

# Web application for PWN Lisbon 2015 Mentoring Program

Marta Nunes Baptista

## *Activities Report*

**Abstract**—In the scope of the Independent Studies subject the author of this report, a Master in Computer Engineering's student, developed a Ruby on Rails web application for the Professional Women Network's Mentoring Program 2015 edition. Using Agile Development and on the first contact with a real client, web development and Rails, the project took two months of hard work with many challenges. The web application was fully developed comprising even more features than the initially agreed but the project owners decided not to launch it. However, the experience was beneficial both for the student and the organization.

**Index Terms**—Web application, PWN, Ruby on Rails, Software, Agile Development

Which Tasks??

do not use contractions !!

## 1 INTRODUCTION

PROFESSIONAL Women Network is a non-profit organization that like many other benefits from volunteer work. These volunteers usually have their own jobs and don't have much spare time to dedicate to other activities. A software to facilitate these tasks for the volunteers is not only desired but necessary in order to channel volunteer's time into more useful decisions and tasks.

Computer Engineering students know how to develop software and having the opportunity of doing it for a real customer with a real need is beneficial both for the organization and the students. *Punctuation!*

This activity was performed by a Computer Engineering student, in the scope of the Independent Studies subject from September 2014 to November 2014 and consists of a web application tailored to PWN Mentoring Program needs, allowing participants to apply in the web-app and the PWN mentoring team to concentrate all data in just one system and being able to visualize it and treat it in accordance.

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This report intends to describe the whole activity. In section 2 the Organizational Context of this activity is explained, more about the organization and the Mentoring Program. In section 3 the activity is assessed like a project so the scope, the requirements and the resources are stated. In section 4 the decisions taken in what concerns the project's technology are described and in section 5 a brief explanation of what was done in each sprint is given. Section 6 clarifies why and how the project terminated while in section 7 a conclusion is taken.

## 2 ORGANIZATIONAL CONTEXT

In this section PWN is introduced. The Mentoring Program how it currently works and its goals are enlightened too.

*Punctuation!*

### 2.1 PWN

PWN is a non-profit organization aiming to provide women with the tools, networks and support resources in order to aid them assume leadership positions. PWN is a networking and learning community for women and companies who seek to promote and encourage women's professional progress. PWN Lisbon is a Portuguese branch of PWN Global and periodically organizes all kinds of events to fulfill its networking objectives.

(1.0) Excellent	ACTIVITY					DOCUMENT						
	Objectives x2	Options x1	Execution x4	S+C x1	SCORE	Structure x0.25	Ortogr. x0.25	Gramm. x0,.25	Format x0.25	Title x0.5	Filename x0.5	SCORE
(0.8) Very Good												
(0.6) Good												
(0.4) Fair												
(0.2) Weak												
	2	1	4	0.9	7.9	0.2	0.2	0.15	0.25	0.5	0.5	1.8

## 2.2 Mentoring Program

### 2.2.1 About the Mentoring Program

The mentoring program's goal is to bring together mentees, PWN members, and mentors that have thrived in their sectors. Mentees should be women with more than five years of work experience and apply to the program while mentors can either be women or men and are invited by PWN. To each participating mentee will be carefully assigned a mentor, and the pair is expected to set and achieve goals during 8-12 monthly sessions. The pairs are supported and accompanied as needed by a team that organizes get-togethers and training workshops, aimed at networking and sharing. PWN supports annually from 30 to 50 pairs.

### 2.2.2 The Process

A call for mentee and mentor applications is made every November and applications are accepted from November to January. Mentee selection, interviews and matching with mentors from January to March which is when the program officially begins. Both mentees and mentors have to fill an application (a survey-monkey<sup>1</sup> form, comprising circa 30 questions) and email it with a résumé and a photo. Mentee and mentor applications' questions are diverse and a fee is required of the mentees. A team composed of five people coordinates the whole process. The PWN mentoring team tasks are:

- 1) Send the application material to each person interested in the program;
- 2) Review all the material received in terms of completeness and for incomplete applications inform the candidates via email
- 3) Organize all the applications information in an excel sheet; what?
- 4) Perform mentees' selections according predefined criteria
- 5) Assign mentees to interviewers and schedule interviews;
- 6) Gather interviews results and perform final selection;
- 7) Match mentees with mentors according to their characteristics.

1. <https://pt.surveymonkey.com/>

This should be in Reference!

Among the selection criteria are the years of work experience, the company where the applicant is currently employed and the years of PWN membership.

### 2.2.3 PWN 2015 Mentoring Program

PWN Mentoring Program for the 2015 edition has the following calendar:

- Application submission is open from November 20th 2014 to January 15th 2015;
- 1st mentee interviews from January 16th 2015, to February 1st 2015;
- 2nd mentee interviews and mentor interviews: February 1st to March 1st 2015;
- Launch: Women's day, March 8th 2015;

## 3 THE PROJECT

### 3.1 Scope

PWN always expressed the desire of having a web-app covering all the mentoring program, from receiving applications and automatically execute selections as to be a network platform to allow communication between mentors, mentees and the overview by the PWN mentoring team during the program period. Since this project was an activity in the Independent Studies subject context, it will only comprise the implementation of the web app, cover the first automatic selection and provide support while the applications are open.

### 3.2 Requirements

Among the main requirements for the web-app are:

- Safe logins and sign ups from users;
- Difference between mentees, mentors and administration (three types of users);
- A profile page for each user where the application (according to the type of user) is available to be filled, saved and the percentage of completeness is displayed.
- Capacity for upload of both the photo and the résumé pdf and link it to the candidate.
- Allow the mentoring team to view all registered mentees and mentors applications and their current status (completeness percentage).

