



I AM MY OWN WOMEN

"IT'S ALL ABOUT CONTINUAL GROWTH AND LEARNING,
WHETHER IT BE PERSONAL DEVELOPMENT OR PROFESSIONAL DEVELOPMENT"

KIM LANHAM

SVP – CLIENT DEVELOPMENT

"My journey began when I came to Digital Risk 9 years ago. I was in a very interesting place in my personal life at the time. I had just come off being a stay-at-home mom taking care of my son for four years, with my husband about to deploy with the Army overseas for a year as well. I joined the team at a critical juncture of the company's evolution. There were so many projects going on due to the explicit growth happening and clients being brought in that the company desperately needed structure and project management to pull it all together. During that period of the company's expansion, they understood where I was personally and allowed me to have a flexible schedule as I worked diligently to assist putting these structures into place. Eventually, when my husband returned, I was able to take a full-time role as the Director of the Project Management Office for Digital Risk.

I started getting more and more involved in industry-related work, when I went and requested the management, "I would like to take over Marketing, because I really think we need to grow our brand". They agreed. The company has always been very supportive of career development for many of its employees including me. As I continued my efforts the company's presence broadened and, ultimately helped to expand sales and revenue. That journey continued when I moved officially into my current role in Sales.

I have never seen myself as a sales person – especially in the Mortgage industry. I had to overcome my personal challenge of having to ask, "Can I have your business" or "How can we serve you?" Such questions were not in my comfort zone. I am much more comfortable being in a position of creative direction. I had to learn how to take what I'm good at—which is creating relationships and connections with people—and turn it into a business opportunity. Even now, it is something that I am continuing to improve on every day.

In my journey, the accomplishment I am most proud of is definitely the Executive Women's Summit and creating that from nothing. We just finished our 4th year of it, and the event has become such an important time of empowerment and recognizing how the women's movement has impacted the industry. The reason I am so proud of it is because it was created with the sole intention of promoting women in the industry. It felt like a gift. The Summit was serving the industry in an area it was severely lacking in, and though we did make sales off of it, my heart was never to have it be a way to gain revenue. The concept came from asking: "How can we serve this area of industry and this group in our industry, because there's nothing there right now?" And that is how I have always approached it. I think when you give and serve with an open heart, you receive much more.

I've carried that same mindset and passion with me as I continue to involve myself in initiatives to diversify our workforce and our industry. I now sit on the MBA Diversity and Inclusion Committee, which has opened me up to seeing a whole population, both in consumers and industry members, where they are being underserved. I have seen firsthand how diversity in organizations creates diversity in homebuyers.

It's all about continual growth and learning, whether it be personal development or professional development. Right now, I am working more on personal development. My goal is to show up every day and be my authentic self in each situation. Because I think people see through it if you're not, and it's important to build real relationships, whether at work or at home, with authenticity."