



JOHN DEERE
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Joy Hutson
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Emerging Woman of Influence Award Selection Committee,

It's my absolute pleasure to recommend Tijana Kudumovic for the Business Record Emerging Woman of Influence Award. I have worked with Tijana in a leadership role at John Deere Financial for the past three years. I have thoroughly enjoyed my time working with Tijana and have come to know her as a valuable asset and positive force to absolutely any team. She is honest, dependable, incredibly hard-working and dedicated to the development of her peers and her team, as well as the betterment of the world around her. Furthermore, she is an impressive leader who has championed process improvements, consistently executed on initiatives, and has inspired many individuals to achieve their aspirations, as well as continue along a path to achieving their ultimate potential.

Tijana's candor and open-communication style were pivotal in making great improvements in our department – one that had been plagued with a toxic culture under previous leadership. Moreover, she was crucial in both setting and driving towards our long-term vision. Those improvements/goals were achieved as a result of the high expectations she sets for herself and others, including holding team members and herself accountable to deliver. Additionally, she has grace when people fail, and she provides necessary support. She has taken the same approach with her involvement in the community. She coaches and encourages those in the immigrant community as they embrace life in the United States and seek to be contributing citizens. She also volunteers through CASA (Court Appointed Service Agent) as an advocate for children and families. Tijana also promotes diversity and inclusion as a founding member of the World & I employee resource group at John Deere, which sponsors educational programming and events. She even serves as a reverse mentor to Deere senior leadership on global perspective, diversity and inclusion, and much more.

Tijana is a positive role model to her two young girls, as well as any women fortunate enough to cross her path. She is committed to leaving her environment better than she found it and has just begun to leave her footprint on the Des Moines Metro community. As Dr. Seuss states, "Unless someone like you cares a whole awful lot. Nothing is going to get better – it's not." Tijana lives that truth and accepts that challenge every day in seeking to make an impact for the better. She is a mighty force to be reckoned with and would make an outstanding recipient of the Emerging Woman of Influence Award. Thank you for your thoughtful consideration.

Warm Regards,

Joy B. Hutson