



**Sophie Sherman,**

*Business Analyst*



15 years with ESIS

This year, ESIS launched our Women of Impact (WOI) mentoring program to inspire and channel women as leaders and learners. Sophie Sherman, a Business Analyst for ESIS Claim Technology, is a one of the protégés selected for the program. She shares how ESIS' Women of Impact group has changed her professional as well as her personal life and helped her find her voice.

**Can you tell me a little about ESIS' Women of Impact group?**

This is a group of wonderful women from different levels of the company and different stages in life that have been brought together and partnered as a mentor/protégé to help each other grow. The meetings I've been involved in so far have been such an uplifting experience that has helped give me confidence and affirmation as well. This group gives us tools and resources including seminars, books, and guest speakers.

**What made you want to become a WOI protégé?**

Who wouldn't want to be a part of something amazing starting on the ground floor? Also, I liked the idea of having a designated mentor that I can turn to for anything. We can talk at anytime, and we also have a larger group that we can tap into anytime we need. Everything is confidential and it's an amazing learning experience.

**What do you think is the biggest challenge for women in this industry?**

I think women are afraid to share their voice. There are some in our industry – and in other industries -- who feel that if a woman isn't afraid to share her thoughts she's 'pushy' or 'overbearing'. Women's voices aren't always heard because having a strong personality can be misconstrued as something negative. This group taught me not to be afraid to say what's on my mind, whether it's right or wrong or indifferent – and how to say it effectively so someone will listen.

**Can you tell me what the Women of Impact group means to you?**

To me, the Women of Impact group means having a voice. I think I'm finally finding my voice.

**What is the most valuable piece information you have learned from WOI so far?**

I think it's okay to fail as long as you learn from it. That was hard for me, but we're all our worst critics and sometimes failing is good. That's how you learn and now I've learned that that's okay. I also love the feeling of empowerment and affirmation I've received from this group.

**What do you hope to learn from the program in the future?**

I hope it continues to bring out my voice and my confidence... I want to say in regards to my professional life but I think I just want to do that in all aspects of my life!

**Do you have any advice for those just now entering the industry?**

Industries like this can offer so many opportunities and challenges at the same time. There's a lot to learn and there's so many things you can do. It can be overwhelming. My bit of advice is to be patient with yourself. You can do this.