



Inspirational Women's Award Winners

2024

Inspirational Women's Award



- new award format introduced in 2023
- criteria shifted from business impact (as we have other awards for this specific impact) to inspirational women – those who are role models, mentors, catalysts for others
- over 450 nominations with incredible stories shared
- 30 global winners based on nomination count and inspiration impact

Yvonne Winkler

SVP, General Counsel & Secretary

Yvonne was such a ray of light with this amazing approach that combined professionalism and a wealth of experience with an extraordinary gift of thoughtfulness, compassion, warmth, and humor.

She was and will remain a blessing to all who had the pleasure to know her.

Yvonne will live on in our actions and our hearts.



Albinia Pinheiro

Administrative Assistant
APAC - India

Albinia is dynamic, proactive, supportive that enables those around her to operate at their highest potential. She has held numerous roles in her time at Ashland and has consistently delivered impressive results.

Since day one, Albinia has made the office culture so welcoming and lively that one wishes to come to the office and during her absence, the office seems incomplete.

Albinia acts as a coach, mentor, and cheerleader for others; lifting them up with encouragement, offering both professional and personal support and guidance, and helping others to continue to grow.



Alejandra Silva

Supply Chain Manager
LATAM - Mexico

Alejandra always helps me by guiding me and mentoring me to find my true self. She has been working to implement the one-team mindset for the region in the last few years with success. The initiative results in better communication between areas.

Alejandra was essential for all my personal development this year. She is a woman of great strength and knowledge. I'm inspired by Alejandra's flexibility to meet individual points of view and her ability to drive personal development for each team member.

Alejandra is truly a passionate and impactful mentor. She is the mentor everyone needs!



Ana Ladino

Global Regulatory Affairs Director
Pennsylvania – North America

Ana is a great leader who is always supportive, motivates the team through challenging times, and guides individuals through their career progressions, and instills confidence in her team. She is the perfect illustration of a great leader who consistently seeks to develop leaders.

Ana consistently leads by example, imparting valuable lessons, and fostering a learning environment. Ana has been transformative, prompting a continuous exploration of new insights under her guidance.

Ana has assumed the role of regulatory and now quality in LS and she has moved the needle, improved performance, and seriously helped customers. She is always engaged and always focused on doing the right and good thing, and she has the expertise to back it up.



Caitlin Mullan

EHS Professional
Delaware – North America

Cait has exceptional technical skills and her ability to answer questions that can impact the functionality of day-to-day operations is unmatched. The confidence she demonstrates when making decisions shows how hard she works to keep up with the ever-changing PSM field and how passionate she is about it.

Cait can quickly see and support other manufacturing employees in taking real action to improve site safety programs - she gives very practical advice that helps to break down sometimes complicated regulations into the real actions that need to be taken. Cait has helped to build a culture where our manufacturing safety employees are comfortable speaking up and sharing their experiences, best practices, and challenges. Cait isn't afraid to push back and speak up when she sees something concerning, but when she speaks up, she shows a full commitment to be part of the solution.



Coralie Alonso

Global Innovation Leader Hair Care
Netherlands - EMEA

Coralie cares about her reports and knows how to make them feel safe even during difficult times in the company. She finds the right balance between setting goals and giving freedom to her reports so they can take initiative.

Coralie is very approachable and has always time to help her team members/peers. She paves the way for both scientific advancements in personal care as well as serves as an example to other women who aspire to take a significant position in R&D leadership. She is the ultimate dedicated employee who wears multiple hats and gets things done. As a leader, Coralie seems to embody the expression "They don't work for you, you work for them." As her partner, I have seen her prioritize care for people and teamwork to get the job done.



Danielle Rocker

Customer Service Supervisor
Ohio – North America

Danielle possesses both a tireless team spirit and a boundless passion for the advocacy of those reporting to her. She's the pinnacle of what can be asked for in a supervisor in terms of support and clarity of direction/goals, and she has always been the first to offer herself up for assistance, even under circumstances of great duress, whether personal or commercial.

She directs her team to "think bigger" and encourages career development and movement and has positively impacted the career trajectory of those in her care.

Danielle ensures that those around her feel seen, heard, and appreciated. Not only on work related issues, but personally as well.



Disha Kunder

Sales Excellence Executive - Life Sciences
India - APAC

Disha keeps the culture and office environment vibrant. She listens and understands the other side and gives workable and practical solutions.

