Employment, Career and Professional Activities

5 April 2019 Region 2 Meeting

Emilio M Salgueiro, 2019 Chair, Career and Professional Activities

5 April 2019
Employment, Career, and Professional Activities - 2019 Plan

• Rename ECS Committee – Careers and Professional Development Committee (CPD) to reflect changes to mission and charter

• Developing strategic plan for future of PACE and K-12 activities
  – Alignment with Employee and Career Services
  – Add K-12 champion/liaison and PACE champion/liaison to committee to address these areas. K12 representative will work with regions, EAB, and IEEE-USA.

• CPD to continue to manage IEEE-USA surveys and develop career resources (webinars, products, etc.)

• Outreach at Region meetings
• Committee:
  • Tarek Lahdhiri, 2019 VP, Career and Professional Activities
  • Emilio Salgueiro (Chair & PACE champion),
  • Paul Kostek (past Chair),
  • Mike Junge,
  • Peggy Hutcheson,
  • Christopher Sanderson (new)
  • Terence Yeoh (new)

• First meeting took place in Washington DC on March 23rd
Your Career as a Business Enterprise

VISION STATEMENT
Problem Statement: Careers are evolving,

Membership is declining

- Careers are rapidly changing
  - Technology pressures
  - Business pressures and buyouts

- Career development is **NOW** the individual’s responsibility
  - Agility in a career limits loyalty to a singular organization
  - Values of core skillsets are changing

- IEEE membership is declining
  - Potential members do not see the value of IEEE
  - Lack of enterprise coordination between IEEE programs
The Solution: IEEE as the bridge across YOUR career

- IEEE is the unifying organization that supports the individual throughout their career
  - IEEE needs to address career development in an increasingly uncertain future
  - End-to-End Career support will grow IEEE membership and value to members
  - IEEE to guide the individual throughout their career lifecycle

- The IEEE-USA Career and Professional Development Committee is created to set the course for an enterprise career mindset
Your Career as a Business Enterprise

- Look at your career development as a new startup through a mature business

Framework of the Career Lifecycle
Application of business principles:
Business Strategy translates into Career Strategy

1. What’s your market?
2. What’s your sales plan?
3. Development plan
4. Production plan
5. Financials/ROI
6. Customer Service

1. What is your area of expertise?
2. What is your brand?
3. How are you developing yourself?
4. What’s your work/life balance?
5. How are you investing in your future?
6. 360 Feedback
Aligning IEEE Resources to this concept

- Solicit feedback from IEEE membership on this approach
  - Region 2 and 5 in April, Region 6 in May

- Identify existing resources, applicability, and gap analyses
  - End of Q3 2019

- Align resources and organizations to create an IEEE enterprise solution for career development and planning
  - Present solution to IEEE-USA Board in November 2019
Tactical plan for implementation

- Present vision at the regional meetings
  - 15-20 minute townhalls to set stage for feedback (Region 6, 2, & 5)
  - Coordination from regions to support careers as a business enterprise

- Committee to develop strategic plan for individual areas
  - Career Planting, Incubator, Accelerator, Legacy

- Develop Marketing Campaign
  - Develop use cases/ to showcase IEEE value: interviews, flyers, etc
  - Utilize IEEE members who are business leaders (CEOs/CTOs) and directly market to them one on one: Stories to showcase IEEE value
Career Lifecycle Overview

- Career Planting
  - K-12 STEM

- Career Acceleration
  - ECS/PACE
  - Leadership Conferences

- Career Incubator
  - SPAC/YP programs
  - Entrepreneur

- Career Legacy
  - Consultants’ Network
  - Mentorship

Overarching Support:
Networking, Financial Planning, and Marketing
Exemplar national conferences

IEEE support to the Career Lifecycle

Committee goals:
- Identify existing resources
- Understand areas of growth towards enterprise support
- Recommend changes with financial support to align into an enterprise resource

Mentorship

Career Plantin

Career Incubator

Career Accelerator

Career Legacy

Expand to national focus, #1 Need for funding

Conference “marque”
Exemplars:
Understand space and identify gaps
# PACE Funding - 2019