### 3.3 Resources

The effort of this project was estimated for a team of two Informatics Engineers students. Two representatives of PWN's mentoring program are the project owners and ~~the~~ Professor Miguel Mira da Silva is an advisor of the project. The author of this report worked as the main developer/project manager of the project. The workload had minor contributions from two other developers in two different moments of the project. Although no other resources were allocated to the project, more than once it was mentioned that the free version of Heroku might not be adequate and in that case the higher version would have to be purchased, fact acknowledged and sustained by the PWN representatives.

*Sícmhcn!*

## 4 TECHNOLOGY

The main decisions taken concerning technology are described here. Taking into consideration there is no budget available, all choices were open source software or free modalities.

### 4.1 Ruby on Rails

Ruby on Rails (RoR), or simply Rails, is an open source web application framework written in Ruby. Rails emphasizes the use of well-known software engineering patterns and paradigms. Among these paradigms and good practices are "convention over configuration" ~~"don't repeat yourself"~~, the active record pattern, and "model-view-controller" (MVC). This set of conventions advocate Agile Web Development methodologies, particularly well-suited for web application development with fast changing requirements. Also, Ruby code is very readable and mostly self-documenting.

All these advantages plus curiosity and willing to learn it, led to choosing RoR as a development tool for this project.

Git<sup>2</sup> was the chosen tool when it came to the repository and version controls.

MySQL<sup>3</sup> was the chosen database.

- 2. <http://git-scm.com/>
- 3. <http://www.mysql.com/>

*in References*

### 4.2 Platform as a Service

Heroku<sup>4</sup> is a cloud platform as a service (PaaS) supporting several programming languages known for its high compatibility and easy deployment functionalities. Heroku was the first choice when it came to hosting services, not only due to its free offer but to the extensive help and support provided to beginners. Heroku is highly recommended for RoR web-apps and can be easily integrated with Git.

### 4.3 Development

The development methodology chosen was an adaption of Agile Development's SCRUM, with two week sprints tracked using Trello<sup>5</sup>. The project comprised of eight sprints. ~~On the subsections below each sprint major development is described.~~

*Sícmhcn!*

### 4.4 Sprint 1: Getting started

Rails Girls<sup>6</sup> was essential to start with Ruby on Rails. Rails Girls offers diverse materials – guides and tutorials – explained in detail with simple sample projects to get acquainted with RoR. Online videos and tutorials as those present in Code School<sup>7</sup> (Rails for Zombies) made this process of learning entertaining. Getting started with RoR took circa 40 hours, before starting to program the web app, knowing that programming it would be a learning process as well. The PWN mentoring team shared a lot of documents, examples from the 2014 edition, presentations and forms, which were cautiously read. The number of open answer questions on the application forms was immediately appointed as future problem, ~~allowing applicants to write what they want so many times would difficult data mining for A model was designed in terms of users hierarchy and the basic functions needed for the profiles.~~

- 4. <https://www.heroku.com/>
- 5. <https://trello.com/>
- 6. <http://railsgirls.com/>
- 7. <https://www.codeschool.com/>

*Sícmhcn!*

## 4.5 Sprint 2: Web-app basic structure

After searching for diverse alternatives Devise<sup>8</sup> was chosen as a solid authentication module and was implemented. Devise brought all the login/sing up/retrieve passwords functionalities. The user's profile area was built, linking every user to a profile. Bootstrap<sup>9</sup>, a front-end framework, was elected as the best option when it concerned the interface and styling, due to its responsive (being easily adapted to mobile browsers) characteristics.

## 4.6 Sprint 3: Application Forms Implementation

The application forms were implemented. This implementation was laborious, as the goal was trying to receive more accurate and uniform answers. All answers that could be somehow predicted should be available for selection by the applicant. For example, a list of the most common employers (companies) of mentees and mentors was compiled based on every answer from the last edition and displayed on a select bar to facilitate the identification of the company. Eight different ways of writing "PricewaterhouseCoopers", "freelancer" or "unemployed" were the type of data inconsistencies to be avoided. A document was produced with several suggestions of improvement of the application form and sent for approval to the mentoring team. The great majority of suggestions wasn't accepted mainly because the mentoring team considers open answer questions to be the best solution to profile applicants.

## 4.7 Sprint 4: Admin User Functionalities

ActiveAdmin<sup>10</sup> a powerful module to provide web-applications with an admin user dashboard and overall data visualization of the registered users. ActiveAdmin had a complicated integration due to incompatibility with other resources but a less problematical configuration owed to its extensive documentation. The admin user is able to see every registered user

- 8. <https://github.com/plataformatec/devise>
- 9. <http://getbootstrap.com/>
- 10. <http://activeadmin.info/>

data (not his passwords) as well as the application complete or incomplete and filter these views according to some simple parameters: mentor/mentee, name, company, etc.

The possibility of downloading an excel with all the information of a given list of Users/Mentees/Mentors was made available too.

## 4.8 Sprint 5: Application Forms Improvements

PWN requested changes on the applications forms in terms of content and styling too. The percentage of completeness function was implemented and all that involves saving and editing. A new option for final submission was made available when the completeness reaches 100% - this will lock the application.

## 4.9 Sprint 6: Security, Styling and Corrections

Making sure no profile page was accessible through its link without authentication is an example of the issues in this sprint. Make the web-app look more appealing and informative as what is PWN and how the mentoring program works. An e-mail address was created to receive technical issues, a request for a free private git repository was sent to GitHub<sup>11</sup>. Other corrections were made in this period.

## 4.10 Sprint 7: Deployment and Testing

An account was created for PWN in Heroku in order to finally put the web-app online. It was lengthy and problematic, it took several hours to correct incompatibilities with some modules specifications and to fully review the web-app to make sure all discrepancies between the localhost and the webhost were covered and treated. The whole database was altered to match Heroku's database offer – PostgreSQL. A new issue surged: Heroku's file system is ephemeral, meaning all the uploaded files (résumés, photos) would only be safe for an undetermined amount of time and then deleted.

