# Personal Migration

## Feedback from Cathan

* controlling voice when nervous
* classes to take for projecting confidence + sounding confidence
* making good presentation
* engaging the audience
* tendency:
  + thank you very much
  + sorry
  + repetitive→ makes people feel like you don’t think you’re good for the position
* don’t make excuses
  + say things once
  + look at how people communicate above you
    - emulate their behavior
    - dress for success (outside appearance and behavior)
* did well, reflection was key to what you learned :)
  + did a great job of gathering things and reflecting!
  + keep doing it!
  + not to put yourself down, but to improve and grow
* did an amazing job with recording the steps + considerations
  + dev team is lucky to have you!!!

### Throughout:

* learn how people communicate best!
* speak clearly and slowly
* stage presentations
* tailor them to the audience
* practice not saying “um” or “thank you” or “sorry too much”
  + dont say “thank you very much”
  + take a deep breathe and push down with your stomach
  + how to overcome stage fright
* read the sides of the creator and viewer
* developer and pm for the first one
  + why customers would be interested in the feature
  + pm: what is the context? why would someone use it? what would make this product interesting?
    - what things do they need to know how to use
    - include the message the pm wants you to convey
    - things that won’t work; can’t do this, trying to do this, see this section
    - use cases
* ask them what they need:
  + tutorial: how to use the feature
    - Exp: how to make a general explosion in graphics
  + walkthrough: adds context; how to do this specific feature, how it applies in real life
    - Exp: a comprehensive guide to making explosions (of different types) in graphics
    - multiple steps
    - small chunks where the user can choose different options
  + ask the pm (and maybe the developer) what would be useful or a tutorial or walkthrough
    - what does the customer ask about every time?
    - what do you want to market?
    - what do you want to highlight?

## Notes from Samantha

* Areas to grow in:
  + soft skills -  the hardest ones to learn
    - bias for action
    - learn how to prioritize
  + how to communicate ideas + projects to customers
  + how to break down something into digestible pieces to make forward progress
  + take a more iterative approach
    - simplest (and more controlled)
    - collaborate and iterate to improve
      * buy-in and getting people to work with you is a challenge
      * get out what you can out there and then build from there
        + data to bring from others

## Meeting with Lisa A-G

Introductions

* 1. Background e.g. school, studied subjects
  2. What’s your favourite show on Netflix right now (or similar)

What would you like to get out of our short time together?

* 1. Lets figure this out together. Suggestions:
     + What are you interested in?
     + What is Lisa Ashby-Grainger’s experience and background
       1. What Lisa A-G studied
       2. Lisa’s A-G’s career path
       3. What Lisa A-G did that helped her career path
     + Lets use what we learn to set agenda/goals for the next sessions

* product owner/business analyst
  + client has a business problem → helps client understand the problem
  + po: give reqs to scrum team
  + ba: talk to the business and extract the reqs, watch the business
* study :D
  + every few years, do a certification
  + keep knowledge up to date
  + CV up to date
    - how do you work around NDAs?
* keep options open
  + get a job and then see what’s there
    - do more where you can
* graduate program
* networking
  + talk to people
    - friends/family
  + linkedin
  + what you can do for each other
    - be a good person
    - have integrity
  + meetups (go to network with people)
    - make sure it’s safe
  + keep names and email addresses
  + just talk to people around you
  + even if it feel unnatural, remember that they’re doing it for their career!
    - might not *be* natural
    - if you can start those conversations, saying hi is a great way to start!
  + just writing their name and company is great!
* drop  a note if you have an idea about what to talk about next time:
  + conduct in person and virtual
    - interviews, recruiting, work
* professional conduct in-person and virtual
  + in-person
    - business attire
      * more conservative
    - makeup - personal choice
    - be sensible! nothing extreme
    - heels are nice but not absolutely necessary
    - sneakers to work (comfy) and switch into shoes left at work (nicer)
  + if you’re not sure, check the place out and look at what they’re wearing—see if it suits you

## Talks with Chris Siess

* ux technologist
  + insights
  + algorithms
* product owners: tech, ux, business,
* change the user table to stakeholder
* consider get a license for Cantasia
  + screen capture software
  + practice presentation + record
    - video backup
    - export video for mp4
  + clear browser + bookmarks
  + standard screensize
* intern
  + anything interesting?
  + basic skillsets
  + customer flows
  + understanding of compassion design
    - empathy → what’s going on in someone’s head
    - compassion → biggest mass of people can use it without stress
  + everything you put into your internship
    - customer flow
    - stray from the word “user”
      * stakeholder or partner or internal employee
* job
  + high bar
  + stuff for actual brands
  + success on design during + after
  + intricate interaction model

