IHPCSS Orientation & Mentoring Intro

IHPCSS 2023

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Weronika Filinger

IHPCSS'23 Mentoring Committee

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Code of Conduct

It's on the IHPCSS website and on the Moodle

Outlines expected and unacceptable behaviors as well as the consequences of unacceptable behavior

Describes the reporting process:

Notify the CoC committee member

Anonymous form (linked from the website)

Be supportive and considerate of other people

Health and Safety Policy

▶ Available at:

https://ss23.ihpcss.org/health-safety-policy/

▶ Includes:

   ▶ Responsibilities and Recommendations

   ▶ Procedure for emergencies and incident reporting

It is important to report any incidents or injuries, no matter how minor they may seem, to ensure the safety and well-being of all participants.

You are responsible for your own security and safety during the time not spent in the sessions.

Expectations

You are expected to:

- Follow the code of conduct;
- Follow the health & safety policy;
- Attend all the sessions;
- Wear your IHPCSS identification badge provided at the registration;
- Once you select a track – stick with it;
- Ask questions!

What is mentoring?

- Partnership between two people (for a set amount of time) based on mutual trust and respect

- Mentor shares advice, guidance, support, perspective

- Two kinds:

  - Near-Peer Mentors - returning summer school students

  - Staff Mentors - presenters (usually more senior in their careers)

- You have been assigned a mentor

  - They are your initial contact

  - Seek other mentors

  - use your mentor's network to make connections

IHPCSS mentoring topics

- Non-technical mentorship:
  - Career progression
  - Work-related issues of all kinds
  - Work-life balance
  - Difficult situations
  - Working remotely
  - Personal Resilience
  - Networking and inter-personal skills
  - Combining career with children
  - Time management
  - Applying for… grants, funding, jobs etc.

Start pondering your one-on-one questions

Mentoring Myths

It is NOT true that:

- Your mentor knows all the answers

- You must do what your mentor says

- You must be in the same science field as your mentor

- Your mentor can't offer advice because they didn't have your exact problem

- Your peers can't mentor you

Mentor Groups

▶ Please respect everyone's confidentiality

▶ Be understanding

We have different backgrounds and personalities

▶ The pairing is just a best guess

If there is an issue, let someone from the mentoring committee know.

Returning Mentors

- ▶ Andrew Kirby
- ▶ Gabriel Casabona
- ▶ Amr Halawa
- ▶ Ayush Chaturvedi

Mentors

Weronika Filinger

Scott Callaghan

Mentors

Elsa Gonsiorowski

Ilya Zhukov

Mentors

Jay Alameda

Ann Backhaus

Mentors

Emily Kahl

Erik Lindahl

Mentors

Brian Jewett

Florian Berberich

Mentors

Eugene Klyshko

Ramses van Zon

Mentors

Toshiyuki Imamura   Orly Olter

Mentors

Dominik Ernst

John Towns

Mentors

James Willis

Kevin Colville

Mentors

John Cazes

David Henty

Mentors

John Urbanic
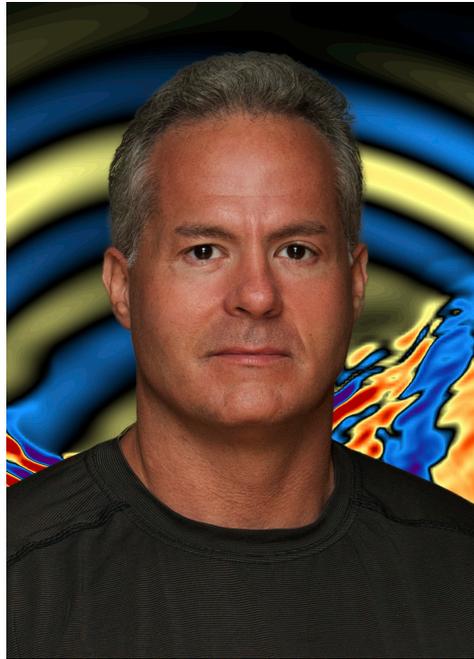
Erwin Laure

Mentors

Cristian Di Pietrantonio

Vetria Byrd

Practice your people skills!

- Networking

- Good communication skills - ability to talk about your work with anyone, regardless of their background.

- Good presentation skills.

- Maintaining cordial relationships with people you don't really like but need to interact with.

Networking

Networking is about creating and making use of both formal and informal connections with other people to develop your career.

Networking

- **IT'S NOT EASY!**
- Don't wait for the 'right' people to discover you, find them yourself.
- The ability to pick the right approach comes with experience
- Hone your ability to talk about your work with anyone, regardless of their background.
- Learn how to maintaining cordial relationships with people you don't really like.

