



Progress & Perspectives

WOMEN IN STEEL

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Where did your education and career start?

I started my career with the company almost 19 years ago. It's been awesome to grow alongside the company, especially seeing RHI and Magnesita join forces in 2017, to create the global powerhouse that we are today. My degree is in chemical engineering, but I've had the opportunity to work through a variety of positions at RHI Magnesita — from production to research and development and now helping to develop our position as a world leader in green refractory technology. I've had excellent support all throughout my career journey so far, and I'm glad that now I get to mentor other women who are “growing up” in this company!

Why did you choose the steel industry?

I wanted to be part of an industry that really makes a difference. As we all know, the world could not exist without steel, but the cool thing is that steel cannot exist without refractories. The two industries go hand in hand with each other, and together, we really make an impact. I love that our sustainable initiatives at RHI Magnesita are helping us reduce our CO₂ emissions, and in turn, the emissions from our customers. We're working together to make a difference in the environment and helping to sustain our future.

Tell us about how you have advanced in your career, and what you are most proud of.

My favorite quote for my professional life is, “We rise by lifting others.” This message has been clearly shown to me by my mentors all throughout my career here.

No matter what the challenge has been, I have always had someone there to help me, support me and mentor me. Being part of a global company means I've had the opportunity to work with so many people from different backgrounds and disciplines throughout the years — watching and working with them has helped me develop into the leader that I am today. Of course, advancing in a company takes hard work, but I think the real magic happens when you have great people to work with along the way. I'm proud that now I not only get to have great mentors, but I get to be one, too.

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Can you talk about support you've received to help your career?

It has always been apparent to me that RHI Magnesita values mentorship and internal development of its employees. I joined the company when I was very young with little experience in the workforce. My leader at the time, and all of those who have come after, have always been willing to guide me. As a new employee, I received coaching and support through challenges. This helped shape my career from the beginning. As I moved through the company, I had similar experiences by always having leaders who were there to help me develop. I give them so much credit



for helping my advancement and I try to take what I've learned from them to implement it into my daily life as I work with colleagues throughout the organization.

What has been the best thing about being a woman in the steel refractory industry?

Being in the industry for close to 20 years, I've seen so many changes. The best thing has been to see more and more women joining these heavy industrial applications and showing them that they can do anything they set their mind to.

Do you have any professional development book recommendations that you'd like to share?

Emotional Intelligence by Daniel Goleman, and *Women Who Run With the Wolves* by Clarissa Pinkola Estes.

What advice do you have for women who are interested in pursuing a career in a field that is typically male-dominated?

Believe in yourself, be willing to trust your mentors and never let anyone tell you that you can't achieve something. Mastering your mindset to know you can believe in yourself is key — you are fully in control of



what you tell yourself. You also need to be willing to trust those around you — they have been there, likely through similar situations, and they are there to help support and guide you. Finally, be resilient and know that you are strong, smart and capable, and you were chosen for your role for these reasons. You've got this! ♦