* (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…:-)