me personally:



If I could have only three apps on my phone:

Instagram, Peloton & Candy Crush



Go-to karaoke song:

I actually actively avoid Karaoke—I prefer to watch than participate.



Top destination on my must-visit list:

Currently Australia & New Zealand—planning to go on my honeymoon!



Who I love to spend time with the most:

My fiancé Matt and our puppy Uni.





Andrea Senic

ELCP Field Executive
Oak Ridge, North Carolina

With Clinique since October 2010.

ELCP Field Team
Team Perry

top ten talents:

- 1 Achiever
- 2 Responsibility
- 3 Arranger
- 4 Includer
- 5 Ideation
- 6 Belief
- 7 Relator
- 8 Individualization
- 9 Self-Assurance
- 10 Competition

me at work:



What energizes me:

Helping others achieve success.



Accomplishment I'm proud of:

Training my Top Belk Doors on Clinical Reality 7.0 in March and seeing them own the experience, delivering a 42% increase to LY!



Go-to productivity trick:

Leverage Outlook to schedule blocks of time to complete your to-do list and structure your in-store time. You will stay focused and complete all priorities.



People come to me for:

Leveraging partnerships to drive sales.

me personally:



If I could have only three apps on my phone:

Band, OneDrive & Instagram



Go-to karaoke song:

Anything Whitney Houston, even though I am not a good singer! LOL!



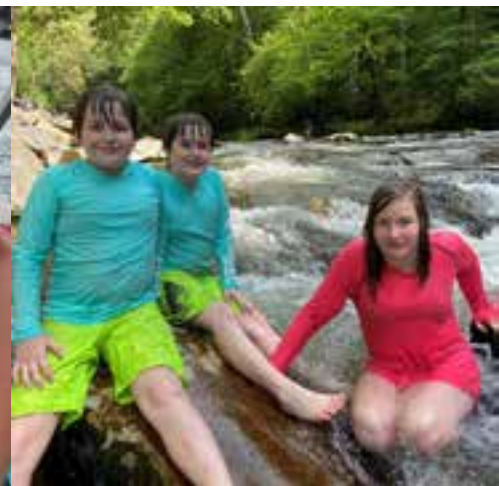
Top destination on my must-visit list:

Hawaii



Who I love to spend time with the most:

My family.





Erin Shipman

Clinique Field Executive
Houston, Texas

With Clinique since October 2003.

Clinique Field Team
Team Stevens

top ten talents:

- 1 Arranger
- 2 Strategic
- 3 Achiever
- 4 Learner
- 5 Relator
- 6 Developer
- 7 Individualization
- 8 Responsibility
- 9 Context
- 10 Futuristic

me at work:



What energizes me:

Results driven through collaborative planning, education and execution. Seeing teams WIN and people grow energizes my soul!



Accomplishment I'm proud of:

Being a part of the collaborative development of five junior executives that became ELC Field Executives.



Go-to productivity trick:

My go-to productivity trick is asking teams how to make money TODAY. They are so SMART!



People come to me for:

People often come to me for people development ideas, creating efficiencies and social media tips.

me personally:



If I could have only three apps on my phone:

LinkedIn, Instagram & Weather Channel



Go-to karaoke song:

"Girls Just Want to Have Fun"—Cyndi Lauper



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

ALL family, friends and dogs!





Sam Shuman

Clinique Field Executive, Ulta
Phoenix, Arizona

With Clinique since July 2018.

Ulta Field Team
Team Eaker

top ten talents:

- 1 **Context**
- 2 **Competition**
- 3 **Woo**
- 4 **Relator**
- 5 **Achiever**
- 6 **Positivity**
- 7 **Discipline**
- 8 **Responsibility**
- 9 **Input**
- 10 **Communication**

me at work:



What energizes me:

Feeling like I've made a difference in someone's day.



Accomplishment I'm proud of:

Being chosen for the Mentor Program.



Go-to productivity trick:

Setting a timer for a certain amount and dedicating that time to completely focusing on what I'm working on, then rewarding myself with a short break.



People come to me for:

Creating tools.

me personally:



If I could have only three apps on my phone:

TikTok, Calendar & Starbucks



Go-to karaoke song:

"No Scrubs" — TLC



Top destination on my must-visit list:

Amalfi Coast, Italy



Who I love to spend time with the most:

My dog, Tyson!





Ashley Shields

Clinique Field Executive
Los Angeles, California

With Clinique since May 2022.

Clinique Field Team
Team Green

top ten talents:

- 1 **Positivity**
- 2 **Achiever**
- 3 **Belief**
- 4 **Developer**
- 5 **Futuristic**
- 6 **Connectedness**
- 7 **Communication**
- 8 **Arranger**
- 9 **Activator**
- 10 **Maximizer**

me at work:



What energizes me:

What energizes me at work is the ability to coach and develop my teams.



Accomplishment I'm proud of:

Becoming a Field Sales Executive for Clinique!



Go-to productivity trick:

Tape Test! Its a classic for a reason and it's an amazing demo that boost productivity and IPT!



People come to me for:

Social Media.

me personally:



If I could have only three apps on my phone:

Instagram, Music & Maps



Go-to karaoke song:

"No Scrubs" — TLC



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family.





Andrea Simon

Planner
Pearl River, New York

With Clinique since September 1995.

Omni Commercial,
Planning

top ten talents:

- 1 Achiever
- 2 Woo
- 3 Communication
- 4 Strategic
- 5 Arranger
- 6 Includer
- 7 Relator
- 8 Belief
- 9 Learner
- 10 Responsibility

me at work:



What energizes me:

Working under pressure to achieve results.



Accomplishment I'm proud of:

Achieving shipment plans and delivering company asks.



Go-to productivity trick:

Making a list of things to do! I find it helps keep me on track and I love to check things off once complete!



People come to me for:

People always come to me for advice, they run scenarios by me and I love to help people resolve issues and problems... just call me a problem solver!

me personally:



If I could have only three apps on my phone:

Tik Tok, Instagram & Facebook



Go-to karaoke song:

"Living on a Prayer" — Bon Jovi



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My Husband, 2 daughters & our dog (Sherman).





Traci Sisson

ELCP Field Executive
Nebraska

With Clinique since November 2021.

ELCP Field Team
Team Justice

top ten talents:

- 1 Woo
- 2 Relator
- 3 Significance
- 4 Belief
- 5 Activator
- 6 Positivity
- 7 Individualization
- 8 Achiever
- 9 Connectedness
- 10 Arranger

me at work:



What energizes me:

Knowing that I am making someone else successful and fulfilled in their career. I am energized when I am given opportunity to be creative and try something new.



Accomplishment I'm proud of:

I am most proud that I have worked so hard to prove to myself that I am smart and worth the success and fulfillment this position gives me.



Go-to productivity trick:

My people, they are a mountain of information. I truly listen and understand what direction the conversation or teaching needs to go. What is possible!



People come to me for:

I think people come to me on how I approach conversations with people. I feel that has brought me the most success.

me personally:



If I could have only three apps on my phone:

Messages, Marco Polo & clock. I want to be on time and I like communicating with people.



Go-to karaoke song:

"Joker" — Steve Miller Band



Top destination on my must-visit list:

Florida Keys!



Who I love to spend time with the most:

Husband and kids.





Jelena Smileski

Clinique Field Executive, Ulta
Chicago, Illinois

With Clinique since February 2019.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Learner**
- 2 **Self-Assurance**
- 3 **Responsibility**
- 4 **Futuristic**
- 5 **Relator**
- 6 **Positivity**
- 7 **Achiever**
- 8 **Belief**
- 9 **Arranger**
- 10 **Analytical**

me at work:



What energizes me:

Meeting Clinique Consultants, ensuring they are feeling great about their job and helping them through opportunities. Working with total store team and motivating them through education and key behaviors to excel.



Accomplishment I'm proud of:

Leading a successful Clinique business with the most amazing team.



Go-to productivity trick:

Praise and motivate teams to reach to whatever next level is for them. Aim high, go for that challenge.



People come to me for:

Partnerships and communication.

me personally:



If I could have only three apps on my phone:

Instagram, Mirror (workout app) & Waze



Go-to karaoke song:

Don't karaoke.



Top destination on my must-visit list:

South Island—New Zealand



Who I love to spend time with the most:

My family (dogs included).





Tricia Smith

Clinique Field Executive
Seattle, Washington

With Clinique since August 2021.

Clinique Field Team
Team Stevens

top ten talents:

- 1 Individualization
- 2 Responsibility
- 3 Achiever
- 4 Strategic
- 5 Arranger
- 6 Relator
- 7 Focus
- 8 Futuristic
- 9 Belief
- 10 Learner

me at work:



What energizes me:

I love the company that I work for, I love people and am inspired & energized by our store teams and customers on a daily basis. It's a bonus that I am passionate about skincare and beauty.



Accomplishment I'm proud of:

I am proud to work for Estée Lauder Companies I started as a Beauty Advisor at Nordstrom back in 2005 and since then I have worked for several different retailers, brands and in many different roles. I am proud to work for a company that allows me to express myself and supports my future growth.



Go-to productivity trick:

Focusing on my to-do list & checking it off, highlighting what I have accomplished and circling what still needs to be taken care of.



People come to me for:

I am good at recruiting talent, successful events, collaboration, lay out, set up. I'm good at getting people to align or work together.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & Deputy



Go-to karaoke song:

"I Will Survive"



Top destination on my must-visit list:

Greece or Peru



Who I love to spend time with the most:

I love spending time with my family, cooking and exploring outdoors.





Tamara Smith

Clinique Field Executive, Ulta
Jacksonville, Florida

With Clinique since April 2017.

