

Aricia Gallaher

With Ann Pennington Farmer

When Aricia Gallaher met Ann Pennington Farmer in 2002, she was immediately inspired by her role as a company executive in her 20s. Gallaher knew she wanted to be a part of her team, and was hired shortly after. Now, two decades later and in different roles, Farmer remains a cherished mentor.

Tell us about your relationship with your mentor. I always knew I wanted to grow into a management role – I love working with people, improving processes, and understanding and translating the broader vision. When I met Ann, I immediately recognized those same qualities in her, which is why I was so eager to work for her and learn from her.

What are some qualities you admire about your mentor? She's incredibly smart, a natural problem-solver, and one of the hardest workers I have ever met. She never backs down from a challenge and tackles every obstacle with confidence and clarity. She has this rare ability to balance grace and grit – she leads with kindness and respect but isn't afraid of tough conversations when they are necessary. Ann expects a lot from her team, but never more than she expects from herself, and that's the kind of leadership I admire most.

Is there any advice your mentor has provided that has stayed with you? "Never present just a problem – always come with a solution in mind."

What does mentorship mean to you? Mentorship, to me, is a transformative partnership that goes far beyond just career advice. It is about having a trusted guide who not only shares wisdom but also inspires you to see every challenge as a stepping stone for growth. With mentorship, you're never alone – you always have someone just a text or phone call away, ready to offer candid feedback, unwavering support, and a fresh perspective when you need it most.

Is there anything you'd like to add? Ann isn't just my mentor – she is a true friend who has been in my corner through every twist and turn. Every challenge has become a stepping stone, and every win has been sweeter because of her guidance and genuine support. Ann, thank you for being the exceptional leader, champion, and friend that you are. I am endlessly grateful for the journey we have shared, and I look forward to the future with the confidence that comes from knowing you are always cheering me on!

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