- 11. <https://github.com/>

*in Reference!*

#### 4.11 Sprint 8: Finalizing

Getting closer to the go-live date, PWN mentoring team did some more requests in order to guarantee its own integrity – a button to extract all data from the web-app – applications, résumés and photos in their requested format. Also, the applications should be converted to a pdf format. Although these requirements were perceived as safety measures in case something went wrong with the app, this was a large increment. A pdf generator module was implemented. When the final submission button was clicked, a pdf was generated and packed in a folder with both the résumé and the photo. Various file system add-ons options were considered, many freemium models but many offered only one gigabyte or less. Dropbox<sup>12</sup> API was the better option and had many advantages, could be integrated with the uploads RoR module and has a familiar interface for the PWN mentoring team. The whole app was adapted to have Dropbox as a file system. The web-app was concluded one week before due time (launch date) and PWN informed in order to test it as needed.

#### 5 PROJECT TERMINATION

Towards the end a clear deadline was established in a meeting with a PWN representative. Advised by Professor Mira da Silva, since the change requests and extra functionalities kept on appearing or the small requests made by the developers regarding the project needs (material, data) were constantly delayed and the project had already consumed circa 400 hours of work. The project manager informed PWN mentoring program team that the project would terminate on November 20th, 2014. Possible solutions were shared with PWN, including the integration of another Independent Studies student and full cooperation in passing all information regarding the web application to another resource.

While PWN was testing the web application a major issue was found: Heroku's free available capacity was impeding more than one save of the application at the time. When two users

tried to save the application at the exact same time, one would be successful and the other not. This problem was attributed to the low capacity of the host server to process simultaneous requests. Both the capacity issue and the web application being optimized for Heroku were facts exposed to the PWN mentoring team. PWN chose to find another host server and all the code/credentials were delivered to this new host (as well as support even after the date of the project end), however PWN chose not to use the web application allegedly due to the delay.

In the Appendices Section there are available screen shots from the web application.

#### 6 CONCLUSION

This activity was wrongly estimated as it took ten times more hours than the advised by the Independent Studies program, however it was prized in what was developed and accomplished: a fully developed web-application in a modern development tool by a Master's student, compliant with the customer's wishes and the deadlines established. The reasons why the web-app was not used in the end had nothing to do with the quality of the executed work. However, PWN was satisfied with the results and found room for improvement of the old process and thanks to that is operating differently (more efficiently) this Mentoring Program edition.

*In This type of document (Technical), The Conclusion should start with a SUMMARY of the subject addressed and then should highlight the results.*

12. <https://www.dropbox.com/>

## APPENDIX

### WEB-APP SCREEN SHOTS

Below screen shots of all the implemented main features are available.



### Sign up

First name

Last name

Email

Password (8 characters minimum)

Password confirmation

Sign up as a

Mentee  Mentor

[Log in](#)

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A LEGEND !

Mary Poppins

Logged in as marypoppins@gmail.com. [Edit Account](#) | [Logout](#)

# Welcome!

It seems you don't have an application yet, create it here:

[Mentor Application](#)
[HOME](#) | [ABOUT US](#) | [CONTACTS](#) | [HELP](#) | [PRIVACY](#) | [TERMS](#)


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## Your Application

Logged in as marypoppins@gmail.com. [Edit Account](#) | [Logout](#)

Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.

Mentor selection will be based on the profiles requested by mentees each year and this profile is an essential tool for that selection.

[About Myself](#)
[PWN and mentoring](#)
[Availability](#)
[Description of myself](#)
[Mentoring Relationship](#)
[Institutional support](#)
[Finalizing your application](#)

You can save your changes in the Finalizing your application tab and submit your application later. X

### 1. Contact details

First name	<input type="text" value="Mary"/>
Surname(s)	<input type="text" value="Poppins"/>
Email	<input type="text" value="marypoppins@gmail.com"/>
Telephone	<input type="text" value="000000000"/>
Skype name	<input type="text" value="marypops"/>
LinkedIn profile	<input type="text"/>

#### Picture

photo max. size: 500Kb  
(file name: <First Name>-<Surname>-mentee-photo-<Year> Example: Ana-Santos-mentee-photo-2014)

Mary-Poppins...oto-2014.jpg

### 2. Demographics

In this type of document, ALL FIGURES MUST HAVE A LEGEND!

**Birth date**Day:  Month:  Year: Sex:  Male  Female**Country of origin****Country of residence****City of residence**Marital status  Single  Cohabiting  Married  Divorced  WidowedNumber of children **3. Studies**Highest academic title Other (please specify) Main area of studies Other (please specify) Country of main studies Other (please specify) **4. Professional experience**Years of professional experience International experience 

in This type of document, ALL FIGURES MUST HAVE  
A LEGEND !

#### 4. Professional experience

Years of professional experience

International experience

##### Curriculum vitae

cv max. size: 1Mb

PDF format only

(file name: <First Name>-<Surname>-mentee-cv-<Year>. Example: Ana-Santos-mentee-cv-2014)

Mary-Poppins-...-cv-2014.pdf

#### 5. Company I work for

Company	<input type="text" value="Other"/> TOTAL PORTUGAL - PETROLEOS, S.A. TOYOTA CAETANO PORTUGAL, S.A. TRANSGAS, S.A. TRANSPORTES AEREOS PORTUGUESES, S.A. TURBOGÁS - PRODUTORA ENERGÉTICA, S.A. UNIÃO DOS FARMACÉUTICOS DE PORTUGAL, C.R.L. UNICER - DISTRIBUIÇÃO DE BEBIDAS, S.A. UNILEVER JERÓNIMO MARTINS, LDA UNITED EUROPEAN CAR CARRIERS, UNIPESSOAL, LDA UNIVERSIDADE CATÓLICA PORTUGUESA UNIVERSIDADE TÉCNICA VIAGENS ABREU, S.A. VODAFONE PORTUGAL - COMUNICAÇÕES PESSOAIS, S.A. WORTEN - EQUIPAMENTOS PARA O LAR, S.A. ZAGOPE - CONSTRUÇÕES E ENGENHARIA, S.A. ZARA PORTUGAL - CONFECÇÕES, UNIPESSOAL, LDA ZON TV CABO PORTUGAL, S.A. Unemployed Freelancer Other
Other (please specify)	
Job title	
Years in the company	
Sector:	
Job function:	
Nationality	<input type="text" value="Please select one"/>

#### 6. About the company

in This type of document, ALL FIGURES MUST HAVE A LEGEND !

