GLOBAL LEADERSHIP AWARD

Juliette J. McCoy

FORD MOTOR COMPANY

For a distinguished career in powertrain engineering leadership and valuable contributions to global product management and employee development and training, resulting in greater customer satisfaction.

Juliette J. McCoy was recently assigned to a new position: global chief engineer for powertrain control systems engineering at Ford Motor Company, based in Dunton, England.

Since joining Ford in 1986, McCoy has worked in powertrain engineering design, development, and project management for regional and global vehicles. Her work has led to three patents and executive sponsorship of two major team awards, including the 2010 SPE (Society of Plastics Engineers) Grand Prize and the 2014 President's Award for Diversity and Inclusion.

McCoy holds a bachelor's degree in computer science and a master's in electrical engineering, both from Wayne State University.

In her 29-year career with Ford, McCoy has held a range of positions, including design and development engineer, supervisor, manager, regional chief engineer, and global chief engineer. During her tenure as regional chief engineer for powertrain installation components (exhaust, air induction, cooling, fuel, and mounting systems), she saw an opportunity to reduce complexity and improve efficiency by expanding the scope of her role from regional (North America) to global. She developed a proposal for a global team structure that was operational by the end of 2011.

As global chief engineer for powertrain installations, McCoy was responsible for powertrain installation components for all Ford Motor Company and Lincoln vehicles and touched nearly 1,000 employees in nine countries. Her technical and business leadership covered air induction, cooling, exhaust, fuel, and mounting systems. McCoy was one of only two chief engineers who reported directly to the global vice president of powertrain. She was based in Dearborn, Michigan, but traveled frequently and widely.

A strong commitment to employee satisfaction motivated McCoy to adopt a globally accessible database for employees to anonymously input information about obstacles in their workplace. This innovation has resulted in hundreds of improvements in her global team and a 50 percent improvement in European employee satisfaction since the launch of the global organization. McCoy conducted feedback sessions with 10 to 15 engineers each week. The database and feedback mechanism has been recognized as a best practice and shared throughout powertrain engineering.

She also developed a globally aligned technical maturity model for technical training of powertrain employees. It is one of the few globally aligned models of its kind in product development engineering. In 2014, McCoy became an ambassador for the product development competency framework and worked with 30 other global leaders in product development to identify 38 competencies, which formed the basis of a behavioral-based training module for product development employees.

McCoy co-chairs the women in product development committee, which provides networking, mentoring, and partnership to women at Ford in all areas of product development.

She has two children: Ryan, an engineer at Ford, and Lia, a biology student at Colorado State University. McCoy's interests include travel, weight training, cooking, and boating.