Ulta Field Team
Team Wilson

top ten talents:

- 1 **Activator**
- 2 **Restorative**
- 3 **Connectedness**
- 4 **Positivity**
- 5 **Learner**
- 6 **Achiever**
- 7 **Belief**
- 8 **Developer**
- 9 **Individualization**
- 10 **Woo**

me at work:



What energizes me:

What energizes me at work is the partnerships that I have with my store teams. I love teaching and coaching to winning behaviors.



Accomplishment I'm proud of:

I am very proud that I exceeded my goal for 2021 and that I continue to drive a successful business this year.



Go-to productivity trick:

My go-to productivity trick is setting alarms as reminders and setting up my day in advance.



People come to me for:

Something that I am good at that people come to me for is reassurance and encouragement. Motivation to get the job done.

me personally:



If I could have only three apps on my phone:

Waze, My Online Banking & TikTok



Go-to karaoke song:

"Super Woman" — Karyn White



Top destination on my must-visit list:

Paris



Who I love to spend time with the most:

My children.





Makayla Smith

ELCP Field Executive
Spokane, Washington

With Clinique since October 2019.

ELCP Field Team
Team Alles

top ten talents:

- 1 Discipline
- 2 Achiever
- 3 Consistency
- 4 Intellection
- 5 Deliberative
- 6 Focus
- 7 Analytical
- 8 Input
- 9 Responsibility
- 10 Relator

me at work:



What energizes me:

My work is energized by my team and ability to achieve goals.



Accomplishment I'm proud of:

Becoming a Mentor. Making Plan.



Go-to productivity trick:

Make a list!



People come to me for:

Anything processes related.

me personally:



If I could have only three apps on my phone:

Outlook, Audible & Uber Eats



Go-to karaoke song:

"It's All Coming Back to Me Now" — Celine Dion



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My daughter.





Jessica Sobko

Clinique Field Executive
Old Bridge, New Jersey

With Clinique since May 2011.

Clinique Field Team
Team Card

top ten talents:

- 1 Responsibility
- 2 Significance
- 3 Realtor
- 4 Achiever
- 5 Positivity
- 6 Belief
- 7 Developer
- 8 Learner
- 9 Discipline
- 10 Restorative

me at work:



What energizes me:

What energizes me at work is when all of the pieces of the puzzle are coming together; planning, executing and achieving!



Accomplishment I'm proud of:

A work related accomplishment I am proud of is being promoted from a coordinator to an executive and now having flagships doors in NYC!



Go-to productivity trick:

My go-to productivity trick is tracking it to beat yesterday, always giving someone a rolling total to achieve their goal.



People come to me for:

Something I help others with is social media and PowerPoints.

me personally:



If I could have only three apps on my phone:

Doordash, TikTok and Waze



Go-to karaoke song:

"Wannabe" — Spice Girls



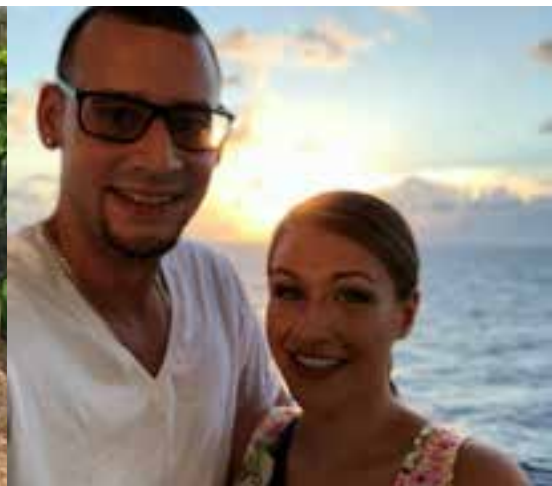
Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My daughter, Gianna and fiancé, Luis.





Tiffany Soles

ELCP Field Executive
Portland, Oregon

With Clinique since July 2021.

ELCP Field Team
Team Alles

top ten talents:

- 1 Woo
- 2 Positivity
- 3 Harmony
- 4 Includer
- 5 Achiever
- 6 Communication
- 7 Input
- 8 Belief
- 9 Responsibility
- 10 Arrange

me at work:



What energizes me:

When I can teach something to someone or make a connection with a customer that results in a positive gain. In sales, in relationships, in being better than yesterday.



Accomplishment I'm proud of:

Exceeding sales plan for FYTD. Gains in % to plan in lower performing retailers/brands.



Go-to productivity trick:

I'm at my highest productivity when I'm prepared. When I take the time to invest in what my purpose is for the hour, day, or visit.



People come to me for:

Coaching, presenting, training.

me personally:



If I could have only three apps on my phone:

Mobilize, NALX & email



Go-to karaoke song:

"Respect" — Aretha Franklin



Top destination on my must-visit list:

London, England



Who I love to spend time with the most:

Family. My husband and my 2 boys.





Shannon Spears

ELCP Field Executive
Boise, Idaho

With Clinique since May 2017.

ELCP Field Team
Team Alles

top ten talents:

- 1 **Competition**
- 2 **Activator**
- 3 **Strategic**
- 4 **Positivity**
- 5 **Communication**
- 6 **Relator**
- 7 **Achiever**
- 8 **Adaptability**
- 9 **Learner**
- 10 **Includer**

me at work:



What energizes me:

The chance to make a difference- attending workshops or in-person meetings.



Accomplishment I'm proud of:

Creating hybrid events.



Go-to productivity trick:

Taking a timeout/team huddle to re-focus.



People come to me for:

Technology and problem solving.

me personally:



If I could have only three apps on my phone:

Music, game & texting



Go-to karaoke song:

"Ring of Fire"



Top destination on my must-visit list:

UK



Who I love to spend time with the most:

My husband and my best friend.





Amelia Spyridon

ELCP Field Executive
Austin, Texas

With Clinique since April 2015.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Relator**
- 2 **Arranger**
- 3 **Positivity**
- 4 **Individualization**
- 5 **Belief**
- 6 **Activator**
- 7 **Maximizer**
- 8 **Restorative**
- 9 **Connectedness**
- 10 **Responsibility**

me at work:



What energizes me:

Placing people in the right positions, in the right stores and watching them flourish and grow!



Accomplishment I'm proud of:

Achieving 120 or bust goal!



Go-to productivity trick:

When I'm in store if there is something I need to do when I get home...I will have my team member text me what it is that they need so when I get back to my office I can remember what it is that they needed for that brand and store. This helps keep me on top of things!



People come to me for:

Coaching, negotiating and advocating for my teams!

me personally:



If I could have only three apps on my phone:

Facebook, Spotify & Southwest



Go-to karaoke song:

"All I Wanna Do is Have Some Fun!" — Sheryl Crow



Top destination on my must-visit list:

Bora Bora



Who I love to spend time with the most:

My significant other.





Sarah Stancy

Clinique Field Executive, Ulta
Chicago, Illinois

With Clinique since May 2015.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Communication**
- 2 **Woo**
- 3 **Achiever**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Significance**
- 7 **Activator**
- 8 **Maximizer**
- 9 **Focus**
- 10 **Relator**

me at work:



What energizes me:

High energy, celebrations and business results!



Accomplishment I'm proud of:

Top Volume Market, eLearning completion, Top performing teams.



Go-to productivity trick:

Make a list, stay focused, get it done!



People come to me for:

Communication/Marketing, Excel, celebration, ideas, high energy and positivity.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, Instagram & Facebook



Go-to karaoke song:

"Don't Stop Believin'"



Top destination on my must-visit list:

Any Island in the Caribbean.



Who I love to spend time with the most:

Mr. Bill





Gina Stanley

ELCP Field Executive
Anderson, South Carolina

With Clinique since July 2021.

ELCP Field Team
Team Hawkes



top ten talents:

- 1 **Achiever**
- 2 **Focus**
- 3 **Arranger**
- 4 **Responsibility**
- 5 **Discipline**
- 6 **Competition**
- 7 **Relator**
- 8 **Individualization**
- 9 **Activator**
- 10 **Futuristic**

me at work:



What energizes me:

I absolutely love to build one successful team of all of my brands that works together in harmony to achieve all of our collective goals. I daily engage and train my teams so that they have consistent wins that we can celebrate with both the Retailer and ELCP management.



Accomplishment I'm proud of:

I won Best of Belk as an Account Coordinator the same year that I won Best of the Best for Estée Lauder. Then I was able to train one of my top performing Top Door CM's, that I recruited from Lancôme, to win Estée Lauder 's Best of the Best this past year.



Go-to productivity trick:

I always start the day with my list in order of importance that I want to accomplish—I am flexible, but follow this list so that at the end of the day I have accomplished the most important things that I needed to get done. I am always planning ahead for future success.



People come to me for:

I am able to help others consistently in solving people/work/situational problems. I am asked weekly for help on social media and team engagement ideas.

me personally:



If I could have only three apps on my phone:

Lists, Instagram & BAND



Go-to karaoke song:

"Stronger"—Kelly Clarkson



Top destination on my must-visit list:

Any place tropical. Love the beach.



Who I love to spend time with the most:

Family.





Kelsey Steck

Associate, Consumer Engagement NA
New York, New York

With Clinique since September 2021.

Marketing,
Consumer
Engagement



top ten talents:

- 1 **Intellection**
- 2 **Developer**
- 3 **Input**
- 4 **Consistency**
- 5 **Futuristic**
- 6 **Adaptability**
- 7 **Connectedness**
- 8 **Positivity**
- 9 **Individualization**
- 10 **Learner**

me at work:



What energizes me:

Interacting with my colleagues! I really enjoy collaborating with my team on projects—it's quite fulfilling to tackle a challenge and learn collectively.



Accomplishment I'm proud of:

Led the creation of first to market paid media buy for our Virtual Services—it's been extremely insightful observing how consumers react to these ads.



Go-to productivity trick:

Blocking off time to specifically tackle and honor a dedicated project always does the trick.



People come to me for:

Organization! You need a file? I've got it. My over-the-top filing system keeps me sane among the plethora of files we deal with daily.

me personally:



If I could have only three apps on my phone:

Instagram, Google Maps & Starbucks



Go-to karaoke song:

"Wanna Be"—Spice Girls



Top destination on my must-visit list:

Iceland or Greece!