## 5. Company I work for

Company	<input type="text" value="Other"/>		
Other (please specify)	<input type="text" value="Banks Family"/>		
Job title	<input type="text" value="Nanny"/>		
Years in the company	<input type="text" value="4"/>	Number of direct subordinates	<input type="text" value="5"/>

---

## 6. About the company

Sector:	<input type="text" value="Education"/>
Job function:	<input type="text" value="Educator (e.g. teacher, lecturer, professor)"/>
Nationality	<input type="text" value="Foreign operating in home country"/>

---

## 7. Job Level

	Your job level	Level you report to
<b>Entry Level</b> Little or no prior working experience; recent college graduate.	<input checked="" type="radio"/>	<input type="radio"/>
<b>Intermediate Level</b> Proficiency with entry level job functions and responsibilities; can teach these skills to others. Is able to work without constant supervision and can take on responsibility for specific projects or tasks or/and supervisory responsibility for other intermediate or entrylevel employees	<input type="radio"/>	<input type="radio"/>
<b>Middle Management (first managerial level in the corporate structure)</b> Oversee intermediate and entrylevel employees, as well as take on responsibility for department objectives and goals.	<input type="radio"/>	<input type="radio"/>
<b>Upper Management Level</b> Extensive experience and education in their field, as well as experience managing others. Oversee divisions, departments or specific functions within the corporate structure and delegate responsibilities to middle	<input type="radio"/>	<input type="radio"/>

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in This type of document, ALL FIGURES MUST HAVE A LEGEND !

<https://pwnlisbon.herokuapp.com/profiles/new.58>

Your Application

Logged in as marypoppins@gmail.com | Edit Account | Logout

100 x 100

Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.  
Mentor selection will be based on the profiles requested by mentees each year and this profile is an essential tool for that selection.

About Myself	PWN and mentoring	Availability	Description of myself	Mentoring Relationship	Institutional support	Finalizing your application
--------------	-------------------	--------------	-----------------------	------------------------	-----------------------	-----------------------------

You can save your changes in the Finalizing your application tab and submit you application later.

9. Are you a member of PWN?

Yes  No

If yes please specify for how long (in years):

10. Have you participated in a mentoring program before?

Yes  No

If yes please specify:

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Your Application

Logged in as marypoppins@gmail.com | Edit Account | Logout

100 x 100

Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.  
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About Myself	PWN and mentoring	Availability	Description of myself	Mentoring Relationship	Institutional support	Finalizing your application
--------------	-------------------	--------------	-----------------------	------------------------	-----------------------	-----------------------------

You can save your changes in the Finalizing your application tab and submit you application later.

10. Availability for training  
We will hold 4 trainings/get-togethers during the year, on a week day, excluding friday

8:30 - 10:30  
 12:30 - 14:30  
 18:00 - 20:30  
 None

11. Availability for networking meetings  
Pwn monthly breakfast (first tuesday of the month, 8:30 - 10:00 in lisbon)  
 None

12. Availability Observations  
Please note any preferences or constraints you would like us to be aware of in terms of schedule, meeting frequency, location, language etc.

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<https://pwnlisbon.herokuapp.com/profiles/new.58>

## Your Application



Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.  
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About Myself	PWN and mentoring	Availability	Description of myself	Mentoring Relationship	Institutional support	Finalizing your application
--------------	-------------------	--------------	-----------------------	------------------------	-----------------------	-----------------------------

You can save your changes in the Finalizing your application tab and submit you application later. ×

**17. Motivations to be on PWN Mentoring program:**

**18. What I would like to get from my participation as a Mentor:**

---

**19. What is the main area in which I would like to mentor:**

Career orientation, goal setting and advancement  
 Career transition, changing jobs (sector, function and/or area)  
 Reintegration  
 Entrepreneurship  
 Work-life balance  
 Other  
 Other (please specify)

<https://pwnlisbon.herokuapp.com/profiles/new.58>

## Your Application



Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.  
Mentor selection will be based on the profiles requested by mentees each year and this profile is an essential tool for that selection.

About Myself	PWN and mentoring	Availability	Description of myself	Mentoring Relationship	Institutional support	Finalizing your application
--------------	-------------------	--------------	-----------------------	------------------------	-----------------------	-----------------------------

You can save your changes in the Finalizing your application tab and submit you application later. ×

**22. How does your company support your envolvement in this program?**

I am doing this program privately and have not mentioned it to my company  
 My company is aware I am doing this program  
 My company suggested I participate in this program  
 My company sponsors pwn lisbon and my mentoring program and/or membership fees are included in the sponsorship agreement  
 My company pays the mentoring program fee and/or membership fees, but is not a pwn lisbon sponsor  
 Other (please specify)

**23. Would you like to suggest other mentors and mentees for this program?**

Suggestion 1   
 Suggestion 2   
 Suggestion 3   
 Suggestion 4   
 Suggestion 5   
 Suggestion 6

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Your Application



Thank you for taking your time to answer this mentor profile and becoming part of our pool of mentors.  
Mentor selection will be based on the profiles requested by mentees each year and this profile is an essential tool for that selection.

About Myself	PWN and mentoring	Availability	Description of myself	Mentoring Relationship	Institutional support	Finalizing your application
--------------	-------------------	--------------	-----------------------	------------------------	-----------------------	-----------------------------

You can save your changes in the Finalizing your application tab and submit you application later.

