Build Empower Inspire

Tamara White
Chetana Ballman

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Agenda

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6	Student Questions (Submitted by Dr Drew Hwang, Ph.D.) & Answers
7	Open Q&A

Tamara White
Avanade Group Manager, Data & Analytics

- **Education** – BSBA with Dual Majors in MIS/QMS - Management Information System & Quantitative Management Systems

  Dual Minors in Computer Science & Math

- **Background & Skills** – Over 30+ years of experience leading the complete life-cycle development on successful multi-million-dollar complex projects.

  – Data Architecture & Analytics
  – Database Design / Administration
  – Business Intelligence
  – Program / Project / Vendor Management
  – Enterprise & Solution Architecture
  – Data Warehouse / Reporting
  – Team Leadership
  – Programming
  – User Experience

- **Career Success Factors**
  – Ability to analyze and learn new technologies quickly
  – Ability to bridge technology and business perspectives, resulting in increased productivity, and cost savings.
  – Very Detail-oriented, logical and result-focused with total commitment to team success, excellence, and quality assurance.

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Tamara White
Avanade Group Manager, Data & Analytics

- **Industries/Verticals** – Aerospace, Automotive, Consumer Privacy, Epic Systems, Financial Services, Electrical/Mechanical Engineering, Medical/Behavioral Health Services, Health Systems (Clinical), Information Technology, Logistic Services, Retail Merchandise and Distribution, Manufacturing, Sales Automation, Supply Chain Management, Telematics, Utility

  - General Motors, Honda, Toyota, Hyundai/Kia
    - 1st job out of College – worked for GM designing and programming Shop Floor Robotics & Vision systems
    - Supported Toyota Financial Services over all of craziness of Y2K
  - Northrop & Raytheon
    - B-2 Stealth Bomber with Northrop
  - Cedars Sinai Health Systems
    - Epic – EMR Electronic Medical Records

- **Functional Areas** – Leadership/Management, Delivery, Analysis, Data Management & Information Quality, Data Warehouse & Business Intelligence, Customer Relationship Management (CRM)

- **Interests** –
  - Volleyball, Skiing, Scuba Diving, all Water Sports, Sky Diving (retired), Hiking, Biking & am a Private pilot

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Technology Changes – Last 30 years

- Advances in technology over the past 30 years have greatly influenced the way we live on an everyday basis.
- In the early 1980s
  - You had to talk on telephones that were stuck to the wall, Look in books to find information & Buy records for the latest music

- The last three decades have revolutionized our way of life

- **Top 5 Technology Innovations**
  - Home Computers and the Internet
    - Creating a wireless world that includes browsing the Internet from nearly anywhere in the world
  - Mobile Devices
    - Allowing a complete an array of applications, tools with the ability to looking up information & purchasing anything you can imagine
  - Advances in the Entertainment Industry
  - Alternative Fuel
  - DNA Testing and Fingerprinting

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Chetana Ballman
Avanade Manager, Digital Customer

- **Education** – Bachelor's in Marketing, MBA in Marketing & Info Systems and MS in MIS

- **Background & Skills** – Strategy, user experience, program management, process development, e-commerce, web/mobile, social media integration, digital media, RIA and Agile methodologies like Scrum and Extreme Programming.

  - Consulting – Tech marketing
  - Programming
  - Analysis
  - Management

- **Interests**
  - Painting & Sketching
  - Reading
  - Create & Build things with my daughter
  - DIYs

Build

Build
Your Personal Brand

Personal Branding Purpose

What is the purpose of managing your personal brand?

In today's digital world your digital footprint & online assets create your personal brand.

Potential employers, HR reps, recruiters and financial companies currently use the internet to search for potential candidates or review your personal brand information to see what you are posting, what groups / organizations / communities you are connected to, types of photos you are posting or are in, and who you are connected with.

Your personal brand can make a first impression that may help with your job search or financial request or it can stop it before you even have the opportunity to pursue it.

Identify your Uniqueness and Value

What makes you *YOU?*

The way you think, approach work, philosophies, style, web presence, college organizations and volunteer, internships or and career experience.

What do you have to say?

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Build
Your Personal Brand
Digital Identity

Google yourself!

Do you come up?

If so, where and how well?

Do you own your domain name?

Of your online assets, does anything need copy improvements?

Privacy setting changes?

Design optimizations?

Is there consistency in your photos and messaging?

