

Envisioning the Future
BEACH WOMEN IN ENGINEERING CONFERENCE

**Be One, Get One:
Importance of Mentoring**

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100+ Women Strong
CSULB COLLEGE OF ENGINEERING

Multiple Steps & Paths to Success

Dana Cabbell



EDUCATION
Bachelor of Science
Electrical Engineering

Cal Poly, San Luis Obispo

Opportunities thru internships

- Develop technical & workplace social skills
- Experience different business settings
- Determine fields/environments that you thrive in
- Create relationships and contacts for future jobs



INTERNSHIPS

- ❖ Substation Engineer
- ❖ Power System Planning Engineer

Southern California Edison



WORK EXPERIENCE

- ❖ Power System Planning Engineer
- ❖ Manager, Engineering
- ❖ Director

Southern California Edison

Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone

Multiple Steps & Paths to Success

Lesia Bilitchenko



EDUCATION
Bachelor of Computer
Science, Masters in
Business Administration

Cal Poly, Pomona
and University of La Verne

Opportunities thru internships

- Develop technical & workplace social skills
- Experience different business settings
- Determine fields/environments that you thrive in
- Create relationships and contacts for future jobs



INTERNSHIPS

- ❖ Student Researcher in Computer Vision
- ❖ Student Researcher in Bio Informatics

Jet Propulsion Laboratory
and UC Berkeley



WORK EXPERIENCE

- ❖ Application Developer, IT
- ❖ Sr Tech Specialist/Scientist, IT
- ❖ Project Manager, Work Management
- ❖ Engineering Manager, System Planning

Southern California Edison

Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone

Multiple Steps & Paths to Success

Belinda Vivas



EDUCATION
Bachelor of Science
Electrical Engineering

California State University,
Long Beach

Opportunities thru internships

- Develop technical & workplace social skills
- Experience different business settings
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INTERNSHIPS

- ❖ Lighting and Lightning Substation Design
- ❖ Electrical Drafter
- ❖ TA in CSULB

Altran Solutions, USA
Ocean Technology Systems
CSULB



WORK EXPERIENCE

- ❖ ICA Engineer
- ❖ Project Lead Engineer

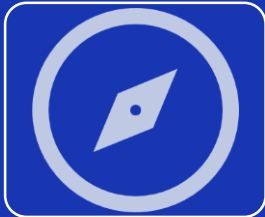
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Growth Takes Place Outside Your Comfort Zone – A Mentor Empowers a Person to Step beyond their Comfort Zone

The Importance of Mentoring

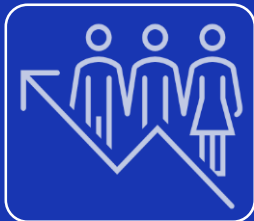
The key to career advancement!

Good Mentoring can lead to Greater Career Success:
Mentees were 5 times more likely to be promoted



What is Mentoring?

- ⑩ A mentor shares about their own career path, as well as **provide guidance, motivation, emotional support, and role modeling**



Mentoring is Different than Coaching

- ⑩ Mentoring: Development Driven
- ⑩ Coaching: Performance Driven

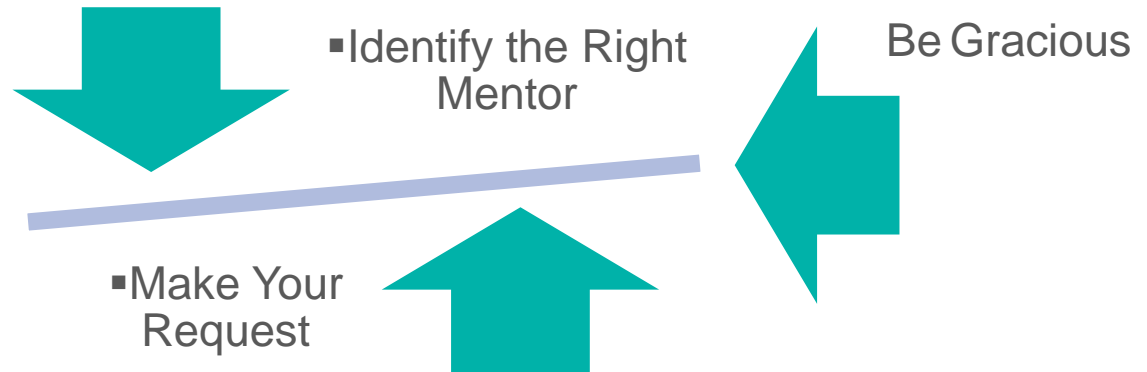


Mentoring Benefits

- ⑩ Stretch Outside of your Comfort Zone
- ⑩ Strengthen and Build Knowledge, Skills, and Abilities
- ⑩ Explore and Address Specific Challenges and Obstacles

