

# Mentor Meeting, Thursday 8/30

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## Mission and Vision

### Entrepreneurship Award 2017

FIRST Team 2500 Herobotics strives to change the face of science, technology, engineering, and math (STEM), by inspiring underrepresented youth to reach for new heights, discover their limitless potential, and pursue their dreams. We show that anyone, regardless of who they are, can follow their interests in STEM. All it takes is tenacity, passion, and a solid blueprint for their future. Through numerous business and community partnerships over the last ten years, we have built the momentum that helps FIRST grow. By breaking down barriers and giving urban youth the tools to succeed, we are elevating diversity and inclusion in FIRST and building the future generation of engineers, creators, and leaders.

### What is Important to Us (Values)

- Building Robots
- Safety
- Gracious Professionalism
- Inclusion
- Non-toxic Culture
- Winning
- Robotics Evangelism (Outreach)
- Community
- Legacy
- Fun
- Enthusiasm
- Curiosity

### What is Important for Success

- Enthusiasm: get there by knowing why we are here, giving agency, observe what is happening when people are enthusiastic.
- Rewards for Risky Thinking: Should feel safe to have stupid ideas. Entertain them and build on them. The feeling will become one of safety. Want to not be afraid that others are going to go off on how dumb or unhelpful ideas are.
- Rewards for doing things that will make you better - shy speaking, etc

### How do we Treat Each Other (Norms)

#### **Conflicting needs of a team**

- psychological safety
- value descent and debate

## **Norms to get there**

Should foster:

- Enthusiasm
- Good place to take risks
- Interpersonal trust

To get to:

- Assume good intentions

## **What we do (Roles)**

- Plan
- Strategize
- Build
- Write
- Clean
- Design
- Sketch
- Brainstorm
- Test
- Organize

## **Off Season Roles**

### **Build Season Roles**

- Builders
- Chairman's
- Graphic Designers
- Field builders
- Electricians
- CADders
- Programmers
- Testers / QA
- Managers
- Coaches

### **Competition Roles**

- Scouts
- Drivers
- Coaches
- Pit Crew

- Cheerleaders
- Coordinators
- Programmers

## **The problem with Brent**

## **Experience and Passing Knowledge**

As often as possible managers should describe and document how to do things. If you are t

## **Project Areas**

Communication between these teams is going to be facilitated at the monthly Mentor meetings.

### **Business and Marketing**

- Fundraising
- Partner Relations
- Internal Communication
- External Communication
- Social Media
- 501(c)3
- Website
- Five Year Plan
- Chairman's Award
- Media

### **Operations**

- Safety
- Outreach
- Transportation
- Travel
- Accounting
- Purchasing
- T-shirts

### **Planning**

- Project Management
- Scheduling
- Milestones
- Funding Deadlines
- FIRST Deadlines
- Regionals
- Championships

## Team Development

- Mentor Meetings
- Team Meetings
- Student Activities
- Team Culture
- Organizational Trust
- Team Development
- Student Leadership
- Student Motivation
- Recruitment
- Skills Development

## The Game

- Strategy
- Robot Design
- Robot Build
- Driving
- Programming

## Work Centers

- Henry Space
- Practice Field
- Pit

## Coordination Tools

### Communication

- [Slack](#)
- Email
- Text
- Phone
- Conference Calls

### Task Management

- [Trello](#)
- [Jira](#)

### Scheduling

- Google calendar

## Next steps

### What would you add and change

- Look at these lists and add anything you think is missing.
- Move around the teams to what makes sense to you.

### What do you want to do

- Create ownership roles for projects throughout the year.
- How much time can you put in?

### How will we communicate

- Monthly mentor meetings, email and slack.
- Single source of truth.