- Google+
- Facebook
- LinkedIn
- Instagram
- Twitter
- Pinterest
- YouTube
- Blog
- Profile Picture

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Build
Your Personal Brand
Appearance & Style

Look critically at the way you present. Are you and your assets "dressing" the part?
What needs attention?

- Wardrobe

- Content

- Blog Content

- Imagery

- Social Media profiles

- Social media profile picture

- Communications (email style, etc.)

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Build
Your Personal Brand
Networking

Have you setup a LinkedIn profile for your professional network?

Have you started connecting to people to create a professional network?

Small Steps Make a BIG difference

- Title
- Description
- Summary
- Keywords
- Recommendations
- Start following organizations and companies that interest you

Empower

Worldwide, women continue to contribute to social, economic, cultural and political achievement.

Progress towards gender parity in 2015 showed that the **gender gap wouldn't close entirely until 2133**.

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Empower
Take charge of your career

- Enrolling in mentorship programs

- Aware of different tech roles
  - Business / System Analysis
  - Programming – web, Database, Business Intelligence & Data Analytics
  - Data Architecture, Database Design & Data Science
  - Network / System & Solution Architecture
  - System / Database Administration
  - Testing / QA
  - Reporting
  - Training
  - Marketing
  - Sales
  - Management

- Aware of companies that encourage/inspire women and diverse candidates
- Aware of companies/other industries with tech opportunities

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Empower
Grace Hopper, Celebration of Women in Computing

Grace Brewster Murray Hopper, was an American computer scientist and United States Navy Rear Admiral.

- She was one of the first programmers of the Harvard Mark I computer in 1944,
- She invented the first compiler for a computer programming language, and was one of those who popularized the idea of machine-independent programming languages which led to the development of COBOL, one of the first high-level programming languages.
- She is credited with popularizing the term "debugging" for fixing computer glitches.

The Grace Hopper Celebration of Women in Computing (GHC)

- A series of conferences designed to bring the research and career interests of women in computing to the forefront.
- It is the world's largest gathering of women in computing.

- The first Grace Hopper Celebration of Women in Computing was held in Washington, D.C., in June 1994, and brought together 500 technical women.
- Ten conferences have been held from 1994 to the present; the second was held in 1997 and the conference has been held annually since 2006.
- The sold-out 2010 conference attracted 2,147 attendees from 29 countries.
- The Grace Hopper Celebration consists of a combination of technical sessions and career sessions and includes a poster session, career fair, awards ceremony, and more. The conference features 650 presenters.
- 2015 conference – <u>The Cube YouTube on State of Change & Women in Tech</u>

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The Aspire Foundation

Founder Dr. Sam Collins

The Aspire Foundation is working to make a difference in the lives of 1 billion women by 2020.   Our company, Avanade has signed on to help in our first global signature partnership for Avanade Gives and there are over 500 employees that are mentors.

The Aspire Foundation mentors women who are working in nonprofit organizations and social enterprises. This creates a ripple effect, as the women who are mentored can then make a greater impact in the organizations and communities they serve. The Aspire Foundation is helping women to become more powerful leaders in their lives, work and world by enhancing skills such as management, influence, communication, financial management and career and life planning.

The Aspire Foundation offers women and men with a corporate or small business background the opportunity to give something back by mentoring aspiring women from the charities and social enterprises sector. The Foundation believes that if more women gain business, social and economic freedom, the world will become a more equal, ethical and balanced place.   **www.theaspirefoundation.org**

International Women's Day 2016

Theme: Pledge For Parity

International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity.   **Partners**: *Avanade, BP, MetLife, African Development Bank Group*

International Women's Day (IWD) has been observed since in the early 1900's - a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies. International Women's Day is a collective day of global celebration and a call for gender parity. No one government, NGO, charity, corporation, academic institution, women's network or media hub is solely responsible for International Women's Day. Many organizations declare an annual IWD theme that supports their specific agenda or cause, and some of these are adopted more widely with relevance than others.   **www.internationalwomensday.com**

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Inspire

Inspire
Women in IT – Success Stories

- **Stella Goulet –** CMO of **Avanade**, The company's first CMO.
  - Graduated with an MBA in finance and International business
  - Since graduation, she has covered every marketing aspect of a business-to-business services firm: packaging and promoting solutions, field marketing, content and thought leadership development, branding, advertising, digital marketing, media and analyst relations, and marketing for major acquisitions
  - She joined Avanade from Capgemini, where she led global marketing as corporate vice president
  - She is responsible for guiding the company's image and market development through a period of high growth and significant change in the IT industry as businesses become increasingly digital
  - A strong proponent of diversity in the IT industry, she is involved in activities designed to encourage girls and young women to consider careers in Science, Technology, Engineering and Mathematics (STEM).

