

## **2022 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD**

*Kiera Young, P.Eng.*



Kiera Young is the Senior Vice President, Customers, Products, and Services for MacDon Industries and is the first female Vice President in MacDon's history. Kiera holds a B.Sc. in Mechanical Engineering from the University of Manitoba and has completed the Program for Leadership Development from Harvard Business School. Prior to joining MacDon in 2015, Kiera worked at StandardAero for 17 years as a Production Engineer, Engineering Manager, and multiple leadership positions including Director of Operations.

Kiera is a featured role model on the See it, Be it, STEM it website, which aims to increase the visibility of women in science, technology, engineering, and math (STEM). Through participation in the Committee for Increasing the Participation of Women in Engineering, she has also mentored young women who have chosen careers in STEM.

Kiera's leadership principle is to lead by example. She believes that putting in the time and effort brings out the best in her, as well as the best in others. Kiera places importance on treating people with respect, and espouses listening before acting, bringing trust, honesty, and transparency to the problems at hand. Being outnumbered in gender has never influenced her decisions in a professional setting, and she is willing to take business risks and allow for a certain degree of failure. Kiera is effective both in managing the present and shaping the future, pushing the organization forward with long-term vision while executing tactically on short term goals.

Some of Kiera's achievements at MacDon include being part of a core negotiation team signing a ten-year original equipment manufacturer partnership for MacDon, achieving fifty million dollars of new business wins in 2021, leading the development of the MacDon Growth Strategy, achieving year-over-year low double digit growth, managing a patent portfolio of over 450 global patents, established an Engineering Entry Leadership position to build technical leaders for the future, supporting the release of over twelve new products for MacDon since 2015, and establishing the MacDon Design Centre in Madison, Wisconsin.

Kiera has contributed to world-wide recognition of engineers from MacDon through involvement of the company's patent process, which has increased the visibility of the creative work shown by Manitoban engineers. Kiera was a keynote speaker at the 2018 Agricultural Manufacturers of Canada annual conference and at the 2022 Advancing Women in Agriculture conference. Kiera is a Member of Linamar (MacDon's parent company) Diversity Council, as well as co-Chair of the MacDon Diversity Committee, and is active in the MacDon "Each 1 Teach 1" Mentorship program. She supports the University of Manitoba through speaking events and responds to all requests for advice on a future career in engineering.

Kiera is heavily involved in the Carman community, where she resides. Kiera has represented engineering within the rural community, which typically has few engineers, and serves on several professional and community-oriented boards and committees including Friends of Engineering, Vehicle Technology Centre, Agricultural Manufacturers of Canada, and Carman Skating Club.

Kiera Young has been recognized by MacDon as an exceptional leader with a strong corporate vision en route to becoming the company's second highest ranking executive. Kiera has taken time to mentor other employees and help encourage and support women within the engineering

organization. Kiera's small-town roots and continued involvement in the family farm have given visibility to gender diversity in two industries, which in the past have been male dominated.

In recognition of a career of engineering accomplishments, being an exceptional role model for aspiring women engineers, and as a champion of the engineering profession, Engineers Geoscientists Manitoba is pleased to award the 2022 Judith Weizmann Women in Engineering Champion Award to Kiera Young.