She has been instrumental in bridging the gap between the supply chain department and the commercial team. She streamlines processes and initiates the change to make work more convenient. Apart from this, she is heading the Fun Committee and works hard to bring positivity to the work culture.

Not only has she excelled in each role that she has had at Ashland, but her outstanding ability to engage employees and effectively manage official events has consistently delivered great results.



Emeli Bernardi

Global Trade Compliance Specialist
Brazil - LATAM

Emeli inspires those around her with her passion for learning, willingness to work across functional areas, and flexibility to take on new and different challenges. Emeli has grown in her role and knowledge and is an inspiration of strength, dedication, and enthusiasm.

She embraces different challenges with focus, always adding value to discussions, and with a high capacity to get people working together as a team. Emeli is always open and glad to help when requested, managing and dealing with all her activities, with great calm and dedication.



Fan (Rose) Wu

Customer Service Supervisor Sr
Shanghai - APAC

Rose is instrumental in structuring and setting down the customer service team in China. We had challenging times to take care of the team, be it job security, team bonding, and working collaboratively. She was persistent in her approach and willing to seek guidance for self-development as a leader and develop trust among the team.

Rose has built collaborative relationships within the team and cross-functionally. Her communication is very positive and influences her team to bond with each other and inspires her team to work across functional lines.



Hong (Sophie) Xiao

Administration Manager
Nanjing - APAC

Sophie is a plant leader at Nanjing. She is fearless in taking on new challenge through the Ashland Production System and has been instrumental in the facilitation of APS modules.

She is a Global Best Practice leader for 5-s. She is organized, focused and driven to continually improve. I'm lucky to work with her.

Sophie focuses on continually improving the culture and the positive influence on employees through he focus on her team and commitment to APS.



Isabel Cristina Silva

Quality Control Manager
Brazil - LATAM

Isabel is a great example of a woman and professional/manager that highly values ethics and knows how to develop and value everyone on her team.

Isabel inspires others by the way she keeps a high level of engagement with everyone around her. She can deal with different situations and bring the team together to reach the goals. She proactively spreads Ashland value and purpose across the areas.

She has successfully supported a larger number of initiatives and has received outstanding feedback from the commercial teams about her contributions and collaboration.



Jin Jennifer (Jenny) Wang

Marketing Manager
Shanghai - APAC

Jenny is an extraordinary colleague who is always solving and is compassionate towards others, bringing others along with her.

During the SMOG reduction initiative, she proactively reviewed inventory within Asia and explored opportunities to sell the material to customers or distributors for personal care. As a result, we were able to reduce Asia PC SMOG by 27% in a quarter.

Jenny consistently demonstrates her commitment and dedication to Ashland.



Latanya Winston

Operations Manager
Virginia – North America

Latanya has inspired many with her experience and knowledge, along with her ability to maintain a calm and professional demeanor even under duress. She has provided significant mentorship and technical guidance to many of us at the plant. Latanya was tasked with the CMC/EC Superintendent role at the Hopewell Ashland site. She has been great in her new role in so many ways.

Latanya's knowledge of our CMC dry side has helped to reduce the OOS material and she has done a phenomenal job reworking older/OOS material to be able to sell to customers. Latanya's goal-oriented attitude is contagious in the office and in the field with the operators and has gone a long way to boost overall morale in our plant.



Marike Kloosterman

VP, Assistant General Counsel and Chief Compliance Officer
Switzerland - EMEA

Marike is a great mentor and has given constant support to others on their learning journey. She motivates others by always recognizing their efforts, trusting in their capacities and providing them with increasing responsibilities and opportunities to grow.

Marike Kloosterman is an excellent colleague and thought leader. She actively participates in most of the legal and policy-making activities, specifically those related to Europe. She is a go-to person for any Europe-based commercial activities. She readily takes responsibility for managing any new area and learning that may be very challenging. She inspired our colleagues within the legal and outside the legal team.



Muge Kaplan

Manager Sales
Turkey - EMEA

Muge is versatile and possesses quick-thinking management skills and business intelligence. She supports all women in the ISTANBUL office and encourages them to be visible in the ASHLAND organization with our work/capability. She is successful in building and managing teams with professional ethics and expertise.

Muge proactively helps others and contributes to the development of this company. She has incredible working discipline and a constant drive to push the boundaries. There is nothing that can't be done on her terms. She passes on these qualities to her team to create a bigger success, from which every member and the company benefit.