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Inspire
Women in IT – Success Stories

Diane Bryant – SVP and General Manager, Data Center Group at **Intel**

– Homeless in high school, she never even intended to go to college but ended up studying engineering
– Has been working at intel since she graduated and grew at the company to the position of CIO
 and now the SVP.
– She is building the foundation for continued growth by driving new products and technologies– from
high-end co-processors for super computers to high-density systems for the Cloud, to solutions for
Big Data Analytics.
– Owns 4 US patents – as part of the mobile group at Intel. The patents involve shrinking devices, fitting more in to a single piece of silicon, reducing power, and how the transistors understand what is connected and what is not enabled

Ginni Rometty – President and CEO of **IBM**, and the first woman to head the company

– Bachelor's degree in Computer Science and Electrical Engineering and joined IBM consulting group
as systems engineer
– Senior Vice President and group executive for sales, marketing and strategy and then the company's
next president and CEO.
– She then took on the added role of chairman of IBM.
– She was also at the helm of readying Watson, the *Jeopardy!* playing computer, for commercial use.
– One of Rometty's goals is to focus company efforts on the cloud and cognitive computing systems, such as Watson.

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Inspire
Women in IT – Success Stories

Marissa Mayer – CEO and President of **Yahoo**

- Graduated with an MS in computer science with specialization in artificial intelligence
- After graduation she joined google was the company's first female engineer. She started out writing code and overseeing small teams of engineers, developing and designing Google's search offerings
- Promoted to product manager and later became Director of Consumer Web products where she oversaw the layout of Google's well-known, unadorned search homepage.
- She went on to become the Vice President of Search Products and User Experience – google maps, images, search, etc.
- At yahoo as the CEO she led Yahoo! to acquire Tumblr
- She also taught introductory computer programming at Stanford and mentored students at the East Palo Alto Charter School

Meg Whitman – CEO, Chairman, and President, **Hewlett-Packard**

- Started with a degree in Math & Science but changed to Economics and then an MBA
- She started as a brand manager at Procter & Gamble.
- Later moved on to work as a consultant at Bain & Company's and rose through the ranks to become Sr. VP
- She went on to work as executive at walk Disney Co. and a few other companies before becoming the CEO of eBay and currently CEO at HP.
- Purchase of Skype by eBay
- Renewing focus on HP's Research & Development division.

Inspire
Women in IT – Success Stories

Safra Catz – Co-CEO of **Oracle**
Studied business and worked in Investment Banking before she moved to technology.

Sheryl Sandberg – COO of **Facebook**
Studied economics and business and worked in Consulting and politics before joining google and then Facebook.

Susan Wojcicki - CEO of **YouTube, Google**
studied history and literature and originally planned on going into academics, but changed her plans when she discovered technology.

STUDENT QUESTIONS

Student Question:
What would be our first steps to get involved in the industry?

As we are entering the industry, what are some first steps for us to begin our career in IT?

Who are some people we can talk to, what are some good companies to apply to?

- A career in IT can span across almost every industry, it's hard to know where to begin. I recommend looking at local **Best Places to Work** lists, and find a company that has a strong reputation as a Great place to work. If you're enthused about a particular product or industry, then apply to a company in that field, but if you're looking for a chance to work on a number of cutting edge projects for clients all across the board, a consulting firm like Avanade is a great place to start.

  Avanade Senior Consultant, Business HR, Human Resources

- It really depends what specialty within the IT industry you are interested in. For me, it was IT consulting. A good first step is creating a professional profile like LinkedIn because many times it acts as your digital resume. Go to job fairs while you're still in school to get a better idea of all the specialties of IT (i.e., consulting, developer, infrastructure, quality assurance, etc.) If possible, look for companies that provide training programs and resources to help you grow in your career.