## Notes from talking with Chris Siess

* uxd
* product management
* consulting
* communication (public speaking/negotiation)
* career success
* time management
* decision-making
* paths
  + directly to uxd
  + school of life
    - fail elegantly
  + product → uxd
  + design → uxd
    - focused on user interface design
  + tech →
    - build websites
  + psychology
  + certificate
    - uxd/design/engineering → without a 4-year
* iterative creatives → best path for the customer
  + plenty of champions for the business
  + evangelize empathy
  + “you are not the customer”
* find answers
* research
  + user testing
* cyclical ecosystem
  + frequency
  + subscribe + save
  + longer studies
    - descal
  + longer-tail interaction models
  + using customer data to inform decision-making
    - rather than how much did we earn
* google ux schools
  + learn from who you’re learning from
  + it’s okay
* books
* find something that:
  + earns money
  + interests you
  + pushes to let you learn something new
* people that get promoted are the ones that show, not tell
* logistics of company
  + relationships of people
  + communication
  + what makes something successful
  + customer experience = user experience over time
    - product ownership
* it’s hard to get into...for *you* (not me)
* show, don’t tell
  + data
  + don’t lie!
  + find it out + give it to them
* learn from the ground up and soak up information
  + learn a lot of stuff and get experience
* don’t pigeonhole yourself!
* go and learn the basics of everything
  + something to back it up with
  + when it fails in consulting, their decision will fall
  + have a solid base understanding in all aspects of what a company does
    - computer vision
  + get the logistics of business
* what is going to go best for you
* what will keep you interested in learning
* try until you die :)
* being someone else’s mentor

## Notes from talking with Monica

* leadership skills
* technical skills
* consulting skills
* project management
* cloud computing
* started in enterprise resource era - data warehouse
  + analytics
  + structure for reporting in analytics
* colo/kolo and saas
* cloud computing
  + less pain in purchasing server, hardware, etc.
  + real time monitoring
* leads devops engineers: entry to field-ready
  + AWS proserve
  + feedback taking weeks to hours or minutes
* Jeff Wilke - made sense out of what’s going on
* initially 40 people, exploded to grow 114% next year
  + hiring fully remote/fully virtual people
* undergrad interdisciplinary studies
  + finance→a bunch of other things
* long careers, senior exec positions
  + 5-year cloud adoption journey
    - wanted to get more focused on the product
* cloud came along, changed things; was really interested in AWS
  + getting an education when you onboard
* AWS
  + sales-facing role, empathy, but wasn’t able to use skills as much as she thought
  + wanted to work with engineers
  + organizational change distruption
  + don’t ever forget about the people
    - tech is a huge disruption
  + project manager role - only 3 when she began, 14 now after a year and a half
    - 35→ 170, doubling soon
  + customer engagement → different problems
    - never get bored
    - something new to learn
    - helping people get promoted to field-ready consultant
  + just having the different backgrounds
    - one focus → blinders to some things
    - ops and business focus
    - value proposition→ perspective!!
    - different paths
  + organizational change management group
    - had a tough time convincing management that it needed to be offered to customers
    - easy to change the architecture, but stopped halfway because of hurdles (lack of fluency, etc.)
  + why project management
    - talent for accounting
    - competition for who could save the most money
      * exposed to other parts of the organization
    - worked in corporate functions
    - branched out of finance
    - accounting at bank, had to help with a systems merger
      * first system implementation
      * was hooked
    - systems consultant
      * got to see a transformation
      * magnitude
    - applied foundations from other principles
    - joining in AWS rounded out the lack of CS education
      * solutions architect exam
* getting into tech + people
  + go into a big 5 consulting firm straight out of school
    - Accenture or Deloitte or EY or PWC or McKenzie
    - really well-rounded
    - how to be a consultant
      * psychology of the customer
    - most effective
  + proserve - product company that provides services
    - hire a lot of people coming from the big 5 or have outside consulting experience
    - python scripting + templates, hands-on
  + really tough :‘)
    - travel
  + **foundation is invaluable**
  + CFO from mcKenzie, 35
* owning your power
* what’s best for you
* sacrifice a little now for what i want later
  + if i make this effort now, this will pay off for the rest of my life
* self-advocating
* feel free to change paths if you want
* don’t be afraid to change

