

TIFFANY & CO. EMPLOYEE SPOTLIGHT

Katie Hanrahan Talks Challenges for Females Leaders, Career Growth at Tiffany



Career growth means something different to everyone and can happen in many ways. Employees across Tiffany have embraced the [Grow With Tiffany](#) mindset by seeking diverse opportunities that empower them to take ownership of their career and develop new skills.

We recently sat down with **Katherine (Katie) Hanrahan, Vice President - Strategic Sourcing, Jewelry Supply**. Katie joined Tiffany in 1999 as a Merchandise Assistant and has developed a broad range of skills through various roles and development experiences, in areas such as planning, supply chain and sourcing. In our interview below, Katie shares her perspective on what it means to grow with Tiffany and offers tips for aspiring female leaders.

What do you see as the greatest challenge for female leaders?

I think the greatest challenge for female leaders is empowerment; feeling like they can challenge their peers and be direct in working conversations. Female leaders need to feel confident owning their point of view, speaking confidently and sharing their voice and perspective. If you're

clear on what your purpose is and what you're trying to achieve, then success will follow.

How do you define career success?

I'm a big believer that everyone should have a three to five year plan and define what they are looking to accomplish and what goals they want to achieve. Working towards your personal goals and aligning with company goals is important to success. Also, doing what you love and want to do every day is important. Even when work is stressful I'm thankful for the great team of people I get to work with every day.

What does it mean to Grow With Tiffany?

I've seen a lot of change and growth at Tiffany throughout my tenure here. You have to be open to opportunities, willing to take on new challenges and definitely be nimble with changing strategies. It's important that you adjust with the company but also define and work towards your own personal growth goals, too.

How do you balance your personal and professional life? What recommendations would you give to others?

Work/life balance is definitely something important to me. It's not easy but it's important to implement within yourself and your team. Take time to understand what your professional and personal priorities are and be upfront with your management about important upcoming events or plans. You'll never have the perfect balance, but you have to be okay with that. Accepting failure and knowing you can't do it all is so important. It's impossible to do it all, so you shouldn't try to.