  Avanade Senior Consultant, Solution Development, Software Engineering

- I would say to learn about the industry first. Being in the workforce is very different from being in school. Learn about the work you would do from day to day. It's good to talk to people in the field, and related fields. (So you all are doing the correct thing by being here today!) I would say to apply to larger companies to receive the formal training. They often also onboard many college hires at once, so you wouldn't feel as out of place. Do an online search for some of the bigger companies and start there.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

- Talk to people at career fairs, or find groups on LinkedIn that sound interesting to you. There are many good, large companies to apply to like Google, Hulu, Amazon, Microsoft, Accenture. However, there are also smaller companies that may suit you better. Take a look on LinkedIn or other job sites for job postings. Reading job postings may help you decide what roles you want to apply to.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 - CIS degree (September New Hire)

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Student Question:
What would be our first steps to get involved in the industry?

How do we introduce ourselves into the IT world?

- Ask folks for informal interviews, people are always happy to share their experiences, and it's a great way to get in the door. Reach out to local organizations that celebrate *Women in Technology*, join online groups like *Women in Technology International* http://www.witi.com/about/.
    Avanade Senior Consultant, Business HR, Human Resources

- Definitely job fairs would be best because you can interact with recruiters on site. Also it is now the internet age so look on hiring sites like Monster, or Simply Hired. Get connected on LinkedIn and maybe message professionals you find an interest in learning more about what they do.
    Avanade Senior Consultant, Solution Development, Software Engineering

- Get out there! Go to Career Fairs and apply online. Talk to people who have experience in the field. There are a lot of opportunities if you just look.
    Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

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Student Question:
What would be our first steps to get involved in the industry?

Should we aim high or start low?   Are there any benefits to being a women in IT?

- Definitely Aim High! Show your strengths! Go for what you want because it will not be given to you. There is still a Good Old Boys network in every industry within almost every company whether they admit it or not. The benefits of being a Women in IT are our innate analytical and organizational skills, our ability to bring in new perspectives and viewpoints, and our capabilities to see the big picture not just the current issue at-hand as well as all possible outcomes.
  Avanade Group Manager, Data & Analytics

- Aim high! Never sell yourself short. Women in IT are a hot commodity, use it to your advantage. Women bring a unique skill set and perspective, and that benefits you and the company.
  Avanade Senior Consultant, Business HR, Human Resources

- You should aim for whatever level is comfortable for you. To me, personally, it has nothing to do with whether you're a women or not. Your offer should directly reflect your skills. If a company ever discriminates you for being a women then it may not be a good fit anyways. I can't say if there are any benefits to being a Women in IT but I don't think there are any deficits to being a Women in IT.
  Avanade Senior Consultant, Solution Development, Software Engineering

- Aim high, you deserve a great job. You'll stand out, and can bring a fresh perspective being female.
  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

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Student Question:
What to expect as we enter the industry?

When we become a part of IT, what are some things we can expect to see?

- Many IT companies are still behind the time in technology and trying to determine how to improve, upgrade or replace their existing legacy applications and outdated systems. Now that there are so many tools available to give companies new access to both their client and external data there are so many more opportunities in IT especially with the introduction of the Cloud and Big Data. The term Big data describes data amounts that are too large, too complex (unstructured) or change too quickly to analyze them with classic methods of data analysis.
    Avanade Group Manager, Data & Analytics

- Not every company is the same and not every company is an IT company like Google or Facebook. If you're working in the IT department of a non-IT company, at times it may feel like IT is not as supported or valued. But there are also many companies that are very supportive of IT.
    Avanade Senior Consultant, Solution Development, Software Engineering

- Things move very quickly, so stay on your feet! One day, you may be working on a cool piece of code, but the next day, that could be obsolete. It is a heavily male-dominated field, but you shouldn't feel intimidated or out-of-place.
    Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

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Student Question:
What to expect as we enter the industry?

What are the pay and promotional opportunities of women vs their male colleagues?

- Pay in most larger companies is going to be a Pay for Performance model, meaning you have to prove your contributions and you will be rewarded in kind. Starting pay is often based on the skill set you're bringing to the table, previous experience etc., so it could range from that of another new hire, but starting out should be equal to your male colleagues. Gender is not a factor in pay – contribution is. Leverage yourself as a leader.

  Avanade Senior Consultant, Business HR, Human Resources

- This information is usually not disclosed. If the company is good, there shouldn't be a difference.

  Avanade Senior Consultant, Solution Development, Software Engineering

- I haven't heard of any instances when males were paid more or had more opportunities than their female colleagues. If anything, being a female distinguishes you and improves your chances. That being said, your opportunities should reflect the work you do. Your work will speak for itself.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

Student Question:
What to expect as we enter the industry?

What is the corporate social responsibility regarding women employees?