**24. How did you hear about the PWN Lisbon Mentoring Program?**

- Pwn communication and events
- From a participant in a previous edition of the program
- From a pwn member
- From my company
- In the press

Other (please specify)

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<https://pwnlisbon.herokuapp.com/users/58?r>

Mary Poppins

Your Application

Warning: You can only submit your application when it is complete.

[Edit Application](#)

Your application is at 95%

<b>About Myself</b>	<b>Main Area of Studies:</b> Education <b>Highest academic title:</b> Licence (pre-Bologna) <b>Country of Main Studies:</b> United Kingdom <b>CV:</b> Résumé attached
Name: Mary Surname(s): Poppins Email: marypoppins@gmail.com Phone: 00000000 Skype: marypops LinkedIn:	<b>Years of Professional Experience:</b> 6 <b>International Experience:</b> au pair in switzerland <b>Company:</b> Other <ul style="list-style-type: none"> <li>• Other Banks Family</li> </ul> <b>Job Title:</b> Nanny <b>Years in the company:</b> 4 <b>Number of direct subordinates:</b> 5 <b>Company:</b> <ul style="list-style-type: none"> <li>• Job Function: Educator (e.g. teacher, lecturer, professor)</li> <li>• Sector: Education</li> <li>• Nationality: Foreign operating in home country</li> </ul> <b>Job Level:</b> Entry Level <b>Level you report to:</b> Entry Level

PWN, Mentoring and Availability

Description of Myself and my Interest in the Program

About the Mentor, My Company Support and Other

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<https://pwnlisbon.herokuapp.com/users/58?r#PWNandAvailability>

Mary Poppins

Logged in as marypoppins@gmail.com. [Edit Account](#) | [Logout](#)

Your Application

Your application is at 95%

**Warning:** You can only submit your application when it is complete.

[Edit Application](#)

**About Myself**

PWN, Mentoring and Availability

Member of PWN: No  
Participated in Mentoring Program: No

Availability for Trainings:  
• 8h30-10h30

Availability for other events:  
• Monthly Breakfasts

Given Permissions

- Permission for your basic demographic data and contacts to be shared with fellow international mentoring programs for benchmarking purposes only: Yes
- Permission for your contacts to be shared with interested reporters to help promote the program: Yes

Description of Myself and my Interest in the Program

About the Mentor, My Company Support and Other



<https://pwnlisbon.herokuapp.com/users/58?r#MentorandInstitutional>

Interests and characteristics that describe me best: Happy person

Motivations to be on the PWN Mentoring program:  
Would like to try

What I would like to get from my participation as a Mentor:  
Be of use for women

Main area I would like to mentor: Work Life Balance

Specific areas which I would like to mentor:  
• Change Management

About the Mentor, My Company Support and Other

Roles I would like to play as a mentor:  
• Share experiences

How your company supports your involvement in this program:  
**missing**

Referrals for Mentoring Program:  
1. Walt Disney  
2. P. L. Travers  
3.  
4.  
5.  
6.

How you heard about the PWN Lisbon Mentoring Program:  
**missing**



In this type of document, ALL FIGURES MUST HAVE A LEGEND!

https://pwnlisbon.herokuapp.com/users/58?r#DescriptionandInterest

Mary Poppins



Your application is at 95%

Warning: You can only submit your application when it is complete.

### Your Application

[Edit Application](#)

- [About Myself](#)
- [PWN, Mentoring and Availability](#)
- [Description of Myself and my Interest in the Program](#)
- [About the Mentor, My Company Support and Other](#)

Roles I would like to play as a mentor:

- Share experiences

How your company supports your involvement in this program:

missing

Referrals for Mentoring Program:

1. Walt Disney
2. P. L. Travers
- 3.
- 4.
- 5.
- 6.

How you heard about the PWN Lisbon Mentoring Program:

missing

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https://pwnlisbon.herokuapp.com/users/58?

Mary Poppins



Your application is at 100%

Your application is now complete. You can now submit it.

### Your Application

[Edit Application](#)

[Submit Application](#)

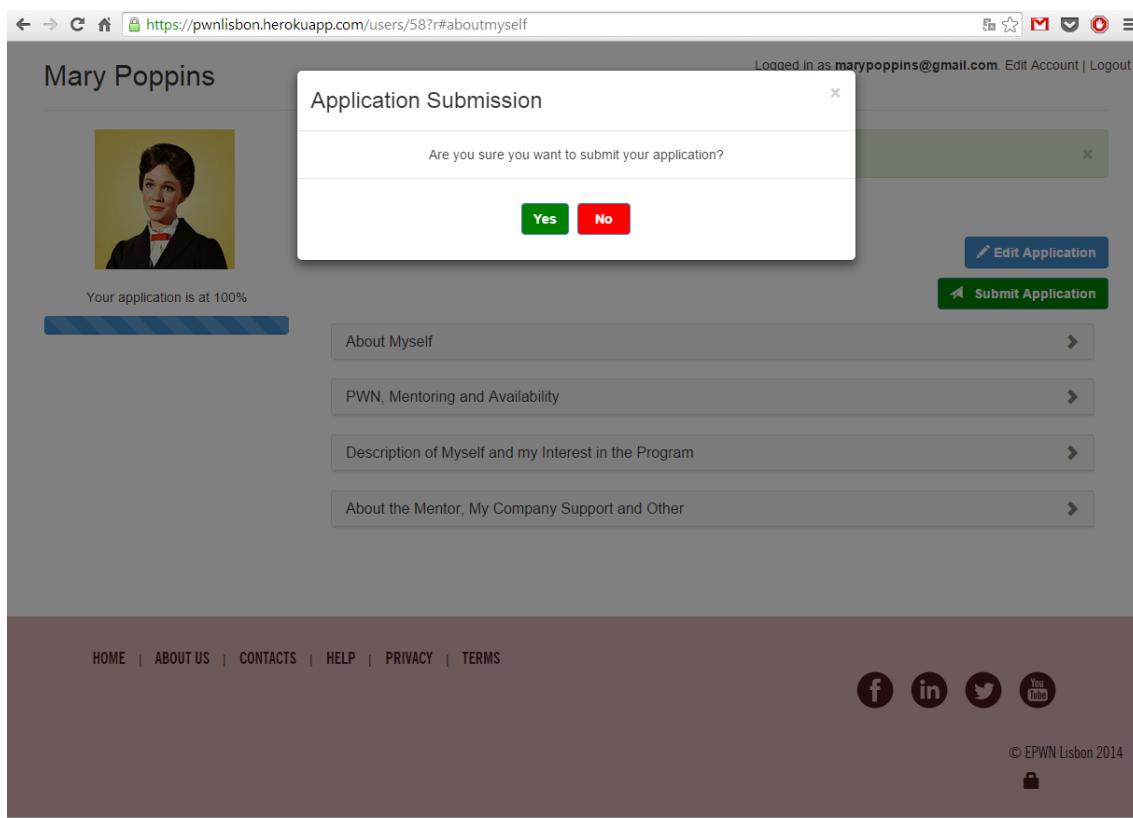
- [About Myself](#)
- [PWN, Mentoring and Availability](#)
- [Description of Myself and my Interest in the Program](#)
- [About the Mentor, My Company Support and Other](#)