Mentorship – how to get started?

How Do I Approach a Person to Be A Mentor?



“The delicate balance of mentoring someone is not creating them in your own image but giving them the opportunity to create themselves.” — *Steven Spielberg*

Tips to Build An Amazing Mentorship



- Remember the 1st Impression is Made During your Initial Conversation



- Take Ownership for your Own Learning -- Prepare Thoughtful, Engaging Questions for All Conversations



Develop Trust



Be Respectful of your Mentor's Time and Set Realistic Expectations with your Mentor



- Come to Each Meeting with a Prepared Agenda and be Open about your Needs

Mentoring Activity: SWOT Analysis

Take 10 minutes to work through your personal SWOT Analysis

Strengths What is your strongest skill/ability? What makes you unique? What do others see as your strengths?	Weaknesses What poor work habits do you have? Which skills do you need to improve on? What would others say about your weaknesses?
Opportunities What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?	Threats What conditions may negatively impact you? What is your competition doing? What threats do your weaknesses expose you to?

Mentoring Activity: Mentor Qualities

From list below – Using SWOT Analysis, take 5 minutes to pick 1 or 2 qualities in a mentor that you need the most, writing down why this is important to you.
We will share with large group for 5 minutes

Consultant:

- Actively seek to understand mentee by listening attentively and seeking clarification
- Coaches and encourages mentee to define and attain achievable goals
- Suggests all options and ideas to make the best decision

Counselor:

- Ask “tough” questions, clarify mentee picture of success
- Active listening for the subtext; asks clarifying questions
- Give clear and concise advice

Cheerleader:

- High-energy enthusiasm for academic, personal or professional success
- Inspire mentee to achieve goals
- Relate mentee success to the pursuit of mentor goals and what that success looked like

Which Quality is Important to You and Why?

Resources: Help to Identify Your Strengths

- <https://www.gallup.com/strengths/assessment>
- <https://www.redbull.com/int-en/wingfinder>
- <https://viacharacter.org/>
- <https://www.marcusbuckingham.com/>

“Stick to your true north— build greatness for the long term.”
Ruth Porat, CEO Alphabet.

BEACH WOMEN IN ENGINEERING CONFERENCE

What do you need from 100+ Women Strong?



100+ Women Strong want to thank you for attending

Importance of Mentoring

“The journey of a thousand miles begins with one step.”
Take a step today!

Lao Tzu

Make a Connection Today

Introduce yourself & exchange information, ask questions.

Connect with speakers on Whova App



Post Event Survey

We want your feedback.

Survey on Whova App

Powerful Information

Review all CC Slide Decks:

<https://www.csulb.edu/college-of-engineering/coaching-circles-0>



Join Us Again

Attend our next event--watch this space:

<https://www.csulb.edu/college-of-engineering/100-women-strong>

Create a Journal

Write down lessons learned, goals, next steps & timeline.

Grow & maintain your network



Get Support

Be a member of 100+ Women Strong

<https://www.csulb.edu/college-of-engineering/100-women-strong-steering-committee>

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Belinda Vivas, Southern California Edison

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BEACH WOMEN IN ENGINEERING CONFERENCE

Linked In Contacts – Mentoring

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Dana Cabbell	Southern California Edison	Director, Integrated System Planning	(2) Dana Cabbell LinkedIn
Lesia Bilitchenko	Southern California Edison	Engineering Manager, System Planning	(2) Lesia Bilitchenko, MBA, PMP, Data Science LinkedIn
Belinda Vivas	Southern California Edison	Engineer,	(2) Belinda Vivas LinkedIn