- Organizations are always looking for strong women leaders. Women bring a unique set of skills to the table, and it's important that a workforce represent the community within which they work. An organization has a responsibility to all employees, not just women, in ensuring all are included and diversity is celebrated. At Avanade we believe it also benefits our clients, as we attract strong IT Professionals from all backgrounds and experiences, who can really help us be innovative and creative in our solutions. At Avanade diversity is celebrated, it is rooted in who we are, and is a key factor to our global success. We work hard to create a diverse and inclusive organization that breaks down all barriers, including those women can face in IT.

  Avanade Senior Consultant, Business HR, Human Resources

- Honestly, in my experience, I haven't seen women being treated differently or getting any special treatment. I would assume in IT, most companies would cover at least maternity leave and are sensitive to women's needs.

  Avanade Senior Consultant, Solution Development, Software Engineering

- All employees, males and females, should recycle ☺. Just kidding, but we do have many of the same responsibilities as males. If we can, we should also try to get more women interested in IT.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

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Student Question:
Tips on moving ahead in the industry?

When we become a part of IT, what are some moves we can make to further our career?

- Network, Network, Network. Build a team of strong people around you as mentors whom you can use as your own personal board of directors. Leverage others experiences, and networks to help get you where you want to be.

   Avanade Senior Consultant, Business HR, Human Resources

- Getting certifications and attending training courses. Also, definitely connecting with people and networking will get you pretty far. Being social in the workplace helps gain your coworkers trust, which in turn makes you good to work with, which in turn helps you succeed. Us as developers, we tend to be introverts and hide behind our computers with headphones on but I strongly urge to push yourself out of your comfort zone and connect with people.

   Avanade Senior Consultant, Solution Development, Software Engineering

- There are new languages emerging all the time, so keep learning new languages. Also, network with higher ups. If they can put a face to a name, they are more likely to promote you.

   Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

- Continue learning on the side to keep up with the industry. Also read the Wall Street Journal to keep up with the latest financial news related to the tech industry.

   Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 – CIS Degree (September New Hire)

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Student Question:
Tips on moving ahead in the industry?

What are the qualifications that employers are looking for?

- Creative thinkers, strong communication skills, desire to learn, and be self-motivated.

  Avanade Senior Consultant, Business HR, Human Resources

- This is just my opinion, it doesn't fit for all employers: good personality, good technical knowledge, willingness to learn, and self-confidence.

  Avanade Senior Consultant, Solution Development, Software Engineering

- Employers look for an employee that can learn and adapt quickly. This will help them in a fast-paced workplace. You also want to be flexible and dependable as well.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

- Employers are looking for people with speaking/presentation skills, good communication skills, a drive to learn, and the ability to work well with others.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 – CIS Degree (September New Hire)

Student Question:
Tips on moving ahead in the industry?

Do we need to continually be learning new languages, if so, which ones are the most popular right now?

- With the rapid changes in technology it is important that you are willing and able to learn new languages through independent study, company sponsored training or certification programs. There are many new languages that have arose from the latest new technologies or Big Data & Cloud such as R, Hive, NoSQL & Hadoop. With all of the extensive data that is now available through our devices, internet, and social media there is a large demand for quantitative and statistical analysis hence the introduction of Data science. Data Science is the application of statistical analysis, machine learning, data visualization and programming to real-world data sources to bring understanding and insight to data-oriented problem domains.

  Avanade Group Manager, Data & Analytics

- It depends where you end up but since technology is always evolving quickly, I would say Yes you will be learning new languages and architectures quick & often. Some popular languages that I've heard are C#, .NET and Java.

  Avanade Senior Consultant, Solution Development, Software Engineering

- Yes, always keep learning new languages, you never know which ones will be useful and land you a job. Right now, learning languages related to the cloud are popular.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

- We do need to be continually learning new languages. Mobile applications are popular right now, so Swift is good. Java and C# are also popular.

  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 – CIS Degree (September New Hire)

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Student Question:
How do women make themselves stand out in a "men's" world?

As the industry is heavily male dominated, what are some things we can do to make ourselves stand out?

How can we deal with "intimidation" in a "men's" world?