Naomi Okechukwu

Lab Technician
Ireland - EMEA

Naomi's attention to detail and diligence in the way that she goes about her job has inspired others. Despite the addition of several new test methods and a greater volume of samples, she has not missed a beat and maintained a positive uplifting attitude throughout. She has been coordinating the QA lab and staining the extra hrs. to make great things happen.

Naomi is willing to take others under her wing and patiently taught them everything they need to know. Her dedication to others growth and success never wavered, and others are inspired by her generosity and selflessness. She is not just a colleague but a cherished friend whose influence has made others a better person both personally and professionally.



Natcha Wongthongdee

Team Leader Sr
Thailand - APAC

With limited resources (limited team members, cost-optimization where possible), Natcha has managed to run the Nutrition Excellence Centre, APAC very efficiently, and strategically to support for business growth.

Constant efforts, active energies, and wise decisions were always observed in her performance; this has been an inspiring model to peers and colleagues.

She has what seems like a limitless supply of energy, enthusiasm, and good ideas. Others are impressed with Natcha's ability to move her projects forward and create an amazing amount of valuable information for our customers with very limited resources. In addition to being a superb individual contributor, she is also a great team member.



Nordelyn Bulawan

Business Improvement Analyst
United Arab Emirates - EMEA

Nordelyn is known for her ability to problem-solve, hard work, and her support of the sales team. Nordelyn is a great mentor & and is always ready to help.

Nordelyn has very strong professional qualities making her a key member of the MEAI team. She is a lifeline for our geography.

Nordelyn is a very good example of a team member who is ready to support anyone who needs help. Thanks to her experience and guidance related to business support issues, moving into the new MEAI cluster in PC was as smooth as possible.



Preethi Maram

Manager II - Intellectual Property
India - APAC

Over the years Preethi consistently has demonstrated a remarkable willingness to contribute to initiatives that extend beyond her core responsibilities. Her eagerness to lend a helping hand and offer valuable insights has been invaluable in driving forward our diversity and inclusion efforts. Beyond her tangible contributions, her openness, empathy, and genuine interest in promoting diversity have created a welcoming environment. Her unwavering support and dedication remind us of the importance of collective action in creating positive change.

Preeti is a hard-working, independent, and a perfect example of handling work and home with ease. Others are always awestruck by her ease of communication and talent.



Priyanka Vichare

Staff Scientist
India - APAC

Priyanka Vichare has been instrumental in bridging the gap between lab scientists and other departments through various platforms. She has been inspiring women solvers to speak up and share their thoughts and ideas. She is proactive, enthusiastic, and passionate and it shows in her work, and it percolates in her team as well.

Priyanka's determination and energy to develop herself and progress within the company is an inspiration. She is enrolled in an intensive 2-year MBA course in addition to her day job. She also took on the leadership role of the PC Innovation team in Mumbai. Priyanka is such a positive person, her drive, her energy come through in any meeting we have, and it is contagious.



Rachel Cully

Quality Specialist
Ireland - EMEA

During the last year, Rachel provided cover for another colleague at a site who had a lengthy absence from work. This is a critical role, and the absence came at a challenging time. Despite the short notice and many of the tasks and functions being new to her, Rachel did a great job and managed the work very well while at the same time dealing with the responsibilities of her typical role. Rachel's unwavering dedication to her work has always inspired others to strive for excellence.

Her approachability and friendly demeanor created a supportive environment where others feel comfortable seeking advice and encouragement.



Rajani Bhatt

Communications Specialist
India - APAC

Rajani is a source of inspiration, motivation, and mentorship in other's lives. She is a breath of fresh air - loud, dramatic, and unapologetically herself. Rajani is not just a colleague; she is a mentor and a friend for life.

Rajani's strength lies not just in her vibrant personality, but in her unwavering commitment to uplifting those around her. Rajani stands tall, proudly representing individuality and encouraging her colleagues, especially women, to feel confident in their own skin.

She is a mentor, a leader, helps others find their voice and confidence, and is a catalyst for positive change. Her laugh is contagious, and with her witty sense of humor, she brings the environment a fun place to work.



Rashmi Sawant

Commercial Excellence Analyst
India - APAC

Rashmi is a quick learner, approachable and superfast when it comes to responding to queries or requests. She goes out of her way to help others in their work. Rashmi is the person to go to if you have to get things done at God's speed. Her efficiency and always-solving attitude are very commendable.