## Marcus Castro on Networking

* currently getting an mba
* financial, vp
* online + in-person interaction and presentation are crucial
* networking: exchange of information of service
  + productive relationships for employment or business
* personal vs professional networking
* focus on the customer
* “no matter what you do, you’re in sales”
  + all have some kind of impact on the customer
  + dealing with people → in sales
  + always networking in relationships
* 70-80% jobs obtained come from personal network
  + best jobs aren’t advertised → tailored to you
  + how is this relevant?
    - network as much as you can with individuals from different teams
* networking goal
  + offer?
  + specific offer?
  + career advice?
  + where to focus?
* mutually beneficial
* as interns:
  + right now, people don’t expect anything back
  + a lot otherwise wouldn’t take the time
  + use it to your advantage

Networking Goals

* learning about different fields and positions (interdisciplinary degree) and figure out what I do and don’t want to do
  + areas where my skillset is applicable
* what do you want from the organization?
* in the next two weeks, reach out to \_ people, meet with 5 different people
  + linkedin,

Why do people fail at networking?

* effort
* fear of rejection
* non-active listeners
* lack of note-taking
* authenticity
* quality over quantity
* timing

**Networking is a long term game**

* build a rapport for 3 years
* longer time frame → more benefits
* quality over quantity
* exp: talk to x company a year and a half in advance before applying for the job
* maintaining relationships
  + if you want someone to remain relevant, take the time and energy to meet them + reach out
  + mentor: ask for advice
  + other: meeting people and catching up, asking to learn more
  + building rapport: remaining active in the relationship

**Make relationships now.**

Tools:

* Goals
* Notes
  + remember the small details! personal AND professional
    - meeting people for the first time, keeping profiles is important
  + HubSpot, CRM, Word
* LinkedIn
  + within amazon, find their name in the phone tool, reach out,
  + be reasonable (not VP or director levels)
    - people 2-3 years down the program, similar backgrounds, etc.
* “Cold Call”
* “Warm Call”

## ECT Mentoring

* mostly know people within different roles in proserve
* coworker may switch to product team
* imposter syndrome
  + return offer was helpful!
  + getting more experience + positive response has helped a lot for confidence
  + credibility: certifications
    - AWS pays for them
    - 50% off discount
* communication
  + practice
  + worst thing they can say is no
  + keeping meetings relatively casual
  + get to know people
* break things down into smaller tasks
* certs
  + cloud practitioner
  + SA associate (solutions architect)
  + dev associate or sys ops associate
* food

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* 6 months in seattle for onboarding/training
* summer internship - first summer where they had san francisco proserve internships
  + didn’t want to do swe, but was applying
  + technical consulting internship
    - everyone was really willing to talk and ask questions
    - welcomed interns a lot
* proserve
  + solutions architects: suggest potential architecture, could help implement x but not y
    - after agreement, works with sales - signs sow (statement of work)
      * AWS helps them with transferring data, set up x.
    - then, professional services: project manager (sometimes customer) staffs consultants for fit
      * senior consultants involved in decision-making
      * 10-minute convo about the services you’ve worked for, skills
      * officially put onto the project
      * discuss with customer, go over stakeholders
  + has a bunch of different roles: application dev, data architects, devops, etc.
    - correct consultants based on the project for whatever duration is in the statement of work
    - doesn’t work with her organizational team mostly
      * interacts with managers once a week vs pm every day
    - sometimes even specialized consultants
  + partner consultants as well
  + work-life balance
    - after work (8 hours), closes laptop and is done for the day
    - has slack on phone
    - doesn’t check email or have any other work things on phone
    - schedule in a lunch hour break for a calendar holding
    - research manager has been helpful on getting her into project she enjoys
    - option to say no to things!
    - being able to communicate commitments and workload
    - lots of support
      * lots of mentors - intern mentors, managers,
        + manager knows your goals

shares opportunities with you

communicate!! (especially people that can help you achieve them)

* + - * amazon career growth/career goals
      * talked to a lot of people
        + looked at manager’s phone tool and pinged people to ask them
  + advice
    - dont be afraid to apply to internships you think are interesting even if you don’t have all of the qualifications
    - the worst thing they can say is no!
    - if you don’t completely understand a role, make sure to ask questions!
      * really get to know what you’ll be doing
    - potential fit: proserve, solutions architect, consulting roles,