

Nomination for John Ridgeway

I am nominating John Ridgeway for The Business Record's 40 under 40 Recognition Award. John is a direct report and a member of my leadership team. As his leader, I have been able to witness first hand his extraordinary talents and contributions and recognize his ongoing potential as a leader at The Principal and in our community. I wanted to provide a quick snap-shot of why I am nominating John in addition to the nomination form.

John is a strong developer of talent (including youth) and is a diversity champion both professionally and personally. Through John's efforts at The Principal, we have continued to build a high quality, diverse pipeline of talent. Formally John was a leader in our Retirement and Income Solutions business where he coached and developed employees who serviced key clients. John's strong presence, business knowledge and experience were critical to our success in helping secure and retain business. Just over a year ago, as an identified talent, John transitioned to Human Resources. He currently leads our Leadership Development Program where his focus is on developing new college graduates through a rotational program. Through experiential learning and strong coaching from John, we're developing the next generation of leadership talent for The Principal.

Whether at work or as part of his community, John keeps the advancement of diversity related initiatives at the forefront. He is an ambassador for many and speaks frequently about his experiences as a minority living in the Des Moines area to continue to diversify and build strong relationships across our community.

Recently John leveraged his relationships and networks to build new partnerships with three Historically Black Colleges and Universities (HBCU's) on the East Coast, where their mission is to help build strong experiences for the students so they're better prepared to enter the workforce. In exchange, we hope to be able to attract great talent from these institutions into our community.

Although busy with a wife and two, young children, John (and his family) continue to give to others by also providing respite care for a child with special needs. John lives his life with a strong compassion and caring nature that he hopes will be mirrored by his own children someday.

From developing young talent on the basketball court and teaching Sunday School to leading our African American/Black Employee resource groups across The Principal, John continues to make a strong impact on all of us. He is a top talent with a bright future. I encourage you to strongly consider John for this recognition.

Mindy Moss
Assistant Vice President, Human Resources
The Principal Financial Group