



MyFAA

June 21, 2018

Golden Compass Award: Sunny Lee-Fanning ⁰



June 21, 2018

 **WELL DONE!**

Congratulations to all the outstanding individuals and teams (https://my.faa.gov/focus/articles/2018/06/FAA_Awards.html) who received FAA Awards.

Golden Compass Award for Exemplary Leadership

Nominating Official: Deloris Martin

Award recipient: Sunny Lee-Fanning, AQS-1

Take for instance a speech Sunny gave in May 2017 before an awards luncheon for FAPAC, where she spoke about what it takes to be a person of true character. She shared with the audience what she has learned about becoming a person of character and the value that brings to all areas of life, professionally and personally. After the awards luncheon, Sunny took part in an additional session centered on focused communications involving persuasion and negotiation, which gathered over 40 attendees. The presentation was so well-received that, after the session, many requested and received even more insight and real life examples from Sunny.

Sunny also mentors several individual FAA employees, and her commitment to mentoring is evident through the words of two of her mentees. One of those mentees is AVS employee Rachel Rabusa, who describes the valuing of Sunny's mentorship this way: "I have witnessed first-hand Sunny's commitment to civic matters in her role as a public speaker for FAPAC and NAPA. Sunny's involvement with and support for non-profit organizations is a selfless act to promote life-improving opportunities for individuals that may not otherwise have access to them, and exemplifies pure citizenship."

Another mentee of Sunny's is AVS employee Cherise Ojo. Shortly after Cherise's arrival at FAA, she had an insightful conversation with Sunny about personal values and priorities, during which they discussed what motivates them. Cherise described that she could see immediately that Sunny is astute, intelligent, down to earth, easy to talk to and extremely knowledgeable about her program areas. Cherise quickly learned that Sunny exhibits a high degree of passion and enthusiasm for knowledge sharing, particularly when it comes to developing others. She noted how she admired Sunny's knack for innovation and strong approach to problem solving, which became especially evident in Sunny's role on the Innovation Council on behalf of the agency. But in addition to all of that, Cherise also noted that, to her, "Sunny represents women from around the globe, having crossed many hurdles that are unique to women and minorities."

Furthermore, in FY 2017, Sunny took part in an executive-level coaching program geared toward those at the beginning of their careers and/or transitioning into federal governmental positions.

Time and time again, Sunny has sought out opportunities to mentor those around her - at all levels and in ways both big and small.

ROLE AS A CHANGE AGENT

Sunny is the definition of a "change agent", as she consistently seeks creative and resourceful ways to achieve the goals of the organization. In FY 2017, she created a more collaborative environment for innovation and efficiencies in many ways. For example, she assisted in reorganization efforts and the establishment of a new commodity services branch, increased employee engagement in the work of the organization, developed productive relationships with other organizations, improved work processes, operations, organizational culture, and assured effective recruitment, selection, development, and appraisal of employees, all while actively promoting the FAA workplace as a model of equal opportunity, diversity, and inclusion.

PROMOTION OF ETHICAL PRACTICES/HIGH STANDARDS OF BEHAVIOR

In the area of Diversity & Inclusion, Sunny has had tremendous impact. She leads the AVS Diversity and Inclusion Plan, which drive activities through its direct linkage to the AVS Business Plan. As a result, in FY 2017, AVS exceeded the Business Plan goals related to hiring people with targeted disabilities, EEO training, alternative dispute resolution, and reasonable accommodation. These achievements clearly demonstrate her commitment to ensuring EEO for all.

Another example of Sunny's leadership is her effort in FY 2017 to coordinate the 3rd Annual AVS EEO Training Week, which featured a variety of EEO training opportunities, that were attended by approximately six hundred fifty (650) AVS managers and employees. In FY 2017, 66% of AVS managers and 21% of AVS employees completed EEO-related training, exceeding the agency's established goals of 60% and 10%, respectively. This effort reflects Sunny's dedication to promoting ethical and fair workplace practices across the AVS organization, as well as high standards of behavior.

FOCUS ON EDUCATIONAL AND HIRING INITIATIVES

Sunny's leadership role is not just contained within the agency - as she has an impact beyond the walls of the FAA. As Executive Director of AQS, Sunny championed AVS EEO and Diversity and Inclusion programs that led to significant increases in AVS recruitment and outreach efforts focused on diverse audiences including women, minorities, and people with disabilities.

Take for example the 2017 Organization of Black Aerospace Professionals (OBAP) Convention and Career Expo. For the first time ever, FAA held a recruitment workshop at OBAP, which was well received and attended by OBAP leadership and event participants. The Aviation Safety Inspector Recruitment Workshop featured a panel of ASI's with a range of backgrounds and experience to share the path they took to becoming an FAA safety inspector. Part of the workshop gave tips to apply to positions in the federal government and attendees were interested in topics ranging from a day in the life of an ASI to specifics about how ASIs stay current on type ratings for aircraft they inspect.

CONCLUSION

As she has proven through her work countless times, Sunny always takes an opportunity to mentor federal employees as they seek to progress in their careers as well as to prospective employees, wherever they may be. Sunny Lee-Fanning exemplifies what it means to be a "Golden Compass" leader. Her innovation, creativity, compassion and strategic-thinking approach have played a critical part in success of not only the AQS organization and its employees, but for countless others both in and out of public service.

Sunny is a valued leader who, through her commitment and passion, has served as a leader and mentor to so many others. It is apparent through her work that Sunny Lee-Fanning views leadership as not only a responsibility -but also as a privilege and an opportunity. She has devoted herself to leading and guiding others to achieve their greatest potential as they journey along their own career paths, while also in service of the organization's mission. For all of these reasons, Sunny Lee-Fanning deserves the highest consideration for the Golden Compass Award for Exemplary Leadership.

[People \(https://my.faa.gov/focus/article-search.html?q=myfaa:focus/category/people\)](https://my.faa.gov/focus/article-search.html?q=myfaa:focus/category/people)

[Focus \(https://my.faa.gov/focus/article-search.html?q=myfaa:focus\)](https://my.faa.gov/focus/article-search.html?q=myfaa:focus)

[FAA Awards Program \(https://my.faa.gov/focus/article-search.html?q=myfaa:ahr/faq_awaards_program\)](https://my.faa.gov/focus/article-search.html?q=myfaa:ahr/faq_awaards_program)

Comments (0)

Sort by

Oldest First



This page can be viewed online at:

https://my.faa.gov/focus/articles/2018/06/Golden_Compass_Award.html