

## IN THE COMMUNITY

# LYNN QUAYLE, UNDER ARMOUR

## NEXT LEVEL LEADERS PARTICIPANT

Lynn Quayle, Lead, Community Impact and Volunteerism for Under Armour, participated in Next Level Leaders, which trains mid-level managers in how to be the most effective leader they can be. As part of the program, participants must create a capstone project. Lynn's project proposed improvements to Under Armour's family leave policy. Her efforts succeeded in making substantive improvements that benefit all Under Armour employees. Some of these changes included:

- Two additional weeks for caregiver leave (16 weeks total for birth parent);
- Miscarriage, loss of surrogacy/adoption included in Bereavement Policy; and
- Bereavement leave extended.

"Under Armour already had a good policy, but I was looking for how we could become a leader in what comprehensive support of our employees looked like and better align with our values as a brand," says Quayle. "Under Armour leadership was open to improving our current policy and really listened to my proposal as well as members for our Teammate Resource Group to enhance our policies. I'm proud to work for a company that listens to its employees and continues to make changes for the betterment of our team."

Quayle credits the training she received through the Institute for giving her the tools she needed to make these improvements.

"I was new to UA and would not have had the boldness to suggest these changes to leadership, had it not been a requirement of Next Level Leaders, and had I not had the program's support and guidance," says Quayle. "This journey was important to me, personally, because I had my son during the pandemic and was offered a different experience returning to work while the world was still shut down. I wanted to take my unique opportunity to help improve the experience of future parents. When I had my second child, the new policies I helped create were essential to helping me thrive as both a mom and employee."

Quayle's story embodies the spirit of the Institute: when employees who are motivated and talented receive customized training and empowering mentorship, they emerge as effective leaders who inspire colleagues and propel their organization forward.

"Lynn is a phenomenal example of the alchemy of what happens when you combine a dynamic, motivated employee with the tools and training to take her to the next level," said Erin Moran, executive director of the Grasmick Institute. "We are incredibly proud of her accomplishments and the fact that the Institute helped foster her initiative to make these important changes."