* (not only for) Women in Tech
	+ What’s it like to be a woman in Tech?
		- Isn’t everyone in Tech a nerd, so is gender, LGBTQAIPKetc+, religion, culture, etc. even a thing these days?
		- Have things really changed over the years?
		- What particular experiences have you had lately & how did you handle it? (sharing means caring)
		- How can people be supportive?
	+
	+ We try to answer your Burning Questions and provide “War Stories” upon request.
	+ Advice on how to handle particular situations from several viewpoints
	+
	+ Strategies for being heard
		- Styles and strategies for opposing marginalizing behavior
			* Direct confrontation
			* The gentle stream
			* Oblique lampooning
			* “Opening a dialogue”
			* Others?
			* Find your own style that you are comfortable with
			* Pros and cons of the various styles

**In the meantime, here are some interesting books and a quick resume tip**

Books

**Win or Die - Leadership Secrets from the Game of Thrones**

by Bruce Craven

* + This book is handy for people who do not want to get roasted in political environments. How characters in the series could have done better; knowing that, apply it to your own life.
		- The concept of alliance and uneasy alliances

**The Velveteen Rabbit - How Toys become Real**

By Margery Williams

* Hey, this is a kids’ book, so what is it doing on the corporate tech library book shelf?
* I think someone put it there to point out that some people are being douchey; hopefully, they will see themselves on the pages, reflect, and modify their behavior
* Also highlights what it feels like not to fit in and how finding a mentor and having goals can help

**Shh...Just listen - Great Things Happen in the Silence**

by Cathy Mott

* + <https://cwcleadershipdevelopment.com/emotional-intelligence-workbook/>
	+ This book helps you objectively identify emotions that you are experiencing, whether you are in the workplace or not. From there, you can analyze what is going on and develop a strategy, as opposed to being confused and overwhelmed. Many people try to ignore “negative” emotions and deny or try to bury them with logic - emotions exist for a reason, so listen to what your emotions are telling you. The author is big on journaling, so there is space for you to answer some questions about an array of emotions:
		- 1. Identify the emotion
		- 2. What was your experience with this emotion?
		- 3. How did I manage the emotion? How did I manage the social setting? How did that work out?
		- 4. Lessons learned; Will I do anything differently in the future?

**Crucial Conversations** - Tools for Talking When the Stakes are High

by Patterson, Grenny, McMillan, and Switzler

* + Be persuasive, not abrasive
	+ How to handle it if people shut down or get cheesed off

**Quick resume tip:**

* **The Focus / Milestone resume**
	+ State what your primary Focus is
		- Examples:
		- Cost savings
		- Selling a large amount of stuff
		- Solving problems
		- Innovation
	+ Then, for each job, you include a Milestone that shows you accomplishing your focus
		- Show how your creativity made an improvement
		- If possible, include numbers that show the impact of your accomplishment
	+ What’s the point?
		- To show that you have some overarching goals and see a job as more than just a way to grub a paycheck
		- To show how you can be of value to a company

Example of a Cost savings Focus / Milestone resume:

**Joe Blow** **♦ jblow@gmail.com ♦** Yourtown, Michigan **♦ 666-666-6666 cell**

Linked In: https://www.linkedin.com/in/joe.blow-2a85791

**Focus Implementing cost savings within the scope of Network Operations**

**PenguiNet Technical Project Manager Southfield, MI Jun 2017-present**

Build a Data Center from the ground up

Recruit and train staff. Train non-IT people for tech jobs

Cost savings: Saved $756,000 by using existing staff to recruit for 150 positions

**RhinocerNet, Inc. Operations Manager Hell, MI Mar 2015-Jun 2017**

Provide Tier 3 Engineering and Night Shift Team Lead support

Build and manage teams for SQL Database Support, QA, and Documentation

 Cost savings: Saved $660,000 by letting staff code a network monitoring tool in-house

P.s. Needless to say, leave off the highlighting on your actual resume…:-)