Name: Mary Surname(s): Poppins Email: marypoppins@gmail.com Phone: 00000000 Skype: maryrops LinkedIn:	Main Area of Studies: Education Highest academic title: Licence (pre-Bologna) Country of Main Studies: United Kingdom CV: Résumé attached
Age: 50 Sex: Female From: United Kingdom Living in: California, United States Marital Status: Single Number of Children: 0	Years of Professional Experience: 6 International Experience: au pair in switzerland Company: Other • Other: Banks Family
Job Title: Nanny Years in the company: 4 Number of direct subordinates: 5 Company: • Job Function: Educator (e.g. teacher, lecturer, professor) • Sector: Education • Nationality: Foreign operating in home country	Job Level: Entry Level Level you report to: Entry Level

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<https://pwnlisbon.herokuapp.com/user?r>

Mary Poppins

Your application has been submitted. Thank you!

## Your Application

**About Myself**

Name: Mary  
 Surname(s): Poppins  
 Email: marypoppins@gmail.com  
 Phone: 00000000  
 Skype: marypops  
 LinkedIn:

Age: 50  
 Sex: Female  
 From: United Kingdom  
 Living in: California , United States  
 Marital Status: Single  
 Number of Children: 0

Main Area of Studies: Education  
 Highest academic title: Licence (pre-Bologna)  
 Country of Main Studies: United Kingdom  
 CV: [Résumé attached](#)

Years of Professional Experience: 6  
 International Experience: au pair in switzerland  
 Company: Other
 

- Other: Banks Family

Job Title: Nanny  
 Years in the company: 4  
 Number of direct subordinates: 5  
 Company:
 

- Job Function: Educator (e.g. teacher, lecturer, professor)
- Sector: Education
- Nationality: Foreign operating in home country

Job Level: Entry Level  
 Level you report to: Entry Level

**PWN, Mentoring and Availability**

**Description of Myself and my Interest in the Program**

**About the Mentor, My Company Support and Other**

<https://dl.dropboxusercontent.com/1/view/soe7oivgw8vqdde/uploads/66/Mary-Poppins-mentee-cv-2014.pdf>

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The screenshot shows a list of 16 sub-folders within the 'uploads' folder. The sub-folders are named 40, 41, 44, 45, 46, 51, 52, 54, 55, 57, 58, 59, 61, 64, and 66. All sub-folders are of type 'folder' and were modified at the same time, indicated by two dashes ('--').

Name	Kind	Modified
40	folder	--
41	folder	--
44	folder	--
45	folder	--
46	folder	--
51	folder	--
52	folder	--
54	folder	--
55	folder	--
57	folder	--
58	folder	--
59	folder	--
61	folder	--
64	folder	--
66	folder	--

The screenshot shows the contents of the 'uploads/66' folder. It contains three items: a PDF document named '66.pdf' (modified 1 min ago), a PDF document named 'Mary-Poppins-mentee-cv-2014.pdf' (modified 6 mins ago), and a JPEG image named 'Mary-Poppins-mentee-photo-2014.jpg' (modified 6 mins ago).

Name	Kind	Modified
66.pdf	document	1 min ago
Mary-Poppins-mentee-cv-2014.pdf	document	6 mins ago
Mary-Poppins-mentee-photo-2014.jpg	image	6 mins ago

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66.pdf

58-66

PWN LISBON Mentoring Program 2015  
Mentor Application

**Mary Poppins**

Email: [marypoppins@gmail.com](mailto:marypoppins@gmail.com)  
Phone: 00000000  
Skype: marypops

---

Age: 50 Sex: Female  
From: United Kingdom Living in: California, United States  
States

Marital status: Single Number of children: 0

---

Main area of studies: Education  
Highest Academic title: Licence (pre-Bologna)  
Country of Main Studies: United Kingdom

---

Years of Professional Experience: 6  
International Experience: au pair in switzerland

---

Company: Other  
Company Other: Banks Family  
Job Title: Nanny

Mary-Poppins-mentee-cv-2014.pdf

**Mary Poppins**  
555 Any Street • City, ST 11010 • 555-555-5555 • [email@emailaddress.com](mailto:email@emailaddress.com)

---

**PROFESSIONAL EDUCATOR/TEACHER**

**Objective**

Experienced, enthusiastic and creative Educator, seeks position as a Teacher utilizing solid skills and a passion for teaching; possessing original approaches to education and the following State certifications:

- Elementary Education (K-6): Permanent/Pending
- Special Education (PreK-12): Permanent/Pending
- Reading Certification (K-12): Permanent/Pending

**Educator Profile**

- Extremely committed and motivated teacher with experience in Special Education and Elementary school education
- Administers and assesses diagnostic reading tests including IRI (Informal reading test), BRI (Betal reading inventory), Wepman auditory test, and Wide range achievement test (WRAT)
- Combines attention to immediate detail with progressive outlook and longer term vision
- Innovative thinker who devises and implements a wide range of curriculum
- Personal qualities conducive to teaching; being organized, energetic, patient and realistic
- Couples teaching abilities with effective administrative skills to enable assessment and preparation of all students educational evaluations and curriculum tailoring to suit student needs
- Firm yet positive attitude with ongoing excellent rapport with faculty, students and parents
- Skilled in material selection for classroom that motivates students and encourages creativity
- Consistently teaches, fosters and encourages pro-social behaviors and self-esteem improvement among students
- Computer literate: Familiar with Microsoft Office, Apple Works, Windows 98/XP, and various educational software programs including Reader Rabbit 1 and 2, Numbers Undercover, Math Munchers, Spell Bound, Phonics Alive, Easy Book Deluxe, and others

**Teaching Experience**

Special Education Teacher  
Special Education School, City, ST

- 12-1-1 self contained classroom for emotionally disturbed and learning disabled students
- Develop and implement curriculum, multi-sensory lesson plans covering all subject areas and

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You need to sign in or sign up before continuing.

**PWN Lisbon Login**

Email*	<input type="text"/>
Password*	<input type="password"/>
<input type="checkbox"/> Remember me	
<input type="button" value="Login"/>	<a href="#">Forgot your password?</a>

**Mentors**

Picture	First Name	Last Name	Email	Phone Number	Company	Application Completeness in %	Action
	Mary	Poppins	marypoppins@gmail.com	00000000	Other	100	<a href="#">View</a>
	aaa	aaaaaa	aaaaaa@gmail.com	2222	ACCENTURE	100	<a href="#">View</a>
	Maria	Pina	manuelacastropina@gmail.com	218374189	MSF - MONIZ DA MAIA, SERRA & FORTUNATO (...)	97	<a href="#">View</a>
	Alberto	Carvalho	alberto@gmail.com	21999654	AUTOEUROPA - AUTOMÓVEIS, LDA	100	<a href="#">View</a>
	cristina	belo	belo.cristina@gmail.com	218539611	Unemployed	88	<a href="#">View</a>
	luis	sospinha	18273645@gmail.com	Please select one		8	<a href="#">View</a>

**Filters**

PROFILE	<input type="text"/> Any
FIRSTNAME	<input type="text"/> Contains
LASTNAME	<input type="text"/> Contains
EMAIL	<input type="text"/> Contains
ENCRYPTED PASSWORD	<input type="text"/> Contains
RESET PASSWORD TOKEN	<input type="text"/> Contains
RESET PASSWORD SENT AT	<input type="text"/>
REMEMBER CREATED AT	<input type="text"/>
CURRENT SIGN IN AT	<input type="text"/>
LAST SIGN IN AT	<input type="text"/>
CURRENT SIGN IN IP	<input type="text"/> Contains
LAST SIGN IN IP	<input type="text"/> Contains
CREATED AT	<input type="text"/>

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<https://pwnlisbon.herokuapp.com/admin/users>

Id	Type	First Name	Last Name	Email	
58	Mentor	Mary	Poppins	marypoppins@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
57	Mentee	juliana romeu	romeu	1234@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
56	Mentor	aaa	aaaaaa	aaaaaa@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
55	Mentor	Maria	Pina	manuacastropina@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
54	Mentee	Mónica	Baptista	mocas1998@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
53	Mentee	5	5	5@5.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
52	Mentor	Alberto	Carvalho	alberto@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
51	Mentee	4	4	4@4.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
50	Mentee	3	3	3@g.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
49	Mentee	2	2	2@e.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
48	Mentee	1	1	1@g.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
47	Mentee	ine	hol	123@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
46	Mentee	in	ho	12233344@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
45	Mentee	Maria	Baptista	martacpbaptista@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
44	Mentor	cristina	belo	belo.cristina@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
43	Mentee	pppp	pppp	d31@d3.pt	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
42	Mentee	1	2	1@1.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
41	Mentee	maria	silva	maria.jose.babu@gmail.com	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
40	Mentee	d3	d3	d3@d3.pt	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>

[https://pwnlisbon.herokuapp.com/admin/admin\\_users](https://pwnlisbon.herokuapp.com/admin/admin_users)

Id	Email	Current Sign In At	Sign In Count	Created At	
5	etraudun@gmail.com	November 13, 2014 11:36	1	November 13, 2014 03:59	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
4	paulo.neto@building-bridges.pt	November 17, 2014 18:09	14	November 13, 2014 03:58	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
3	ines.holteiman@ie.edu	November 17, 2014 16:17	3	November 13, 2014 03:58	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
2	mms@gmail.com		0	November 13, 2014 03:57	<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>
1	martacpbaptista@gmail.com	November 18, 2014 20:17	6		<a href="#">View</a> <a href="#">Edit</a> <a href="#">Delete</a>

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[https://pwnlisbon.herokuapp.com/admin/mentees?utf8=%E2%9C%93&q%5Bprofile\\_select1\\_eq%5D=true&q%5Bprofile\\_submitted\\_eq%5D=true&commit=Filter&order=id\\_d](https://pwnlisbon.herokuapp.com/admin/mentees?utf8=%E2%9C%93&q%5Bprofile_select1_eq%5D=true&q%5Bprofile_submitted_eq%5D=true&commit=Filter&order=id_d)

