



# District Leader

## Biographical Information

Candidate's Name: **Pamela Johnson**

Candidate's Office: **Division Director** District Number: **83**

Toastmasters member since: **April 2016**

Education:

**B.A. Economics, Rutgers University**  
**M.S. Management, Boston University**

Toastmasters offices held and terms of service:

**Area Director, 2020-2021; 2021-2022**  
**President, 2020-2021**  
**Vice President of Education, 2019-2020**  
**Vice President of Membership, 2017-2018; 2018-2019; 2021-2022**

Toastmasters honors and recognition:

**CC; CL**  
**PI5; PM4; EC3**

Relevant work experience and how it relates to Toastmasters and your role as a District leader:

**With over 35 years of insurance underwriting and operations experience, I have developed many business strategies, implemented them, and evaluated the results in regards to overall short-term and/or long-term goals. In management roles, I have provided the guidance and support necessary for continuous improvement within a Division. These are valuable traits for a District leader who will be required to develop, implement, and evaluate the goals for the success of the District.**

What experience do you have in strategic planning?

**As an insurance professional in management, much of my work involves strategic planning. I work in coordination with the Director and Head of Underwriting to develop business strategies and articulate action plans to drive the focus of business toward commercial risk products to ensure a balanced portfolio and regulatory compliance, while earning maximum profit for the division.**

What experience do you have in the area of finance?

**Outside of the financial education from college and annual training for my employer, my role includes the undertaking of internal and external training initiatives to expand the technical skills of staff so as to develop risk analysis, project financing, and financial analysis and sector analysis capabilities.**

What experience do you have in developing procedures?

I manage the implementation of the Insurance Operations and Division objectives, providing leadership and facilitating work processes in order to achieve high performance standards. In addition, I ensure compliance with organizational policies, procedures and quality standards in the Division. I also direct and manage the implementation of policy administration and ensure proper documentation.

What lessons did you learn from previous leadership positions?

I have learned that a leader's job is to pay attention to what others say. Show that you are listening and gain trust by giving credit. Be authentic about what you believe in so that your team believes in your leadership, and work towards a shared goal. As a leader, provide direction while looking for ways to support and encourage your team in order to give them a sense of contribution and pride in the work product. Always be inspiring and informative. It is key to keep trying. Reflect and learn from those times you fumble. No one is perfect.

Why do you want to serve as a District leader?

Since joining Toastmasters in 2016, I have grown personally and professionally through the educational guidance of the Toastmasters curriculum and the Toastmasters family. I discovered so much about myself, and have positively benefited from this experience. It is my goal to "pay-it-forward", and allow others to unlock their potential by providing support and direction in my role as a leader.

In your opinion, what are the District mission's major objectives and how would you work to achieve them?

I believe the mission of the District is to build new clubs and support all clubs within the district to achieve excellence. This mission is achievable through the alignment of the Toastmasters core values of integrity, respect, service, and excellence. As a District leader, along with my team, I will maintain a strong and positive environment for all clubs; recognize each club's individuality, while servicing each club's needs to the best of my ability. Providing every member and potential member with the tools to grow and succeed through education and training, will help the district achieve its goals and objectives.

Additional information about yourself:

For a majority of my life, I was challenged by shyness. I knew I could successfully address this challenge without altering my sense of identity, and I found that success through Toastmasters. My Toastmasters journey began with some fantastic mentors and fellow Toastmasters who provided encouragement and support, allowing me to explore my possibilities without feeling judged or criticized. These mentors have given me such valuable guidance for which I will forever be thankful. The supportive and non-critical environment fostered by Toastmasters has helped me reframe my mindset. It has taught me that public speaking and leadership may not come naturally to everyone and that is OK. We do not need to be flawless. We simply need to have confidence in our skills to be successful in the goals we set for ourselves. As a Division Director, I hope to pass on my learnings to help others achieve their personal goals.