Who I love to spend time with the most:

Friends & family.





Sheocka Stephens

ELCP Field Director
San Francisco, California

With Clinique since July 2013.

ELCP Field Team
Team Stephens



top ten talents:

- 1 **Significance**
- 2 **Focus**
- 3 **Input**
- 4 **Futuristic**
- 5 **Command**
- 6 **Achiever**
- 7 **Maximizer**
- 8 **Learner**
- 9 **Analytical**
- 10 **Arranger**

me at work:



What energizes me:

Developing others and leading by example working side by side with my team.



Accomplishment I'm proud of:

A work accomplishment that I'm proud of is achieving Clinique Culture award in fiscal '21 for taking on social to educate on an important topic, Black History Month. I collaborate with ELC partners from across the country to host weekly lives sharing beauty tips along with sharing tips on my culture.



Go-to productivity trick:

Re-fill the coffee or taking a quick walk.



People come to me for:

Brainstorming and coming up with ideas to drive, develop or eventing.

me personally:



If I could have only three apps on my phone:

Starbucks, Virgin Pulse & Maps



Go-to karaoke song:

"I Think I Want to Marry You" — Bruno Mars



Top destination on my must-visit list:

Cairo, Egypt



Who I love to spend time with the most:

Family/dog.





Brandy Stevens

Executive Director, Field Sales West
Trophy Club, Texas

With Clinique since June 2002.

Clinique Field Team
Team Stevens

top ten talents:

- 1 **Achiever**
- 2 **Strategic**
- 3 **Individualization**
- 4 **Arranger**
- 5 **Relator**
- 6 **Futuristic**
- 7 **Learner**
- 8 **Maximizer**
- 9 **Self-Assurance**
- 10 **Responsibility**

me at work:



What energizes me:

Collaborating with others to drive efficiencies so we all win together. Using our strengths gets me out of bed every day! I love learning from my colleagues and brainstorming ways to WIN in the future!



Accomplishment I'm proud of:

I am proud to have my 20 year ELC anniversary this year and to have had a robust career with Clinique for the last 27 years.



Go-to productivity trick:

Prioritize, prioritize, prioritize!



People come to me for:

Digging into the details.

me personally:



If I could have only three apps on my phone:

Weather, News & Calendar



Go-to karaoke song:

N/A—I would rather watch! :



Top destination on my must-visit list:

Santorini, Greece



Who I love to spend time with the most:

My incredible family.





Lori Stockton

Field Executive Sales Manager, Ulta
Huntington Beach, California

With Clinique since July 1995.

Ulta Field Team
Team Stockton



top ten talents:

- 1 **Command**
- 2 **Activator**
- 3 **Strategic**
- 4 **Focus**
- 5 **Self-Assurance**
- 6 **Arranger**
- 7 **Significance**
- 8 **Individualization**
- 9 **Achiever**
- 10 **Analytical**

me at work:



What energizes me:

Making a difference with my team and the business.



Accomplishment I'm proud of:

Having very low turnover in my FE team.



Go-to productivity trick:

Ensuring hourly reads to stay on top of the numbers.



People come to me for:

Giving non-biased advice.

me personally:



If I could have only three apps on my phone:

Google, ESPN & Facebook



Go-to karaoke song:

"Love Shack"



Top destination on my must-visit list:

Fiji



Who I love to spend time with the most:

My family.





Claire Strickland

Product Marketing Associate
New York, New York

With Clinique since September 2021.

Marketing, Product

top ten talents:

- 1 **Achiever**
- 2 **Learner**
- 3 **Competition**
- 4 **Focus**
- 5 **Strategic**
- 6 **Activator**
- 7 **Significance**
- 8 **Input**
- 9 **Futuristic**
- 10 **Self-Assurance**

me at work:



What energizes me:

I'm energized by the intellect and passion of my colleagues, who constantly inspire and challenge me to push further and think critically. I also feel energized when analyzing market trends and competitor activity, interpreting their significance to inform strategy including the development of products and/or marketing programs.



Accomplishment I'm proud of:

I'm proud of the progress that I've made in both analyzing and distilling complex data, most notably with my contributions to two acceleration decks on key subcategories (foundation, mascara) that we are leveraging to develop our future How-to-Win strategies.



Go-to productivity trick:

I make a point to block out time on my calendar to complete specific tasks, which helps me hold myself accountable for making progress towards/meeting deadlines as well as challenging myself to find new ways to work efficiently without compromising accuracy or detail.



People come to me for:

Pulling and interpreting data from research databases, as well as keeping a pulse on the market (trends, new product launches, business news).

me personally:



If I could have only three apps on my phone:

Reminders, Notes & Reddit



Go-to karaoke song:

"Vienna" — Billy Joel



Top destination on my must-visit list:

Great Barrier Reef



Who I love to spend time with the most:

I'm an outgoing introvert, so if I'm not catching up with a close friend or family, I really just love having my alone time to draw, paint or read.





Leann Stuart

Clinique Field Executive, Ulta
St. Charles, Illinois

With Clinique since May 2014.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Adaptability**
- 2 **Ideation**
- 3 **Maximizer**
- 4 **Command**
- 5 **Responsibility**
- 6 **Input**
- 7 **Strategic**
- 8 **Intellection**
- 9 **Achiever**
- 10 **Connectedness**

me at work:



What energizes me:

Working with my Consultants and store teams to over achieve sales goal for that day and week.



Accomplishment I'm proud of:

Making sales goal while using my adaptability talent to adjust to a new market this year.



Go-to productivity trick:

Prioritize a to-do list and just staying busy.



People come to me for:

Planograms and visual display placement!

me personally:



If I could have only three apps on my phone:

Google Photos, Insight Timer (meditation) & TikTok



Go-to karaoke song:

"Hello I Love You" — The Doors



Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

Family.





Shannon Stumbaugh

Ecommerce Coordinator
New York, New York

With Clinique since June 2021.

Ecommerce,
Clinique Online

top ten talents:

- 1 **Learner**
- 2 **Empathy**
- 3 **Strategic**
- 4 **Futuristic**
- 5 **Relator**
- 6 **Ideation**
- 7 **Restorative**
- 8 **Individualization**
- 9 **Developer**
- 10 **Significance**

me at work:



What energizes me:

I am energized by passionate people who love what they do and are excited about the brand.



Accomplishment I'm proud of:

I am most proud of starting to take over/assist with promotional planning.



Go-to productivity trick:

I like to block off time on my calendar for certain tasks and create lists of what I need to get done in order of priority. I also take time for 10–15 minute breaks by walking the dog or having a snack so I come back energized and refocused.



People come to me for:

Having an understanding of our current and upcoming promotions. Functionality/SKUs/Criteria etc.

me personally:



If I could have only three apps on my phone:

camera app, TikTok & Uber.



Go-to karaoke song:

"Halo"—Beyonce



Top destination on my must-visit list:

I want to do a tour of Southeast Asia. (Thailand, Indonesia, Cambodia etc.)



Who I love to spend time with the most:

My cousins/family.





Meranda Suazo

ELCP Field Executive
Albuquerque, New Mexico

With Clinique since May 2018.

ELCP Field Team
Team Stephens

top ten talents:

- 1 **Achiever**
- 2 **Restorative**
- 3 **Competition**
- 4 **Analytical**
- 5 **Focus**
- 6 **Realtor**
- 7 **Significance**
- 8 **Futuristic**
- 9 **Learner**
- 10 **Strategic**

me at work:



What energizes me:

What fills my bucket is being in store coaching and developing my teams. Being a part of someone's growth journey is so powerful.



Accomplishment I'm proud of:

Being able to take part in the ELCP mentorship and being given the opportunity to collaborate and grow within my role was such a big accomplishment that I am proud of.



Go-to productivity trick:

Plan, plan, plan map out the month, then the week diligently based on importance of promotion and retailer. Take your office day and make the most of it by mapping out priorities to be the most effective when you are in store.



People come to me for:

I love utilizing NALX. It is such a useful tool. Printing out one pagers to train within the zone staffing has been a game changer!

me personally:



If I could have only three apps on my phone:

YouTube, TikTok & email



Go-to karaoke song:

"Purple Rain" — Prince



Top destination on my must-visit list:

Santorini, Greece



Who I love to spend time with the most:

My dogs!





Katie Sullivan

Clinique Field Executive
Chicago, Illinois

With Clinique since June 2015.

Clinique Field Team
Team Stevens

top ten talents:

- 1 Futuristic
- 2 Strategic
- 3 Learner
- 4 Achiever
- 5 Activator
- 6 Self-Assurance
- 7 Focus
- 8 Relator
- 9 Input
- 10 Analytical

me at work:



What energizes me:

Events! Events! Events!



Accomplishment I'm proud of:

Being a working mom of 2 little kids in a pandemic.



Go-to productivity trick:

Reverse engineering everything. Events, presentations, daily goals, etc.



People come to me for:

Event planning, Onboarding freelancers, Sephora scheduling and Virtual Skin Schools!

me personally:



If I could have only three apps on my phone:

TikTok, Goodreads & Spotify



Go-to karaoke song:

"Good as Hell" —Lizzo



Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My husband, my kids, my extended family and my best friends!





Serafina Sullivan

ELCP Field Executive
Mission, Texas

With Clinique since February 2018.

ELCP Field Team
Team Pearson

top ten talents:

- 1 **Focus**
- 2 **Input**
- 3 **Strategic**
- 4 **Achiever**
- 5 **Significance**
- 6 **Furtursic**
- 7 **Relator**
- 8 **Learner**
- 9 **Maximizer**
- 10 **Positivity**

me at work:



What energizes me:

The chance to make an impact. Working with great people in a great culture.