PWN Lisbon Dashboard Admin Users Comments Mentees **Mentors** Users martacpbaptista@gmail.com Logout

ADMIN / Mentees

New Mentees

Batch Actions

Picture	First Name	Last Name	Email	Phone Number	Company	Application Completeness in %	Selection	Submitted	Action
	Ine	hol	123@gmail.com	9283475	C.A.C.I.A. - COMPANHIA AVEIRENSE DE COMPLIANCE	100	true	true	<a href="#">View</a>
	Ines	Miranda	inesnunesmiranda@gmail.com	918135625	REN TRADING, S.A.	100	true	true	<a href="#">View</a>
	men	tor	epwn.lisbon.mentoring@gmail.com	54326432	BANCO POPULAR	100	true	true	<a href="#">View</a>
	mentoring	pwnlisbon	mentoring@pwnlisbon.com	2018374	ACCENTURE	100	true	true	<a href="#">View</a>
	Ines	Nunes	ines.nunes@saphety.com	939852187	SAPHETY	100	true	true	<a href="#">View</a>
	Paulo	Nato	paulo.a.b.nato@hotmail.com	001024038	ACCENTURE	100	true	true	<a href="#">View</a>

Download: CSV | XLS | JSON | PDF

Displaying all 6 Mentees

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<https://pwnlisbon.herokuapp.com/admin/mentors>

PWN Lisbon Dashboard Admin Users Comments Mentees **Mentors** Users martacpbaptista@gmail.com Logout

ADMIN / Mentors

New Mentor

Batch Actions

Picture	First Name	Last Name	Email	Phone Number	Company	Application Completeness in %	Action
	Mary	Poppins	marypoppins@gmail.com	00000000	Other	100	<a href="#">View</a>
	aaa	aaaaaa	aaaaaa@gmail.com	2222	ACCENTURE	100	<a href="#">View</a>
	Maria	Pina	manuelacastropina@gmail.com	218374189	MSF - MONIZ DA MAIA, SERRA & FORTUNATO (LDA)	97	<a href="#">View</a>
	Alberto	Carvalho	alberto@gmail.com	21999654	AUTOEUROPA - AUTOMÓVEIS, LDA	100	<a href="#">View</a>
	cristina	belo	belo.cristina@gmail.com	218539611	Unemployed	88	<a href="#">View</a>
	luis	sopinha	18273645@gmail.com		Please select one	8	<a href="#">View</a>

https://pwnlisbon.herokuapp.com/admin/profiles/66

Sobrenome: Email: testemail@gmail.com

Please select one

1

[View](#)

Filters

PROFILE: Any

FIRSTNAME: Contains

LASTNAME: Contains

EMAIL: Contains

ENCRYPTED PASSWORD: Contains

RESET PASSWORD TOKEN: Contains

RESET PASSWORD SENT AT: -

REMEMBER CREATED AT: -

CURRENT SIGN IN AT: -

LAST SIGN IN AT: -

CURRENT SIGN IN IP: Contains

LAST SIGN IN IP: Contains

CREATED AT: -

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PWN Lisbon Dashboard Admin Users Comments Mentees Mentors Users ADMIN / PROFILES marypoppins@gmail.com Edit Profile Delete Profile

**Application**

**About Myself**



Name: **Mary**  
 Surname(s): **Poppins**  
 Email: **marypoppins@gmail.com**  
 Phone: **000000000**  
 Skype: **marypops**  
 LinkedIn:

Age: **50**  
 Sex: **Female**  
 From: **United Kingdom**  
 Living in: **California, United States**  
 Marital Status: **Single**  
 Number of Children: **0**  
 Main Area of Studies: **Education**  
 Highest academic title: **Licence (pre-Bologna)**  
 Country of Main Studies: **United Kingdom**  
 CV: **Resume attached**

Years of Professional Experience: **6**  
 International Experience: **au pair in switzerland**  
 Company: **Other**  
 • Other: **Banks Family**

Job Title: **Nanny**  
 Years in the company: **4**  
 Number of direct subordinates: **5**

[https://pwnlisbon.herokuapp.com/admin/mentees?utf8=%E2%9C%93&q%5Bprofile\\_select1\\_eq%5D=true&q%5Bprofile\\_submitted\\_eq%5D=true&commit=Filter&order=id\\_d](https://pwnlisbon.herokuapp.com/admin/mentees?utf8=%E2%9C%93&q%5Bprofile_select1_eq%5D=true&q%5Bprofile_submitted_eq%5D=true&commit=Filter&order=id_d)

PWN Lisbon Dashboard Admin Users Comments Mentees Mentors Users ADMIN / Mentees New Mentee

**Mentees**

Batch Actions

Picture	First Name	Last Name	Email	Phone Number	Company	Application Completeness in %	Selection 1	Submitted	Action
	Inês	Hol	123@gmail.com	9283475	C.A.C.I.A - COMPANHIA AVEIRENSE DE COMPL(…)	100	true	true	<a href="#">View</a>
	Ines	Miranda	inesnunesmiranda@gmail.com	918136625	REN TRADING, S.A.	100	true	true	<a href="#">View</a>
	Ines	Tor	epan.lisbon.mentoring@gmail.com	54326432	BANCO POPULAR	100	true	true	<a href="#">View</a>
	Ines	Mentoring	pwlisbon.mentoring@gmail.com	2918374	ACCENTURE	100	true	true	<a href="#">View</a>
	Ines	Nunes	ines.nunes@saphety.com	930952187	SAPHETY	100	true	true	<a href="#">View</a>
	Paulo	Neto	paulo.a.b.neto@hotmail.com	961624038	ACCENTURE	100	true	true	<a href="#">View</a>

Filters

SELECTION 1: Yes  
 APPLICATION SUBMITTED: Yes  
 COMPANY: Contains

Filter Clear Filters

Download CSV XLS JSON PDF

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