- Rule number one, never apologize. As women we have a habit of saying "I'm sorry but", don't apologize when its something out of your control, you are not at fault and shouldn't take the blame. Rule number two – ASK. Women often fail to ask for what they want. If you don't ask, you're never going to get it. What's the worst that could happen, they say No, and you go on about your business.
  Avanade Senior Consultant, Business HR, Human Resources

- Just be yourself. The advantage we have over the men is that we're not men. I haven't actually experienced confrontational "intimidation" myself but I definitely did have difficulty sometimes communicating when in a social setting with all men. My advice would be just to stay calm and be confident in your strengths. Ask questions when you don't know, ask for help when you need it, and present the facts to control conversations. Don't take any criticism from the workplace too personal (whether from man or woman).
  Avanade Senior Consultant, Solution Development, Software Engineering

- Males are not trying to alienate women and discourage them, so you shouldn't feel as if they are. With that in mind, you shouldn't feel the need to convert yourself to a male to "fit in". Be friendly and add value when you can.
  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

Student Question:
How do women make themselves stand out in a "men's" world?

How do we present ourselves?

- As Confident. If you're not confident, Fake it till you make it. Over time people will see you as confident, they will treat you as such, and you will start to believe in your own self-confidence.

    Avanade Senior Consultant, Business HR, Human Resources

- Confidence. Don't feel like you're automatically at a disadvantage for being a Women in IT. We don't have to try extra hard to impress, if you do, the company may not be for you.

    Avanade Senior Consultant, Solution Development, Software Engineering

- You shouldn't have to change yourself to feel accepted it in the industry. Use your differences to your advantage. The most important thing here is to be you.

    Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

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Student Question:
How do women make themselves stand out in a "men's" world?

Are we what the employers want or are we the minority?

- YOU are what the employers want! Celebrate the things that make YOU uniquely YOU, and you'll always find success.
  Avanade Senior Consultant, Business HR, Human Resources

- It really depends on the employer. The gender gap is closing but I believe women are still the minority in IT. Plenty of employers value diversity and promote Women in IT and if they don't, then maybe you can offer to lead diversity efforts.
  Avanade Senior Consultant, Solution Development, Software Engineering

- Employers want employees who can do the job right. If you can do the job, employers want you It should not matter what gender you are.
  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 (September New Hire)

- Employers need women in the workplace. Women bring a different perspective to all situations. I think of a scenario someone told me once. If Apple had had a women engineer on their team, they would have saved a lot of money because Apple did not think about the possibility of users with long fingernails (which made it harder to tap on the iPhone screen).
  Avanade Analyst, Solution Development - ACG, Software Engineering – Recent UCLA Graduate 2015 – CIS Degree (September New Hire)

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What questions and comments do you have?

Addendum

Technology Changes – Last 30 years
Top 5 Technology Innovations

Home Computers and the Internet

- People used to have to go to a library to look up information, search in a phone book to locate someone's phone number, and write out checks and place them in the mail to pay bills. The emergence of home computers and the Internet is the most influential technological advance that completely changed the way many people carry out daily tasks. People are able to conduct an endless amount of tasks from their home computes from paying bills and transferring money to downloading and listening to music.

- Additionally, Microsoft Windows became the most popular operating system for personal computers and the newest version Windows 8 release.

DNA Testing and Fingerprinting

- The invention of DNA fingerprinting in the early 1980s created a way to analyze over 3 billion units in the sequence of human DNA by comparing certain segments of the sequence to identify the differences among people. This technology completely changed the legal system and created the ability to correctly identify the individuals guilty of many different crimes.

Mobile Devices

- The launch of mobile devices has completely changed the way the world communicates. The first step of moving away from telephones connected to the wall included cordless phones, then came car phones, next was basic mobile phones, and now mobile devices are ground-breaking that enable people to communicate via voice, text messaging, video messaging, email, and many other ways. One key advantage is that today's mobile devices create an effective bridge between professional and personal lives

Alternative Fuel

- The consistently rising fuel prices sparked the demand to create alternative fuel sources, which has transformed the automobile industry. Now consumers have the options of hybrid and electric vehicles to save money on fuel and reduce the amount of pollution given off to the atmosphere.

Advances in the Entertainment Industry

- There have been significant advances in the radio, television, movie, and video game industry over the past 30 years. The launch of the remote control enabled views to easily change the channels on their televisions. Satellite television and radio provided people with a variety of choices. The movie industry offers options in high definition and three-dimensions and technological advances have enabled better special effects for films. Today's televisions include plasma, high definition, and three-dimensional options. Video game technology has changed dramatically producing realistic fantasy, sports, and war games that provide players with thrilling experiences.

![avanade Results Realized]