<table>
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<tr>
<th>Region</th>
<th>Allocation</th>
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<td>Region 1</td>
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PDF Grants: $10,000  
Chapter Grants: $5,000  
Total Allocation: $75,000  

Need to emphasize limit  
Used for travel
Questions?
Backup slides
2019 Leadership Event

- Name: EVO 2019 – The Evolution of You
- Location: Westin Convention Center - Pittsburgh, Pennsylvania
- Audience Refocused: Active and Emerging Leaders
• EVO 2019 is a departure from The Future Leaders Forum and the Traditional IEEE Annual Meeting. It will feature some of the best features of the Future Leaders Forum as well as additional elements to appeal to active and emerging leaders as well as companies who may want to take advantage of this opportunity.

• The content will be a balance of inspiring talks (similar to ones at FLF), useful exercises, and relevant workshops

• We are currently recruiting speakers as well as collecting names of additional potential heavy hitter keynote speakers to approach
Friday Morning 2 August (EVOCareers)

- Student career expo/Brand Yourself event concurrent with flash presentations on a variety of subjects that may not fit in the leadership programming
  - Desire to have Russ (and possibly Brendan) present a course on government relations and advocacy. Other topics being considered: Finances, entrepreneurship, etc.
  - Computer Society interested in sponsoring headshot session and elevator pitch programming. Other content may include salary negotiation, interviewing skills, etc.
Saturday 3 August (EVOLead)

• Keynote TBD (EVOInspire)

• Have secured assistance with DDI (Development Dimensions International) to present a plenary speaker or panel. Tentative topic would be the transition into management.
  
  • Development Dimensions International (DDI) is an international human resources and leadership development consultancy. DDI works with organizations to make changes related to leadership development, leadership selection, succession management, and execution and performance.
  
  • Possible additional panels or tracks (still be worked out)
Friday Evening Event

• Gateway Clipper Fleet
  ▪ 3 Hour Event (1 Hour docked, 1.5 hour cruise, .5 hour back at dock/finish)
  ▪ Food, Music (Pittsburgh Theme), networking activities
  ▪ Budget- Friendly

“Earn your leadership every day.”
Michael Jordan, 2005
Saturday 3 August

- EVO3K Fun Run
- Keynote (EVOInspire) - TBD
- Panels: ADAPT (Agile Leadership) Empower (Leadership by Enablement), LEAD (Leadership by Example), Design (Architecting Leadership)
- EvoSKills Track (What) – Communications & presentation, External Communications (media savvy), Negotiation, Time Management
- EvoLead Track (How) - Conflict Management, Difficult Conversations, Team Building, Transition To Management/Becoming an effective leader
- Evening reception at the hotel

“The best leaders never stop learning”

Donald T. Philips, 2013
Flyers and Patronage Packages Developed
The following have expressed interest or have been identified to help make this event a success:

- DDI (Development Dimensions International, Inc.
- Innovationworks/AlphaLabs
- IEEE Pittsburgh section
- IEEE Young Professionals
- IEEE N3XT
- Pittsburgh Technology Council
- Carnegie Mellon University
- University of Pittsburgh
- West Virginia University

As we look ahead [...] leaders will be those who empower others.

Bill Gates, 1990
Potential Sponsors / Career Expo Participants

- IEEE Young Professionals
- IEEE Pittsburgh section
- HP
- Mitsubishi Electric
- Bechtel
- Google
- Uber
- Other IEEE Societies
- Duquesne Light
- Fitbit
- Entergy
- Microsoft
Committee

• Dividing duties at this time:
  – Content/strategy (recruitment of speakers, development of agenda)
  – Financial/ Sponsorship (including student career expo)
  – Communications/marketing, outreach
  – Local team

• Chan Wong – Chair
  Terence Yeoh, Nagesh Rao, Nicole Skarke, Winston Chang, Richard Chan, Gloria See, Aisha Yousef, Guru and Charles?
  Pittsburgh section: David J Vaglia, Jon Paserba, Drew Lowery, Dan Wilson, Joe Cioletti, Zoe Tioga