She is also very helpful and cares for her teammates. She takes a proactive approach and demonstrates her strong commitment to finding a solution that not only benefits Ashland but also showcases her strong values of instilling a sense of belonging and accountability.

Rashmi is resilient, persuasive and collaborative. She inspires others to do better everyday and never give up.



inspirational women's award 2024

Ashland Women's International Network

Rena Gu

HR Manager, China
Shanghai - APAC

Rena is the chair of the labor union in Ashland Shanghai and has been leading the Ashland China labor union to get big recognition from the Shanghai city labor union. The series of employee activities is very rich and productive.

Rena consistently displays our company values of humanitarianism, honesty, and public service. Because of her steadfast contributions to the company, Rena and her team collaborated on the labor union outreach team, to take care of the employees in difficulty during the covid-19 pandemic. In addition, she is dedicated and hardworking. She is extremely organized and committed to constantly learning and enveloping best practices for managing routine activities efficiently and effectively. She brings a positive attitude and a personal touch.



Robin Lampkin

SVP, General Counsel & Secretary
Ohio – North America

For the legal team, Robin emerged as a beacon of strength and resilience, shouldering the weight of leadership with grace and determination. With unwavering resolve, she rallied the legal team, inspiring each member to channel their grief into a collective pursuit of the company's goals.

Though our journey may be marked by sorrow and loss, Robin's guidance reminds us that even in the darkest of times, there exists the opportunity for growth and renewal. In Robin, we find not only a leader but a guiding light, illuminating the path forward with courage, compassion, and unwavering resolve. As we navigate the complexities of grief and healing, her presence serves as a source of inspiration, reminding us that even amidst the storm, there exists the promise of brighter days ahead.



Sarah Phelan

EHS Director
Colorado – North America

Sarah has been very inspirational in balancing and driving our ESG strategy and working across multiple functional areas promoting ESG and aligning all groups to drive our performance.

Sarah cares for her team and how best to develop each of them as well as providing opportunities for others in EHS who have an interest in Sustainability. She is always willing to help and educate others on ESG, EHS, and Sustainability while being a role model for others. Sarah succeeds in changing the way people within the whole operations organization look at sustainability.

It is inspiring to see that change is possible by motivating people, working with them to find solutions to concrete issues, and bringing them together to discuss a way forward.



Sascha Vanuytsel

Process Supervisor
Belgium - EMEA

Sascha inspires the whole plant to continuously improve in what they do daily. As such, she forces everybody, both above and below her in the hierarchy, to critically assess what, why, and how we do things and to improve on this.

Sascha has re-invigorated the Ashland Production System program. She rallied the team and turned around a struggling program in 12 months. She is a true leader and is a tremendous role-model for everyone in the way she led the team of Process Engineers independently, providing weekly feedback, and serving as a mentor. She played a crucial role in identifying the right solutions, leveraging her experience as a Production Engineer, she continues to be the backbone of the company when facing complex production issues.



Sushma Jakkula

Cyber Security Analyst
India - APAC

Sushma is very hardworking and assists in our work when we have a roadblock. Her positive attitude towards issue handling is an added advantage. Her ability to remain calm and level-headed during stressful situations is truly admirable. Her poise and professionalism inspire confidence in the team, and her calm demeanor helps to keep us all focused and on track.

Sushma has proven to be an inspiration in Ashland's Cyber Security Incident Detection and Response team through her skill sets and dedication to reducing risk for Ashland. She has proven to bring an innovative approach to identifying and solving problems in her role. Sushma also leads our team through her commitment to maintaining high standards not only for herself in the detail-oriented work she performs but for her teammates as well.



Tasha Riemenschneider

Accounts Payable Manager Sr
Ohio – North America

Tasha inspires those around her by demonstrating her confidence and expertise. She is willing to stand by her views and back her teams. She is very disciplined aware and respectful of others' time while protecting the time and workload of the team. She is well-mannered and respectful to one and all.

She is empathetic and brings out the very best of everyone and leads by example. Those around her have learned a lot from her approach and her expertise.