Accomplishment I'm proud of:

1. Giving someone the opportunity to work in cosmetics.
2. Leadership Development to help grow their business.



Go-to productivity trick:

Mobilize—Call top 3 and bottom 3 counters weekly!



People come to me for:

Special events, coaching & developing my teams.

me personally:



If I could have only three apps on my phone:

Instagram, Netflix & Pandora



Go-to karaoke song:

"No Me Queda Mas"—Selena



Top destination on my must-visit list:

Puerto Rico



Who I love to spend time with the most:

My son, Michael Charles.





Tricia Sullivan

Executive Director, Omni Account
Lead Department Store & Specialty Accounts
Dallas, Texas

With Clinique since June 1997.

Omni Commercial,
Account
Management



top ten talents:

- 1 Achiever
- 2 Woo
- 3 Maximizer
- 4 Arranger
- 5 Positivity
- 6 Individualization
- 7 Relator
- 8 Responsibility
- 9 Includer
- 10 Analytical

me at work:



What energizes me:

I love to collaborate with my team and cross functional partners to ultimately create programs that drives strong retail. I also love to develop my team and mentor others and see their individual growth.



Accomplishment I'm proud of:

Receiving an award at our National Sales Meeting in 2013 for the Best Basic Business.



Go-to productivity trick:

Utilizing Trello with my team to keep track of projects and tasks that need to be completed.



People come to me for:

Selling in an idea and/or how to approach a difficult conversation.

me personally:



If I could have only three apps on my phone:

Life 360 so I know where my kiddos are, Facebook allows me to stay in touch with family and friends & Spotify.



Go-to karaoke song:

I don't have one...I'm a terrible singer.



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

Husband and my boys.





Jeanne Tatum

ELCP Field Executive
San Antonio, Texas

With Clinique since February 1995.

ELCP Field Team
Team Pearson

top ten talents:

- 1 Individualization
- 2 Woo
- 3 Communication
- 4 Positivity
- 5 Empathy
- 6 Achiever
- 7 Arranger
- 8 Includer
- 9 Responsibility
- 10 Futuristic

me at work:



What energizes me:

A friendly smile and willingness to go above and beyond to service customers!



Accomplishment I'm proud of:

Achieving 120% for 4th Quarter.



Go-to productivity trick:

Teaching my teams any type of product demo - Try It, Buy It!



People come to me for:

Product knowledge, problem solving skills, coaching team members and general advice.

me personally:



If I could have only three apps on my phone:

Spotify, Favor & TheRealReal



Go-to karaoke song:

Anything by ABBA, AC/DC, Fleetwood Mac



Top destination on my must-visit list:

Marrakech, Morocco



Who I love to spend time with the most:

My husband and my son.





Zelda Taylor

ELCP Field Executive
Augusta, Georgia

With Clinique since January 2000.

ELCP Field Team
Team Hawkes

top ten talents:

- 1 Futuristic
- 2 Individualization
- 3 Relator
- 4 Strategic
- 5 Learner
- 6 Self-Assurance
- 7 Responsibility
- 8 Activator
- 9 Maximizer
- 10 Arranger

me at work:



What energizes me:

Brainstorming sessions get me the most jazzed. Then seeing the results of coaching come to life and my teams reaction that they can do it!



Accomplishment I'm proud of:

111% Plan FYD, Successful launch of La Mer @ Dillards.



Go-to productivity trick:

Asking "What do you wish for your skin or makeup?". It works for the client in front of you, the one you recruit, and the one on the phone.



People come to me for:

Excel, negotiating, coaching and development tips.

me personally:



If I could have only three apps on my phone:

Mobilize, NALX & OneNote



Go-to karaoke song:

"Respect" — Aretha Franklin and "I Am Woman" — Helen Reddy"



Top destination on my must-visit list:

Africa



Who I love to spend time with the most:

My boys.





Tiffany Terrell

Clinique Field Executive, Ulta
Hattiesburg, Mississippi

With Clinique since January 2003.

Ulta Field Team
Team Wilson

top ten talents:

- 1 **Strategic**
- 2 **Achiever**
- 3 **Learner**
- 4 **Arranger**
- 5 **Ideation**
- 6 **Competition**
- 7 **Individualization**
- 8 **Self-Assurance**
- 9 **Command**
- 10 **Input**

me at work:



What energizes me:

Two things that energize me the most at work is accomplishing stretch goals I have set with my teams and watching the growth and development of my Consultants.



Accomplishment I'm proud of:

I am proud of the volume growth in my market. Through setting mission plans, hiring great Consultants and a focus on daily business I have been able to get doors to their volume benchmarks to earn additional staffing.



Go-to productivity trick:

I am a list maker: keeping my to-do list updated on my phone helps me to see and prioritize what needs to be done each day.



People come to me for:

I am known for my excel skills amongst my team. I am also good at picking up on small details and remembering them.

me personally:



If I could have only three apps on my phone:

To-Do, Waze & Notes



Go-to karaoke song:

I am not a singer!



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My family!





Rachel Thibodeau

ELCP Field Executive, Canada
Valley, Nova Scotia

With Clinique since July 2019.

ELCP Field Team
Team Moore

top ten talents:

- 1 Positivity
- 2 Individualization
- 3 Futuristic
- 4 Adaptability
- 5 Communication
- 6 Competition
- 7 Developer
- 8 Harmony
- 9 Arranger
- 10 Activator

me at work:



What energizes me:
Results.



Accomplishment I'm proud of:
Change of region — new retailer wins — my relationships with my BA's.



Go-to productivity trick:
Schedule everything in.



People come to me for:
Training and ideas.

me personally:



If I could have only three apps on my phone:
Banking, texting & calling



Go-to karaoke song:
"Redneck Woman" — Gretchen Wilson



Top destination on my must-visit list:
Egypt



Who I love to spend time with the most:
My partner and horse. :P





Carol Thornton

Senior Manager, Lead Planner
Denison, Texas

With Clinique since November 1993.

Omni Commercial,
Planning

top ten talents:

- 1 **Communication**
- 2 **Strategic**
- 3 **Responsibility**
- 4 **Ideation**
- 5 **Positivity**
- 6 **Achiever**
- 7 **Woo**
- 8 **Arranger**
- 9 **Developer**
- 10 **Includer**

me at work:



What energizes me:

Finding solutions to problems and new efficiencies. I love team work!



Accomplishment I'm proud of:

The relationships I have developed within the Clinique family as well as with my retail partners.



Go-to productivity trick:

Knocking out projects as a team rather than doing individually. I'm always thinking of things that multiple people are working on and how we can streamline.



People come to me for:

I'm a strong negotiator and I use this skill at work and personally.

me personally:



If I could have only three apps on my phone:

Instagram, Pinterest & my banking app



Go-to karaoke song:

"Margaritaville", with my husband singing as though he has had a few too many.



Top destination on my must-visit list:

I would love to go to the Holy Land.



Who I love to spend time with the most:

My family.





Laurie Tichman

Clinique Field Executive
Long Island, New York

With Clinique since January 1985.

Clinique Field Team
Team Card

top ten talents:

- 1 **Achiever**
- 2 **Arranger**
- 3 **Activator**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Learner**
- 7 **Responsibility**
- 8 **Relator**
- 9 **Communication**
- 10 **Self-Assurance**

me at work:



What energizes me:

Hiring top talent and nurturing them to be successful. Meeting goals and beating the competition.



Accomplishment I'm proud of:

I am proud of the many people that I have hired and mentored over my years of service that have moved into executive roles within ELC.



Go-to productivity trick:

Deduct each sale from the total goal on the daily tally sheet so that Consultants can always see how much they have left to meet their goals. It allows us to be proactive, rather than reactive.



People come to me for:

People come to me for organizational tips as well as help with tech problems. They also seek me out for advice on how to handle adverse or difficult situations.

me personally:



If I could have only three apps on my phone:

Yelp, New York Times & Spotify



Go-to karaoke song:

I don't have one. I prefer to sing live with my husband who plays guitar.



Top destination on my must-visit list:

Israel



Who I love to spend time with the most:

My family & best friends.





Ginamarie Tolipani

Manager, NA Marketing Operations
New York, New York

With Clinique since May 2016.

Marketing,
Operations

top ten talents:

- 1 **Includer**
- 2 **Achiever**
- 3 **Communication**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Responsibility**
- 7 **Restorative**
- 8 **Belief**
- 9 **Consistency**
- 10 **Relator**

me at work:



What energizes me:

I feed off of the energy of my peers. When everyone shows positivity and motivation, my energy and efforts thrive.



Accomplishment I'm proud of:

I have been with the company for 6 years and just feel proud of how far I have come in those years and all the knowledge I have been able to absorb and pass on.



Go-to productivity trick:

What keeps me balanced and productive is that when I am feeling overwhelmed, I stop and go through all of my flagged emails and tasks. I try to relist out my priorities starting with most urgent. It gives me great accomplishment to see the boxes be checked off as complete.



People come to me for:

I believe people often come to me for my knowledge, as I am extremely familiar with what is on counter and when they will be updated, along with the setups in stores.

me personally:



If I could have only three apps on my phone:

Amazon, Instagram & Netflix



Go-to karaoke song:

"It's All Coming Back to Me Now" — Celine Dion



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My Fiancé, family, & friends.





Jessica Torres

ELCP Field Executive
St. Louis, Missouri

With Clinique since 2021.

ELCP Field Team
Team Jack

top ten talents:

- 1 Responsibility
- 2 Arranger
- 3 Harmony
- 4 Individualization
- 5 Analytical
- 6 Belief
- 7 Learner
- 8 Relator
- 9 Intellection
- 10 Developer

me at work:



What energizes me:

The aha moment! When a Counter Manager, Consultant, or Store Partner starts to connect the dots when it comes to education or strategic planning—I get so excited! Inspiring and motivating teams is my favorite part of my role!