Imposter Syndrome

- Feeling like
    - "I don't belong here" or
    - "I'm under qualified" or
    - "I've tricked someone to be here" or
    - "I'm a fraud"
- Not obvious and not always talked about
- Felt by everyone at some point
- Normal reaction to environment

Imposter Syndrome
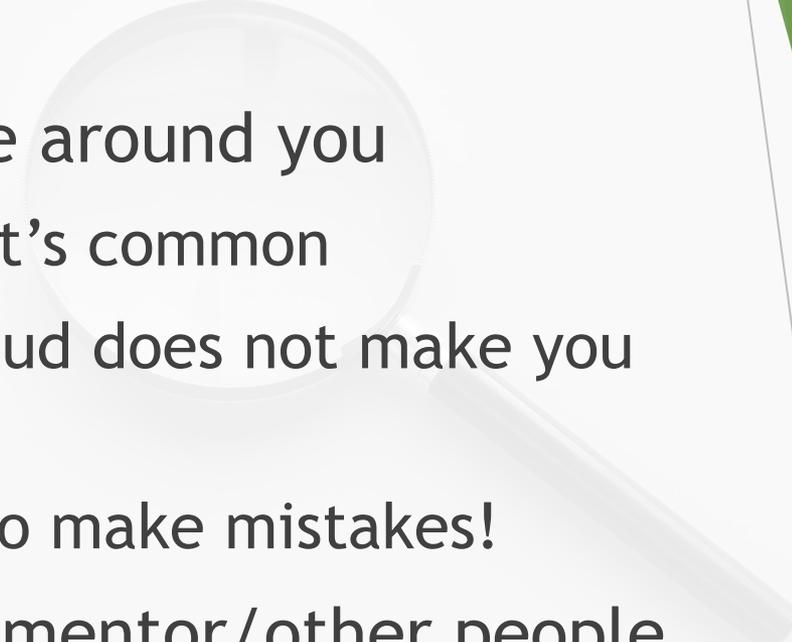
- Help support those around you
  - Remember that it's common
  - Feeling like a fraud does not make you a fraud
  - Don't be afraid to make mistakes!
- Try taking to your mentor/other people about it
- Fake it till you make it – don't let it hold you back!

Resilience

The ability to adapt, deal with unpleasant things and bounce back. It's neither about silently enduring nor letting go of everything. It's your capacity to recover the mental balance quickly and with a minimum damage.
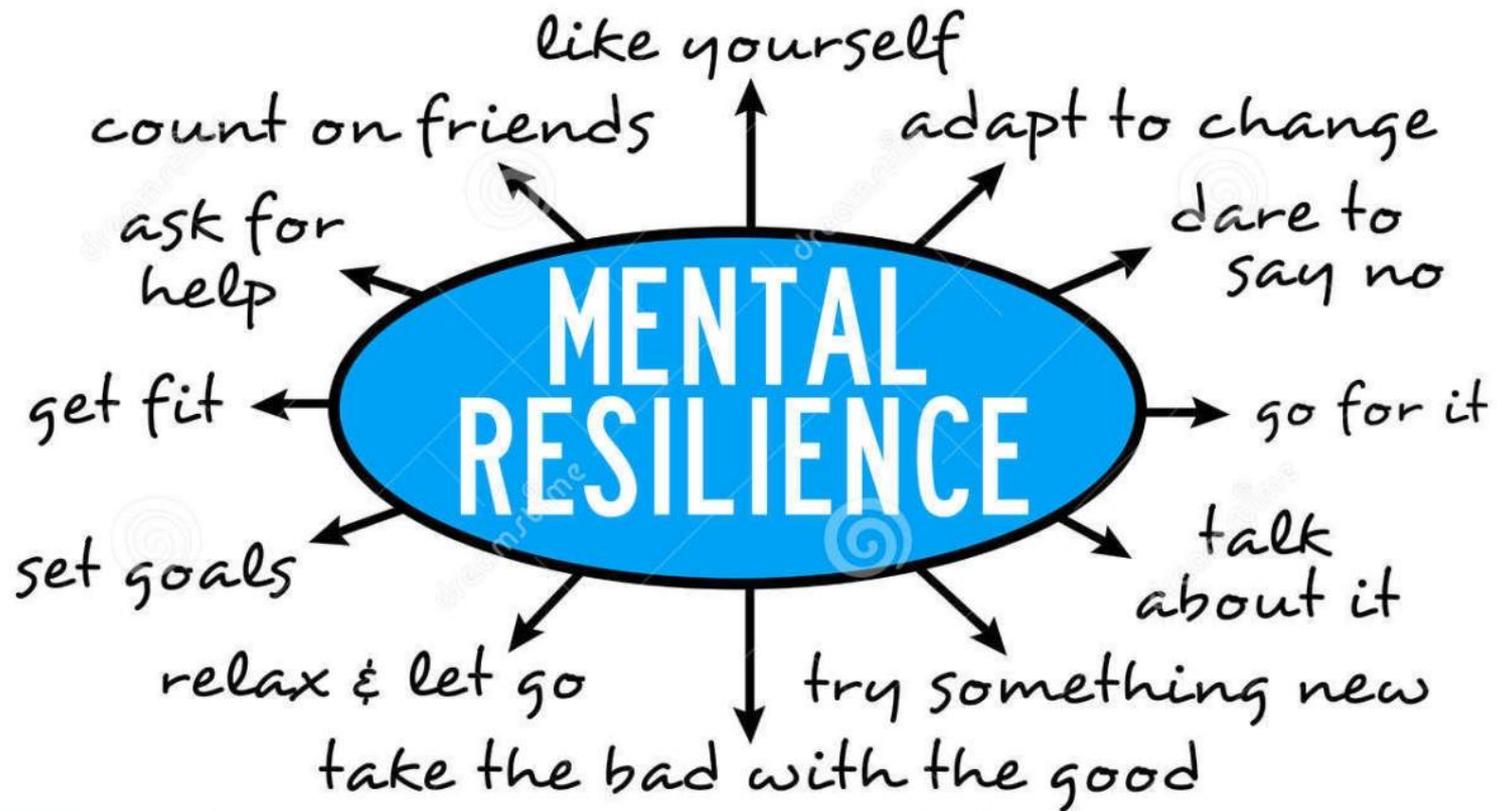
Resilience

