



Valerie L. Davis, SPHR
 Vice President of Labor & Human Resources
 WinCo Foods, LLC

Brief education/work history.	Bachelor of Science Degree – Marketing, University of Idaho 18 years of Human Resources experience at: Prudential Insurance (Boise, ID / Newark, NJ / Woodland Hills, CA), IEC Group (Boise, ID) and WinCo Foods (Boise, ID).
Brief personal history.	I was raised in rural Idaho near the Treasure Valley. Through work promotions, I enjoyed living on both the East and West coasts. I was delighted when presented with an opportunity to return to Idaho. I am an eight-year volunteer with youth sports programs.
What is your definition of leadership?	The ability to develop a common vision and make things happen by encouraging and channeling the contribution of others.
What are you passionate about?	The Value of Human Capital – I am passionate about: <ul style="list-style-type: none"> • Helping others identify their strengths, abilities and potential • Assisting them in defining their purpose, ambition and goals • Supporting and celebrating each individual’s success
What to you think/feel you will bring to the Boise Young Professionals?	I will be able to share my experiences working for a large public firm, a large privately-held firm and a small consulting company. During my consulting career, I supported over 150 clients in a variety of industries and geographic locations. I am a creative problem-solver and an active listener.
What is the most important lesson you learned early in your career?	Surround yourself with good people who are not exactly like you (i.e., have different leadership and communication styles, etc.)
What do you wish you had learned early on in your career from a mentor?	The Power of Performance feedback (both for myself and others). I was self-motivated, but in hindsight, would have communicated more frequently to ensure my priorities were in line with others.
What do you hope to gain from this experience?	I look forward to learning a great deal from the Boise Young Professionals. I firmly believe that people support what they help to create and as a result, I hope that everyone in our roundtable group enjoys what they have defined as “success.”
How would you describe your facilitation style?	I have a very interactive facilitation style. I prefer relaxed, fun meetings using a list of talking points and ground rules.
Please provide possible meeting times.	I enjoy working meetings during lunch; preferably in a meeting room or quiet restaurant. Meetings scheduled in the middle of the week work best for me. I am open to different meeting locations. My office is located in West Boise, just north of Emerald between Five Mile and Maple Grove.