Accomplishment I'm proud of:

My partnership with my top door has enabled me to recruit candidates with ease and gain the trust of the retailer to spearhead onboarding and continued education at counter!



Go-to productivity trick:

I set a focus timer when I want to get an administrative task done in a timely manner! This helps me stay productive and present in the task at hand! I enjoy using the Flora App to do so!



People come to me for:

I am good at remaining calm under pressure. Chaos could be around me and my wheels could be spinning in my mind, but you won't catch me sweating!

me personally:



If I could have only three apps on my phone:

Instagram, TikTok & Virgin Pulse!



Go-to karaoke song:

"What I Got"—Sublime



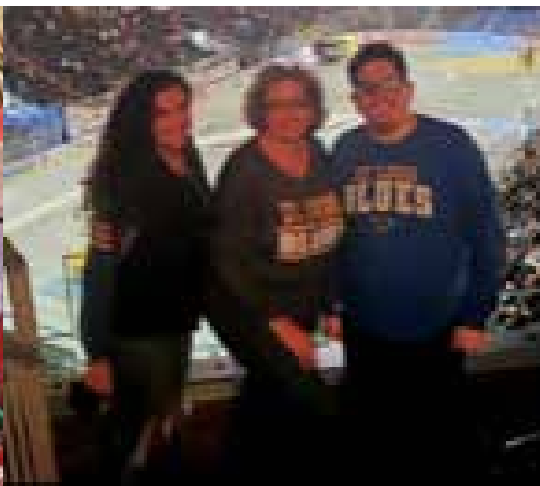
Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

My ever supportive partner, Doug. :





Eric Treants

ELCP Field Executive
Charlotte, North Carolina

With Clinique since September 2021.

ELCP Field Team
Team Perry



top ten talents:

- 1 Individualization
- 2 Learner
- 3 Achiever
- 4 Focus
- 5 Analytical
- 6 Futuristic
- 7 Relator
- 8 Competition
- 9 Maximizer
- 10 Self-Assurance

me at work:



What energizes me:

Being able to model what I am asking my teams to do.



Accomplishment I'm proud of:

Q2 15 or Bust winner.



Go-to productivity trick:

Link selling.



People come to me for:

Composing emails.

me personally:



If I could have only three apps on my phone:

Clock, weather & bank



Go-to karaoke song:

Anything by Madonna



Top destination on my must-visit list:

Tahiti



Who I love to spend time with the most:

My dog.





Alana Triay

Clinique Field Executive
Bradenton, Florida

With Clinique since March 2011.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Competition**
- 2 **Activator**
- 3 **Maximizer**
- 4 **Strategic**
- 5 **Achiever**
- 6 **Relator**
- 7 **Futuristic**
- 8 **Learner**
- 9 **Ideation**
- 10 **Significance**

me at work:



What energizes me:

Learning from the best at ELC and Clinique! Helping others learn and grow in their capabilities and seeing the effects of their development and results.



Accomplishment I'm proud of:

I am extremely proud that 4 ACs/CMs that I have worked with and mentored are now Field Executives.



Go-to productivity trick:

Power Hours! It is incredible what results can be achieved in a Power Hour with focus, coaching and fun!



People come to me for:

People come to me to brainstorm/ideate, facilitation and presentation skills, coaching and development tips and product knowledge.

me personally:



If I could have only three apps on my phone:

TikTok, Disney+ & Pokémon Go



Go-to karaoke song:

"Bye Bye Bye" —NSYNC



Top destination on my must-visit list:

Aruba



Who I love to spend time with the most:

My husband Noah, our 2 kitties Dixie and Sookie and our family and friends.





David Trott

Executive Director Ecomm
Stamford, Connecticut

With Clinique since November 2007.

Ecommerce,
Clinique Online

top ten talents:

- 1 Relator
- 2 Activator
- 3 Responsibility
- 4 Intellection
- 5 Individualization
- 6 Arranger
- 7 Strategic
- 8 Ideation
- 9 Developer
- 10 Empathy

me at work:



What energizes me:

Collaboration with cross functional teams.



Accomplishment I'm proud of:

Helping my team to grow professionally.



Go-to productivity trick:

Spend the first 20 minutes of every day going over my to-do list and prioritizing my daily activities.



People come to me for:

Ecommerce insights. Internal negotiations and perspective.

me personally:



If I could have only three apps on my phone:

Google Maps, PGA Tour & Audible



Go-to karaoke song:

Not a karaoke fan. :



Top destination on my must-visit list:

Alaska to see the Northern Lights



Who I love to spend time with the most:

My wife and dog.





Lori Tucker

ELCP Field Executive
Kansas City, Missouri

With Clinique since July 2018.

ELCP Field Team
Team Justice

top ten talents:

- 1 **Realtor**
- 2 **Achiever**
- 3 **Connectedness**
- 4 **Developer**
- 5 **Individualization**
- 6 **Strategic**
- 7 **Responsibility**
- 8 **Significance**
- 9 **Activator**
- 10 **Maximizer**

me at work:



What energizes me:

Connecting with my team and seeing the a-ha moment in coaching or teaching. Getting things done on my to-do list.



Accomplishment I'm proud of:

Achieving the 115% extra incentive in Q2.



Go-to productivity trick:

Setting myself up for the week on my office day with notes for each store that I add to as things come up during the week to ensure I don't miss things.



People come to me for:

Advice on how to handle situations, dates and details of promotions.

me personally:



If I could have only three apps on my phone:

Other than texting and email it would have to be Work Chat, Instagram & Door Dash.



Go-to karaoke song:

You don't want me to sing!



Top destination on my must-visit list:

Road trip through the US hitting the Grand Canyon, Mount Rushmore and Yellow Stone.



Who I love to spend time with the most:

My husband, kids and grandbabies.





Joanna Tudor

Field Executive Sales Manager, Ulta
Chester, Illinois

With Clinique since May 2011.

Ulta Field Team
Team Tudor

top ten talents:

- 1 Individualization
- 2 Strategic
- 3 Maximizer
- 4 Achiever
- 5 Relator
- 6 Learner
- 7 Arranger
- 8 Activator
- 9 Focus
- 10 Responsibility

me at work:



What energizes me:

I wake up and look forward to working with my FE team & Regional colleagues each day.



Accomplishment I'm proud of:

For Retail Year '21 my team surpassed 2019 sales numbers at +\$55 million and FYTD '21-'22 my team is 122% plan.



Go-to productivity trick:

Stay hydrated. I drink a gallon of water per day. Exercise to get any anxiety out and refresh the body & mind.



People come to me for:

People come to me for a second view point that is unbiased. People come to me for a listening ear & support.

me personally:



If I could have only three apps on my phone:

Waze, Amazon Prime & Netflix



Go-to karaoke song:

Don't have one...sorry.



Top destination on my must-visit list:

Maldives



Who I love to spend time with the most:

Hubby & fur babies.



Annual Cookie Decorating Contest 2021



COSTA RICA 2021



Jenny Uptain

Director, Field Education Development, Specialty Multi
Mt. Washington, Kentucky

With Clinique since 2001.

Education

top ten talents:

- 1 Individualization
- 2 Achiever
- 3 Futuristic
- 4 Relator
- 5 Activator
- 6 Communication
- 7 Significance
- 8 Belief
- 9 Focus
- 10 Strategic

me at work:



What energizes me:

Making a difference and an impact in the lives of others!



Accomplishment I'm proud of:

I love partnering with the Specialty Multi teams, as we continue to gain rank.



Go-to productivity trick:

Keep it real, identify talent in others, know your audience and customize your approach.



People come to me for:

I like to brainstorm and find creative ways to drive business in a fun way.

me personally:



If I could have only three apps on my phone:

FaceTime, Amazon & Waze



Go-to karaoke song:

"What a Wonderful World" is my favorite song of all time, but when it comes to karaoke, I have to say "I Will Survive."



Top destination on my must-visit list:

So far, Hawaii and the Virgin Islands have been my favorite vacation spots, but I would like to visit Europe once my kids are older.



Who I love to spend time with the most:

My amazing family! I am SO blessed!





Nicoleta Urquilla

Production Designer
New York

With Clinique since March 2022.



Creative

top ten talents:

- 1 **Positivity**
- 2 **Responsibility**
- 3 **Quick-learner**
- 4 **Consistency**
- 5 **Dynamic**
- 6 **Communication**
- 7 **Adaptability**
- 8 **Discipline**
- 9 **Focus**
- 10 **Achiever**

me at work:



What energizes me:

Completing a project on time and getting ahead of future tasks.



Accomplishment I'm proud of:

I recently impressed my supervisor by completing a project quickly and efficiently. I was still being trained and was able to successfully complete it on my own.



Go-to productivity trick:

Attempting to set time limits on every task so I can manage my time better.



People come to me for:

Since I'm still fairly new here I will say at my previous employer coworkers would come to me with problems they didn't know how to solve. I excel at problem-solving.

me personally:



If I could have only three apps on my phone:

VSCO (my photography), TikTok (content creation) & Instagram (outlet for posting my content)



Go-to karaoke song:

"Rock 'n' Roll"—Led Zeppelin



Top destination on my must-visit list:

Lake Powell, Utah



Who I love to spend time with the most:

My husband and my dog Nimbus.





Gina Vallejo

Clinique Field Executive, Ulta
San Diego, California

With Clinique since February 2021.

Ulta Field Team
Team Stockton

top ten talents:

- 1 **Maximizer**
- 2 **Includer**
- 3 **Arranger**
- 4 **Analytical**
- 5 **Learner**
- 6 **Belief**
- 7 **Positivity**
- 8 **Harmony**
- 9 **Developer**
- 10 **Relator**

me at work:



What energizes me:

When my teams see results from their hard work.



Accomplishment I'm proud of:

I am proud of all my teams achieving plan together for the fall season. My Region +139.4%.



Go-to productivity trick:

Using Shade Match Science Tri fold tool to build the sale.
Always offer a sample.