- ▶ Figure out what effects you negatively and learn how to cope with it

- ▶ Know yourself – the good (use it to your advantage) and the bad (work around it).

- ▶ Always put yourself first

- ▶ Find your place

- ▶ Work towards achieving work-life balance

- ▶ **Rest and get enough sleep!**

Work-life balance - It's about YOU!

▶ It's your life and it's your work

▶ **Make Yourself a priority**

▶ Understand your goals

    ▶ What is the most important to you?

    ▶ What do you want to achieve now?

    ▶ Where do you want to be in the future?

▶ Manage your time vs. energy

	URGENT	NOT URGENT
IMPORTANT	CONCENTRATE DO IT NOW	CONCENTRATE SCHEDULE IT
NOT IMPORTANT	DELEGATE OR AUTOMATE	ELIMINATE DROP IT

Mentoring Schedule

Sunday	NOW	Introduction to mentoring
Monday	11:30 – 12:30 Lunch 12:30-13:30	Career paths & Returning mentor lightning talks Group meeting & goal setting
Tuesday	16:30-17:15	Career Breakout groups
Wednesday	11:30-12:30	One-on-one with your mentor
Thursday	11:30-12:30	Resource Fair
Afterwards	Email, Facebook, LinkedIn	Stay in touch

Goal Setting

- Goal setting chat on Monday (during lunch)

- Have a look at the 'planning worksheet' handout and think about your goals for this week

- Being intentional will help you get the most out of this event

Mentoring Schedule II

Career Breakout groups (Tuesday):

- Resume/CV review
- Presentation skills
- Networking and Elevator pitch
- Interview Tips

Sign up for the topic by Monday night – Slack

Poster Sessions

Two sessions on Monday and Tuesday

- ▶ Practice talking to your peers – not necessarily from the same science domain.

- ▶ Engage with the presenters as much as you can! Practice asking questions.

- ▶ Just because someone is using a different approach or terminology, doesn't mean they are wrong!

Logistics

- **Venue**
  - Most sessions will be in the Georgia Tech Learning Cente
  - Poster sessions will be in the hotel
- **Communications:**
  - Message of the Day (every morning)
  - Slack
  - Emails
- **Social Events**
  - Tech Rec on Wednesday night (optional) – let us know by Wed morning if you are intrested
  - Dinner on Thursday night

Evaluation

- Evaluation Team:
  - Julie Wernert
  - Lizanne DeStefano

- Focus groups
  - Optional
  - During lunch time
  - More details will be provided later in the week

- Surveys
  - Please take time to provide feedback during and after the event

Take Aways

You'll get out what you put in – commit to mentoring

Don't be afraid to approach staff – we are here for you!

You can talk to us at any time (meals, breaks, sessions…)

Talk to as many people as possible

Try to get out of your comfort zone and try new things

HAVE FUN!

Questions?

Programming Challenge!

Ludovic will provide the details.