She also takes time with others to support and shape their professional career by inspiring, motivating, and mentoring.



congratulations to the nominees

Adriana Estrella	Asma Tahir	Crystal Casey	Helen Gerardi	Kathryn Hahn	Mariela Chavez	Pam Ferrari	Sonya Broderick
Alejandra Alvarez Garcia	Ayla Erisen	Daniela Galter	Hongli Huang	Kavita Fartiyal	Marlene Junqueira Duval	Paulette Sink	Sophia Chiou
Alejandra Diaz Hinojosa	Azucena Yanez De la Torre	Daniela Justino	Imane Garcia	Kavita Kumari	Mary Jean Cash	Peggy Straw	Srivasavi Rachamalla
Aline Alves	Barb Macdonald	Darshana Patil	Immaculate Fernandes	Kayla Allen	Maxine Van Dosselaer	Priti Dixit	Stacie Baccinelli
Allison Brockman	Beatriz Zúñiga Salazar	Deneen Law	Ira Hariono	Kim Bhatnagar	Melinda Devers	Rasika Donde	Stephanie Smith
Allison Moore	Beth De Sio	Denise Brady	Iwona Sikorska	Kim Wells	Melody He	Rebecca Cortezia	Suming Cissy
Allison Shank	Bhagyashree Borade	Dianna Maloy	Jade Hung	Lakshmi Kalyani	Michele Lucas Vale	Regina Barry	Susanne Weinstein
Amanda Ramey	Bhakti Vaity	Diem Tran	Janella Clough	Larissa Sato Biazin	Michelle Williamson	Rudra S	Swati Kumari
Amy Williams	Boidehi Kalita	Dipti Bhabal	Jen Molinaro	Laura Nicklin	Molly Canter	Safia Amraoui	Sweta Singh
Ana Carolina Knezevic	Bozena Ankurowska	Divyasree Govindu	Jennifer Darnell	Laura Wray	Mousumi Ghosh	Sai Prasanna Besa	Tainã Azevedo
Ana Maria Guarini	Breanna Murer	Durgeshwari Bandi	Jennifer Horne	Laurine Bergeron	Muriel Cuilleret	San Juanita Salas Banda	Terri Evans
Ana Silva	Brenda Rangel	Edith Ryckaert	Jennifer Leone	Lee Beechboard	Nadin Ekmekciyan	Sandra Chacon	Teslin Botoy
Andrea Laginestra	Carol Xie	Edyta Skoczen	Jennifer Rodriguez	Lidia Kulcsar	Nancy Briggs	Saritha Kongari	Theresa Grzybowski
Angela Pilkington	Carolmarie Brown	Eileen Drury	Jessica Martin	Lilian Gavoglio	Natalia Lopes	Şebnem Çakır	Uma Reddy
Angela Simoes	Cassia Silveira	Elyssa Driss	Jillian Cournoyer	Lin Nordmeyer	Natalia Zagorowska	Seema Singh	Ursula Grunwald
Anita Reich	Catherine Booker	Erin Duffy	Joanna Romanowicz	Lisa Drane	Nathalie Tietcheu	Shalini Chalamgari	Usha Boga
Anitha Ponnekanti	Chaitali Adhalrao	Erin Freeman	Joy Gauder	Lisa Minshall	Neha Sawant	Shannon Perry	Vanessa Lu
Ann Druffner	Charlotte Sjoström	Ewa Bobrzak	Joy Steinbeck	Lydia Heathcote	Nicole Cradle	Sharmila Srivastava	Vania Buzatto
Ann Wyrick	Charu Tiwari	Ewa Wasko	Juliana Machado	Malgorzata Bereznicka	Nicole Hale	Shiao Lin Ma	Vartika Sinha
Anna Blachowicz	Cheryl Edwards	Flavia Correa	Karen Young	Márcia Helena Rogero	Nilima Dhamane	Shirlei Nunes	Vivian Tran
Anna Markowicz	Chrissy Watson	Gabriela Motta	Karina Riccomini	Margie Best	Nitu Mishra	Shruti Athavale	Waseem Fathima
Anna Tomczuk	Christine Arthur	Gargee Halder	Karolina Jasińska	Mariana Figueras	Noemi Garcia	Sindhoora Kadire	Xóchitl Hernández
Anne Clay	Christine Oleschkewitz	Geeta Vadehra	Karyn Smith	Marianne Jensen	Olga Poltorak	Snehal Kane	Yashada Mitesh Palande
April Vansant	Corinne Miquel	Grasiela Reis	Kathleen Quartochi	Marie Aude Gidel	Olivia Cotelo	Snehal Vanmali	Yashika Gupta



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