People come to me for:

Utilizing Mobilize.

me personally:



If I could have only three apps on my phone:

Spotify, Bank App & Instagram



Go-to karaoke song:

"Texas Sun"



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My daughter.





Jessica Vangeison

Clinique Field Executive, Ulta
Richmond, Virginia

With Clinique since February 2021.

Ulta Field Team
Team Wilson

top ten talents:

- 1 Relator
- 2 Responsibility
- 3 Positivity
- 4 Restorative
- 5 Input
- 6 Developer
- 7 Woo
- 8 Ideation
- 9 Empathy
- 10 Context

me at work:



What energizes me:

Keeping an inspiring team of driven leaders around me who exhibit empathy, creativity and work hard daily to become the best version of themselves.



Accomplishment I'm proud of:

I am extremely proud of the work we have done on the ULTA side to provide New Hire Calls for Consultants. Being able to facilitate, teach and engage with new Consultants from all over the country has been so fun and driven such great results.



Go-to productivity trick:

Mindset. Your words become things. Waking up and choosing to have a great day —my most productive days start as soon as I wake up and make a choice.



People come to me for:

Social Media skills, Fashion/Trend (What's happening, What's new). People/perspective related things. I'm strong in empathy so I see situations differently and can provide advice.

me personally:



If I could have only three apps on my phone:

My Bible App, weather & GPS



Go-to karaoke song:

"It's All Coming Back to Me Now" —Celine Dion



Top destination on my must-visit list:

Stowe, Vermont



Who I love to spend time with the most:

My family is everything along with my best friends. Recently became an aunt and he is my world. :





Kelly Vitale

Associate, Field Sales
Presto, Pennsylvania

With Clinique since July 2022.

Clinique Field Team
Team Harasim

top ten talents:

- 1 Achiever
- 2 Includer
- 3 Relator
- 4 Woo
- 5 Analytical
- 6 Harmony
- 7 Positivity
- 8 Responsibility
- 9 Developer
- 10 Communication

me at work:



What energizes me:

Analytical tasks and collaborating on projects.



Accomplishment I'm proud of:

Developing files to plan sales for season by Brand/Account for ADF.



Go-to productivity trick:

I like lists and notes! Notes when talking with individuals or learning new tasks and lists to ensure I'm staying on task daily.



People come to me for:

People do say I'm engaging on Social Media and will ask my help in creating stories or posts.

me personally:



If I could have only three apps on my phone:

Snapchat, Life360, Instagram



Go-to karaoke song:

"Stubborn Love"



Top destination on my must-visit list:

Italy



Who I love to spend time with the most:

My family - Tony, Elena and Sophia.





Teresa von Riegen

Clinique Field Executive
Baltimore, Maryland

With Clinique since June 2007.

Clinique Field Team
Team Miller

top ten talents:

- 1 **Maximizer**
- 2 **Responsibility**
- 3 **Connectedness**
- 4 **Activator**
- 5 **Belief**
- 6 **Input**
- 7 **Discipline**
- 8 **Arranger**
- 9 **Futuristic**
- 10 **Command**

me at work:



What energizes me:

I enjoy networking, helping grow businesses and organization and am an expert at referring and connecting people. My friends and family call me the mayor because of all my connections with a very diverse and eclectic range of people. Lastly, I love planning for the future and seeing big picture. Once I have a vision and a plan I create a process to make it happen.



Accomplishment I'm proud of:

Currently on the fiscal year making plan. How I have done this is using my connections with people to keep open positions filled with the right talent. I have created a system of communication, touch bases and training that is keeping the momentum going and ringing the register while exceeding sales plan.



Go-to productivity trick:

My go-to productivity trick is consistent and repetitive communication with teams, investment through training and developing (utilizing educational tools) and creating more love marks. People remember the love marks.



People come to me for:

Anything numbers, analyzing, run rate, door profiles, market share, networking. I know people for everything. I build relationships to get whatever I want done.

me personally:



If I could have only three apps on my phone:

Bible, fitness app & GPS (I fill my mind with good stuff, stay healthy and I will never be lost)



Go-to karaoke song:

"What's Up" —Four Non Blondes (My sister and I love to sing this song together and it was a song we jammed out to with our cousin Kirsten who passed too young).



Top destination on my must-visit list:

Europe (so many countries there I want to visit).



Who I love to spend time with the most:

My husband Billy, #Fab5vonRiegens (Amanda, Emma, Grace, Isabella and William), close family and friends (it's a lengthy list of so many I love).





Kathy Vork

ELCP Field Director
Longwood, Florida

With Clinique since 1999.

ELCP Field Team
Team Vork

top ten talents:

- 1 Achiever
- 2 Relator
- 3 Learner
- 4 Analytical
- 5 Restorative
- 6 Responsibility
- 7 Individualization
- 8 Connectedness
- 9 Belief
- 10 Strategic

me at work:



What energizes me:

Coaching others to succeed—whatever success means to them.



Accomplishment I'm proud of:

All of the people that I have coached and developed, starting 20 years ago with the first person I coached from a FT, to CM and then AC.



Go-to productivity trick:

Go out recruiting and bring a new client to the counter...then get them to take a seat. Once they are in the chair I can build the sale!



People come to me for:

Data Warehouse! People ask me how to pull different reports and where to find the data they are looking for.

me personally:



If I could have only three apps on my phone:

Kindle Books, Amazon Music & Facebook



Go-to karaoke song:

None—and anybody who has heard me sing is glad that I do not!



Top destination on my must-visit list:

Greece!



Who I love to spend time with the most:

My family—especially my children.





Andrea Wagner

ELCP Field Executive
Minneapolis, Minnesota

With Clinique since November 2017.

ELCP Field Team
Team Jack

top ten talents:

- 1 **Maximizer**
- 2 **Strategic**
- 3 **Arranger**
- 4 **Input**
- 5 **Belief**
- 6 **Focus**
- 7 **Individualization**
- 8 **Achiever**
- 9 **Competition**
- 10 **Futuristic**

me at work:



What energizes me:

My team achieving a goal and a flawlessly executed plan.



Accomplishment I'm proud of:

Developing talent is really important to me and I have invested in CM leadership to achieve #1 Ranks, Million dollar counters and my Macy's AC to a promotion at ELC.



Go-to productivity trick:

Recruiting! Need to make the day? Go surprise and delight a customer in the store with the offer of a free service or sample. The best defense is a good offense so lets go find a new customer!



People come to me for:

Problem solving is something that people come to me for, people advice as well as business.

me personally:



If I could have only three apps on my phone:

Outlook, Instagram & Nordstrom



Go-to karaoke song:

"Wannabe" — Spice Girls



Top destination on my must-visit list:

Austria



Who I love to spend time with the most:

My sisters.





Stefan Wagner

Executive Director Finance Clinique
New York, New York

With Clinique since June 2020.

Finance

top ten talents:

- 1 Futuristic
- 2 Strategic
- 3 Relator
- 4 Self-Assurance
- 5 Learner
- 6 Communication
- 7 Ideation
- 8 Consistency
- 9 Includer
- 10 Command

me at work:



What energizes me:

I'm energized by collaborative action that leads to outstanding results. Seeing multiple individuals coming together for the same goal and successful outcome, is what makes a key difference in culture and performance.



Accomplishment I'm proud of:

One accomplishment that I'm very proud of is leading the Clinique Brand through the difficult and volatile times of COVID from a Finance perspective. We had to make some difficult decisions but came together as one team to do that.



Go-to productivity trick:

I'm typically trying to move a few times a day to keep my mind fresh and stay active. That way, I stay productive and don't lose focus between different deliverables coming up throughout the day.



People come to me for:

Coordination between different teams, Budget Management, Project Management, Excel skills.

me personally:



If I could have only three apps on my phone:

Camera/Photos, Messages & Instagram



Go-to karaoke song:

"Bohemian Rhapsody" — Queen



Top destination on my must-visit list:

Croatia



Who I love to spend time with the most:

My Family (wife and two kids).





Sonya Walton

ELCP Field Executive
Modesto, California

With Clinique since 2001.

ELCP Field Team
Team Stephens

top ten talents:

- 1 Futuristic
- 2 Achiever
- 3 Maximizer
- 4 Significance
- 5 Relator
- 6 Strategic
- 7 Learner
- 8 Command
- 9 Activator
- 10 Ideation

me at work:



What energizes me:

I am energized when I can celebrate the hard work, efforts and wins of our teams.



Accomplishment I'm proud of:

Reentering the Million Dollar club at Estée Lauder Modesto despite the fact that the Counter Manager was on LOA for the year.



Go-to productivity trick:

My go-to trick for productivity is reverse engineering and starting with what's in it for the B.A.



People come to me for:

Overcoming hurdles and problem solving skills.

me personally:



If I could have only three apps on my phone:

Waze, Starbucks & Instagram



Go-to karaoke song:

"Can You Feel the Love Tonight?" — Elton John



Top destination on my must-visit list:

Bora Bora is on the top of the list.



Who I love to spend time with the most:

Family, friends and dog.





Mary Wayling

Clinique Field Executive, Canada
Calgary, Alberta

With Clinique since September 2003.

Clinique Field Team
Team Pease

top ten talents:

- 1 Relator
- 2 Strategic
- 3 Learner
- 4 Achiever
- 5 Developer
- 6 Input
- 7 Responsibility
- 8 Individualization
- 9 Arranger
- 10 Maximizer

me at work:



What energizes me:

Guiding others toward finding their excellence.



Accomplishment I'm proud of:

Becoming a Field Executive mentor.



Go-to productivity trick:

Teaching product knowledge, recruiting clients from multiple locations, sampling and following up with clients.



