



Meet Stephanie Thompson

As an Engineering Manager in the GM St. Catharines Engine Assembly department, **Stephanie** leads a team of engineers focused on safely delivering high-quality engines on time and at the right cost. She provides technical direction, removes roadblocks, and aligns daily priorities with the team's long-term manufacturing strategy.

She oversees problem-solving on the floor, coaches engineers in robust root-cause analysis and data-driven decision-making, and partners closely with production, maintenance, and quality teams.

She is also responsible for driving continuous improvement, supporting new program and equipment launches, and developing talent so the team and operations are ready for the future.

What Inspired You to Pursue a Career in STEM?

I chose to start my STEM career because I was always drawn to understanding how things work and turning ideas into something real and useful. A pivotal moment came in high school when my chemistry teacher selected me for a Chalk River nuclear engineering shadow opportunity.

Spending time with real engineers, seeing complex science applied to critical, real-world problems, made engineering feel tangible and exciting, not just something in a textbook.

I was also aware of how many women quietly leave this path, including my own mother, and that experience solidified my resolve not only to enter STEM, but to stay and help make it more welcoming for others.



ENGINEERING MANAGER
GENERAL MOTORS OF
CANADA

Niagara Falls, Canada



About Big Sister WCW [★]

Big Sister WCW is our bi-weekly Woman Crush Wednesday spotlight celebrating inspiring women in STEM, their journeys, lessons, achievements, and the advice they want to pass on to the next generation of women in STEM.



What Is One Challenge You Have Faced in Your STEM Journey, and What Helped You Overcome It?

One of the biggest challenges in my STEM journey has been confronting how many women quietly disappear from the STEM “pipeline” at every stage, often due to a lack of support, role models, and inclusive spaces. Seeing talented women step away, and feeling the absence of those who came before me, including my own mother who left science when she was fired for being pregnant, made me continually challenge my efforts to make a real difference.

What helped me overcome this was finding and becoming someone who took action. Mentors and partners, like community leaders I met through events such as the YWCA Niagara, showed me the power of collective action. That support inspired me to create “STEM by Steph” and to invest deeply in mentoring students, young engineers, and tradespeople in non-traditional spaces. By building concrete experiences, networks, and communities for women in STEM, I turned frustration into purposeful work, and saw that change is happening, even when it’s hard to see up close.

What Big Sister Advice Would You Give to Girls or Early-Career Women in STEM?

Never take yourself out of the game, don’t let fear or uncertainty push you out of the field or make you shrink your ambitions. Believe that you belong in every room you’ve worked hard to enter. Use the early years of your career to deliberately build your expertise; be cautious of roles that don’t prioritize your learning and growth.

Be “selfish” enough to invest in yourself first, you’ll have plenty of time later to give back. Ask questions loudly, share ideas before they’re

perfect, and seek mentors and sponsors who challenge you. Treat mistakes as data, not a verdict. You’re not lucky to be here; you’re qualified to be here.

Whats Happening at Adelois?

Applications Open for:

FutureHer Mentorship Program



This is a four-week virtual mentorship experience designed to empowering current female grade 09-12 STEM oriented students.

The program includes live virtual sessions, mentor conversations, interactive activities, peer discussions, a participant workbook, a mini project, and a certificate of completion.

Apply by
September 26, 2026

adelois.com/futureher-mentorship/