

# AMY C. WANINGER- LEAD AT ANY LEVEL

business beat

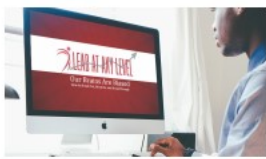
By Maria Smetana

 "Well-connected, emotionally intelligent employees improve both corporate culture and the bottom line," writes Amy C. Waninger. It's a powerful statement, and the mantra by which she runs her company, Lead at Any Level LLC. Amy's model promotes diversity and inclusion, in-the-trenches leadership, and career management skills for working professionals.

Most speakers and consultants, Amy noted, will target corporate leaders when trying to bring about change within a client company. She sees this as a missed opportunity. "Executives may have great intentions of rolling out changes, but they are always living in their company's future," she said. "Middle managers, if the initiatives reach them at all, are typically too busy or not sufficiently supported to implement changes."

By turning this top-down approach on its head and including the company's "rank and file" in change initiatives, Amy believes she's found a way to effect long-term and sustainable changes in the businesses she works with. "My programs put a new spin on trending and traditional leadership topics," Amy said. "I break down these concepts into actions that each person can take to create a competitive advantage for their own career. For companies, it's a win-win."

The program formats that Amy uses with her clients are varied. From keynotes and workshops



at conferences and corporate events, to career coaching for new managers and aspiring leaders, and even virtual networking sessions for professionals at all levels, Amy is able to offer her expertise in the manner that works best for each company. She hopes to reach an even wider audience when her first book, *Network Beyond Bias*, is released later this year.

Amy had a solid twenty years of experience in the technology and insurance industries before breaking out on her own. More than half of those years were spent in management roles. A native of the southern Indiana town of Santa Claus, she earned her first bachelor's degree from Indiana University in Criminal Justice and her second in Computer Science. She received numerous professional designations while in the insurance industry, and is a Prosci Certified Change Practitioner. She's in the process of earning her MBA as well as the Certified Diversity Professional designation.

In the 11 months that her solo practice has been in business, Amy's clients have included the Association of Non-traditional Students in Higher Education, the California Society of Association Executives, IU's Center of Excellence for Women in Technology (CEWIT), and Southern New Hampshire University. She has more than a dozen public speaking engagements scheduled for 2018 and is already considering contracts for next year.

No matter what line of work someone may be in, Amy offers this ad-

vice: "Remember that everyone has blind spots in their own experience and their professional networks. We are all subject to 'default' behaviors that limit our connections and our potential," she said. "Understand your defaults, your biases, and the assumptions you make about others. Ask yourself tough questions about how you formed these ideas. You'll be amazed at how small epiphanies about your own thought patterns can lead to big changes in your behaviors and results!"

Amy and her family have lived on Fairfax Court since 2015, and love the Cambridge neighborhood. Her husband, Scott, is a geologist for the Indiana Department of Environmental Management (IDEM). The Waningers have three children. Brandon, 15, is an aspiring comedian. Nick, 9, wants to be an aerospace engineer and pilot. Vivian, 2, just wants apple juice.

An avid reader and word puzzle aficionado, Amy enjoys playing board games with her boys, and admits to sneaking in the occasional nap when she gets some time to herself.

For more information:

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