People come to me for:

Putting teams together, developing strengths in others.

me personally:



If I could have only three apps on my phone:

Google, Instagram & WhatsApp



Go-to karaoke song:

"Radio Ga Ga"



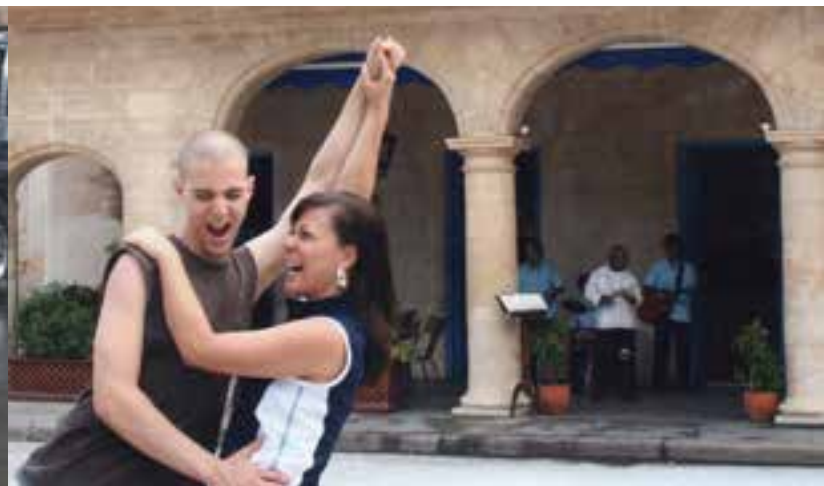
Top destination on my must-visit list:

Scotland & Ireland



Who I love to spend time with the most:

Husband, kids and their dogs and close friends.





Vicki Weaver

ELCP Field Executive
Hanover, Pennsylvania

With Clinique since November 2018.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 Achiever
- 2 Relator
- 3 Focus
- 4 Discipline
- 5 Input
- 6 Learner
- 7 Responsibility
- 8 Significance
- 9 Futuristic
- 10 Maximizer

me at work:



What energizes me:

Being with my teams in-store energizes me at work.



Accomplishment I'm proud of:

I am proud of being chosen to be a mentor for 2022 for the ELCP field team.



Go-to productivity trick:

My go-to productivity trick is to block schedule my day utilizing my Outlook calendar. This allows me to give focus and priority to tasks, projects and touch bases.



People come to me for:

Technology in general and Data Warehouse.

me personally:



If I could have only three apps on my phone:

Apple Music, Apple Wallet & Starbucks



Go-to karaoke song:

"I'm Just a Girl"—Gwen Stefani



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family and dogs.





Sonia Welch-Tapley

ELCP Field Executive
Portland, Maine

With Clinique since June 2018.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 **Activator**
- 2 **Responsibility**
- 3 **Futuristic**
- 4 **Positivity**
- 5 **Strategic**
- 6 **Achiever**
- 7 **Arranger**
- 8 **Focus**
- 9 **Learner**
- 10 **Analytical**

me at work:



What energizes me:

Problem solving, planning and seeing my teams succeed as a result of our strategies and their hard work.



Accomplishment I'm proud of:

Helping my teams win in key moments. I'm very proud of my Clinique Macy's South Portland Team for currently being 104% to their GWP Plan and +11% to LY with two new hires!



Go-to productivity trick:

It's all in the planning, the tools and the follow-up!



People come to me for:

Social media, in-person event planning and visual merchandising.

me personally:



If I could have only three apps on my phone:

Instagram, Facebook & Pinterest.



Go-to karaoke song:

"Pour Some Sugar On Me" Lol.



Top destination on my must-visit list:

Paris



Who I love to spend time with the most:

My daughter Annabelle, husband Michael and our families.





Alesha White

ELCP Field Executive
Webster, Massachusetts

With Clinique since 2009.

ELCP Field Team
Team Rizzo

top ten talents:

- 1 Empathy
- 2 Relator
- 3 Intellection
- 4 Developer
- 5 Adaptability
- 6 Discipline
- 7 Focus
- 8 Achiever
- 9 Deliberative
- 10 Maximizer

me at work:



What energizes me:

I'm energized at work when I am able to coach and educate Beauty Advisors and watch them get excited in return. I'm most passionate about offering best in class service to our clients and giving them an unforgettable experience.



Accomplishment I'm proud of:

Aspiring to be an Account Executive when I was a Counter Manager for Clinique back in 2009 and to be hired at ELCP in 2018 in that role was a very exciting step for me. Mission accomplished!



Go-to productivity trick:

Service, service, service! Put it on them and lead by example...give an unforgettable experience and listen to your client and make it fun.



People come to me for:

Motivation and inspiration. I love lighting people up and seeing the energy it creates.

me personally:



If I could have only three apps on my phone:

Text, email & photos



Go-to karaoke song:

Anything Shania Twain, Country Pop



Top destination on my must-visit list:

Wyoming—really just a cross country trip but not in an RV.



Who I love to spend time with the most:

Rafal, my hunny. :)





Cathy White

ELCP Field Executive
Cleveland, Ohio

With Clinique since July 2021.

ELCP Field Team
Team Fagel

top ten talents:

- 1 **Responsibility**
- 2 **Relator**
- 3 **Strategic**
- 4 **Achiever**
- 5 **Activator**
- 6 **Positivity**
- 7 **Input**
- 8 **Belief**
- 9 **Focus**
- 10 **Futuristic**

me at work:



What energizes me:

Success, helping others and helping achieve what my plan is for the day.



Accomplishment I'm proud of:

Having people promoted into ELC.



Go-to productivity trick:

Make a list and silence phone.



People come to me for:

Ideas for special events and business.

me personally:



If I could have only three apps on my phone:

text, email & photos



Go-to karaoke song:

"Don't Stop Believin'" — Journey



Top destination on my must-visit list:

Greece



Who I love to spend time with the most:

My family.





Jennifer Whitworth

ELCP Field Executive
Oklahoma City, Oklahoma

With Clinique since June 2016.

ELCP Field Team
Team Justice

top ten talents:

- 1 Individualization
- 2 Arranger
- 3 Learner
- 4 Relator
- 5 Focus
- 6 Input
- 7 Discipline
- 8 Restorative
- 9 Achiever
- 10 Responsibility

me at work:



What energizes me:

Being in store working with my teams to achieve personal and team goals.



Accomplishment I'm proud of:

Achieved 120% of #120orbust challenge.



Go-to productivity trick:

Creating a routine helps keep me on track.



People come to me for:

Event execution and strategizing.

me personally:



If I could have only three apps on my phone:

Virgin Pulse, 1st Phorm & Ibotta



Go-to karaoke song:

"Love Shack" — The B-52's



Top destination on my must-visit list:

Maine in the Fall



Who I love to spend time with the most:

My Family.





Andrene Williams

Clinique Field Executive, Ulta
Fort Lauderdale, Florida

With Clinique since February 2021.

Ulta Field Team
Team Wilson

top ten talents:

- 1 Arranger
- 2 Strategic
- 3 Responsibility
- 4 Achiever
- 5 Realtor
- 6 Individualization
- 7 Activator
- 8 Belief
- 9 Learner
- 10 Discipline

me at work:



What energizes me:

Developing talent, seeing a Consultant grow into their roll, Making goals and creating a win together.



Accomplishment I'm proud of:

I have been with the Company for 17 years and worked my way from a Beauty Advisor to now a Field Executive!



Go-to productivity trick:

SMART planning! Specific, Measurable, Actionable, Realistic and Timely.



People come to me for:

I am good at coaching to talent, meeting people where they are and elevating the growth.

me personally:



If I could have only three apps on my phone:

iTunes, fit on & Waze



Go-to karaoke song:

None



Top destination on my must-visit list:

Dubai



Who I love to spend time with the most:

My loved ones: kids, family, friends.





Jessica Wilson

Field Executive Sales Manager, Ulta
Cape Coral, Florida

With Clinique since April 2007.

Ulta Field Team
Team Wilson

top ten talents:

- 1 **Strategic**
- 2 **Maximizer**
- 3 **Includer**
- 4 **Achiever**
- 5 **Positivity**
- 6 **Learner**
- 7 **Communication**
- 8 **Belief**
- 9 **Responsibility**
- 10 **Arranger**

me at work:



What energizes me:

I find energy in finding solutions to obstacles and helping others work through difficult times. Also, I feel energized when I have opportunities to be creative and expressive.



Accomplishment I'm proud of:

I am proud of my high performance team and how I have empowered them to grow within their roles.



Go-to productivity trick:

Setting deadlines for myself with lists of things to accomplish. I hold myself accountable to my lists and also to my team and colleagues.



People come to me for:

Problem solving, conflict resolution.

me personally:



If I could have only three apps on my phone:

Text messages, email & Facebook



Go-to karaoke song:

"The Gambler" — Kenny Rogers



Top destination on my must-visit list:

France



Who I love to spend time with the most:

My husband and my best friend.





YJ Won

Executive Director, Product Marketing & Strategy
New York, New York

With Clinique since 2015.

Marketing, Product

top ten talents:

- 1 Achiever
- 2 Learner
- 3 Relator
- 4 Analytical
- 5 Arranger
- 6 Individualization
- 7 Connectedness
- 8 Restorative
- 9 Focus
- 10 Responsibility

me at work:



What energizes me:

New challenges and collaboration with team.



Accomplishment I'm proud of:

Building a great team and cultivating a culture of collaboration.



Go-to productivity trick:

Working early in the morning—clear head, no disturbances.



People come to me for:

Strategy and analytics.

me personally:



If I could have only three apps on my phone:

Instagram, Equinox & Weather



Go-to karaoke song:

"Fields of Gold"—Sting



Top destination on my must-visit list:

Bhutan



Who I love to spend time with the most:

Dog, husband, sister.





Vicki Wong

Manager of Store Design
New York, New York

With Clinique since April 2015.



Creative, Visual
Merchandising

top ten talents:

- 1 Discipline
- 2 Adaptability
- 3 Includer
- 4 Harmony
- 5 Responsibility
- 6 Consistency
- 7 Positivity
- 8 Arranger
- 9 Deliberative
- 10 Relator

me at work:



What energizes me:

Being able to create new store design that is modern and functional.



Accomplishment I'm proud of:

Going back to school while working and getting a certificate for Buildings & Construction at NYU SPS.



Go-to productivity trick:

My go-to productivity trick is to have a quiet environment.



People come to me for:

Organization and wedding planning.

me personally:



If I could have only three apps on my phone:

Camera, WhatsApp & Google



Go-to karaoke song:

"I Want It That Way" —Backstreet Boys



Top destination on my must-visit list:

Hokkaido



Who I love to spend time with the most:

My husband & family.





Fanny Woo

Field Executive Education Manager
American Canyon, California

With Clinique since July 2018.

Clinique Field Team
FEEM Team

top ten talents:

- 1 **Activator**
- 2 **Ideation**
- 3 **Relator**
- 4 **Individualization**
- 5 **Achiever**
- 6 **Command**
- 7 **Focus**
- 8 **Learner**
- 9 **Responsibility**
- 10 **Self-Assurance**

me at work:



What energizes me:

My peers, connecting with the company's ERGs and opportunities to grow.



Accomplishment I'm proud of:

I'm proud of all of the everyday wins. Knowing that the everyday journey can impact big results. Proud of the work put into a successful APAHM with AAG.



Go-to productivity trick:

Having a routine and taking quick breaks in between tasks/projects.



People come to me for:

I love learning and researching. People come to me if they have any digital questions.

me personally:



If I could have only three apps on my phone:

Calm, Amazon and Netflix



Go-to karaoke song:

I don't have one—I'm an awful singer. Not a strength.



Top destination on my must-visit list:

Paris



Who I love to spend time with the most:

Family.





Marisa Woodford

Associate, Education
New York, New York

With Clinique since November 2018.



Education

top ten talents:

- 1 **Maximizer**
- 2 **Adaptability**
- 3 **Achiever**
- 4 **Deliberative**
- 5 **Developer**
- 6 **Relator**
- 7 **Arranger**
- 8 **Positivity**
- 9 **Harmony**
- 10 **Consistency**

me at work:



What energizes me:

Working on creative projects.



Accomplishment I'm proud of:

Finding new ways to update the What's Now, What's next each season to make it the best for Consultants.



Go-to productivity trick:

When I feel overwhelmed, I create a to-do list and cross things off as I complete them.



People come to me for:

Clearing the clutter and finding ways to make information easy to read and understandable.

me personally:



If I could have only three apps on my phone:

Facetime, TikTok & Spotify



Go-to karaoke song:

"I Wanna Dance With Somebody" — Whitney Houston



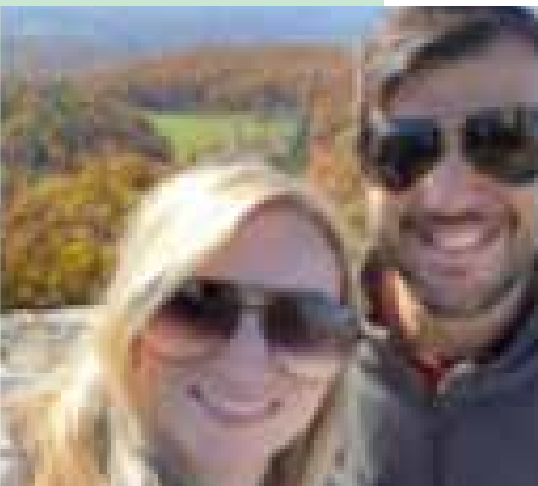
Top destination on my must-visit list:

Australia



Who I love to spend time with the most:

My fiancé, puppy and family.





Olivia Yu

Manager, Account Planning & Marketing
Toronto, Ontario

With Clinique since December 2015.

Canada Accounts
and Sales Planning

top ten talents:

- 1 Restorative
- 2 Harmony
- 3 Deliberative
- 4 Adaptability
- 5 Discipline
- 6 Empathy
- 7 Responsibility
- 8 Futuristic
- 9 Consistency
- 10 Achiever

me at work:



What energizes me:

Knowing that others are relying on my work and a good job needs to be done.



Accomplishment I'm proud of:

Creating Excel files that are easy to read for the audience and making it automated so it can be updated/manipulated easily.



Go-to productivity trick:

Creating check lists of tasks that need to be done by priority and due dates.



People come to me for:

Microsoft Excel.

me personally:



If I could have only three apps on my phone:

Calendar, WhatsApp & Email



Go-to karaoke song:

"A Thousand Miles"



Top destination on my must-visit list:

Japan



Who I love to spend time with the most:

Niece & nephew.





Thomas Yu

Director Store Design Clinique NA
New York, New York

With Clinique since September 2007.

Creative, Visual
Merchandising



top ten talents:

- 1 Self-Assurance
- 2 Analytical
- 3 Harmony
- 4 Futuristic
- 5 Maximizer
- 6 Positivity
- 7 Strategic
- 8 Leverage
- 9 Arrange
- 10 Responsibility

me at work:



What energizes me:

Seeing results that something I played a part in made a difference.



Accomplishment I'm proud of:

Macy's HSQ renovation. Helping with getting Vicki Wong a promotion.



Go-to productivity trick:

Write it down & sleep on it.



People come to me for:

Presentations, store layouts.

me personally:



If I could have only three apps on my phone:

Clock, phone & camera



Go-to karaoke song:

"Ring of Fire"



Top destination on my must-visit list:

Hong Kong



Who I love to spend time with the most:

My wife and baby.





Amal Zarifah

Clinique Field Executive, Ulta
Detroit, Michigan

With Clinique since April 2022.

Ulta Field Team
Team Tudor

top ten talents:

- 1 **Analytical**
- 2 **Relator**
- 3 **Significance**
- 4 **Belief**
- 5 **Responsibility**
- 6 **Discipline**
- 7 **Arranger**
- 8 **Deliberative**
- 9 **Connectedness**
- 10 **Maximizer**

me at work:



What energizes me:

People—having the right talent to empower them to run their business to find success at work and have a sense of accomplishment.



Accomplishment I'm proud of:

Immediately seeing growth from a CM that I onboarded a couple months ago. After a couple weeks of onboarding, the CM was off to a great start with her business as we were seeing 40–50% growth over LY sales.



Go-to productivity trick:

Prioritize to-do list.



People come to me for:

Merchandising and negotiating, whether it's space or something that needs to get accomplished, I feel that I can negotiate based on respect and building relationships.

me personally:



If I could have only three apps on my phone:

Photos, podcast & puzzles



Go-to karaoke song:

"I Will Survive!"



Top destination on my must-visit list:

Europe! So many great places to go there and see.



Who I love to spend time with the most:

My family!





Nicholas Zerebny

Clinique Field Executive, Ulta
Minneapolis, Minnesota

With Clinique since March 2022.

Ulta Field Team
Team Eaker

top ten talents:

- 1 Individualization
- 2 Achiever
- 3 Learner
- 4 Analytical
- 5 Woo
- 6 Communication
- 7 Responsibility
- 8 Arranger
- 9 Futuristic
- 10 Relator

me at work:



What energizes me:

I feel most energized at work when I am inspiring and educating my team. I thrive on the floor and enjoy engaging with guests.



Accomplishment I'm proud of:

In 2019, I was selected to attend Clinique Stars to New York. It was an amazing experience and something I will never forget!



Go-to productivity trick:

Every morning before I start the day I give myself 10 minutes of uninterrupted silence and practice my daily affirmations.



People come to me for:

I excel at social networking and sales. I love to educate my Consultants on how to become better salespeople.

me personally:



If I could have only three apps on my phone:

Snapchat, Email & Netflix



Go-to karaoke song:

Anything from Beyonce.



Top destination on my must-visit list:

I'd love to go to Iceland one day.



Who I love to spend time with the most:

My Nana and my dog. They bring light to my life.





Michelle Zimkus

Clinique Field Executive, Ulta
Las Vegas, Nevada

With Clinique since April 2017.

Ulta Field Team
Team Eaker

top ten talents:

- 1 **Communication**
- 2 **Strategic**
- 3 **Achiever**
- 4 **Arranger**
- 5 **Individualization**
- 6 **Woo**
- 7 **Futuristic**
- 8 **Learner**
- 9 **Includer**
- 10 **Competition**

me at work:



What energizes me:

Developing others to be successful in their role and helping them overcome opportunities to WIN.



Accomplishment I'm proud of:

Top Volume total region in Ulta with Clinique.



Go-to productivity trick:

Setting a daily agenda and sharing with others to keep me and them on track.



People come to me for:

Communication and problem solving.

me personally:



If I could have only three apps on my phone:

Amazon Prime, Facebook & Bluewater Shopping app



Go-to karaoke song:

"Believe" —Cher or "I Would Do Anything for Love" —Meat Loaf



Top destination on my must-visit list:

Bali



Who I love to spend time with the most:

My husband, Joe and daughter, Olivia.





Kevin Zou

Finance Manager
New York City, New York

With Clinique since April 2022.

Finance

top ten talents:

- 1 Restorative
- 2 Futuristic
- 3 Relator
- 4 Individualization
- 5 Analytical
- 6 Harmony
- 7 Focus
- 8 Learner
- 9 Significance
- 10 Developer

me at work:



What energizes me:

Working with others to reach a goal.



Accomplishment I'm proud of:

Simplifying and helping others understand the numbers.



Go-to productivity trick:

Prioritizing and listing out my to-do's.



People come to me for:

Excel.

me personally:



If I could have only three apps on my phone:

Google Chrome, Google Maps & WhatsApp



Go-to karaoke song:

"Your Man" — Joji



Top destination on my must-visit list:

New Zealand



Who I love to spend time with the most:

My girlfriend.

