

The Importance of Mentoring Culture

Kubernetes/Cloud Native Jakarta
Meetup





Hello!

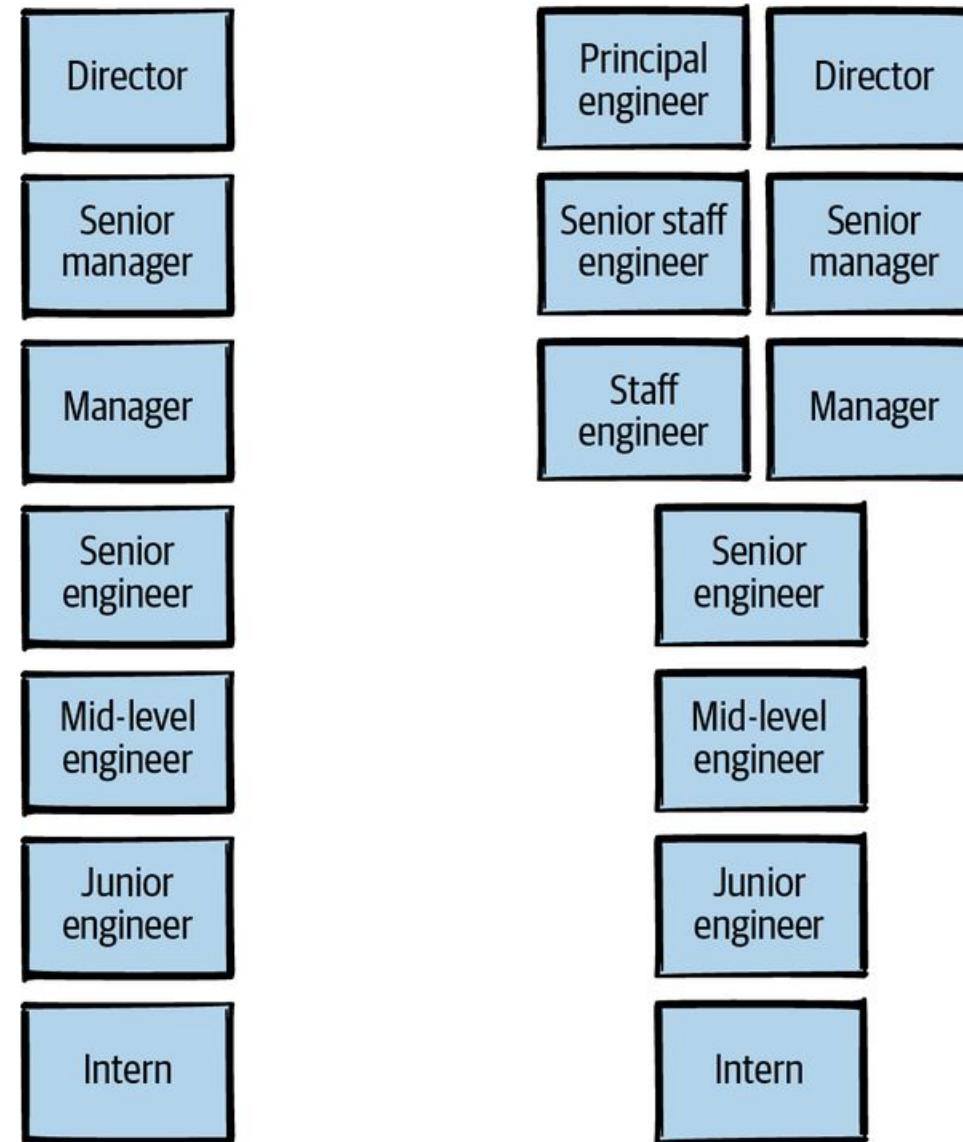
Iqbal Farabi

Engineering Manager
Cloud Automation, Goto Financial



What crosses your mind when you hear the words “senior engineer”?

Typical Career Paths in a Tech Org

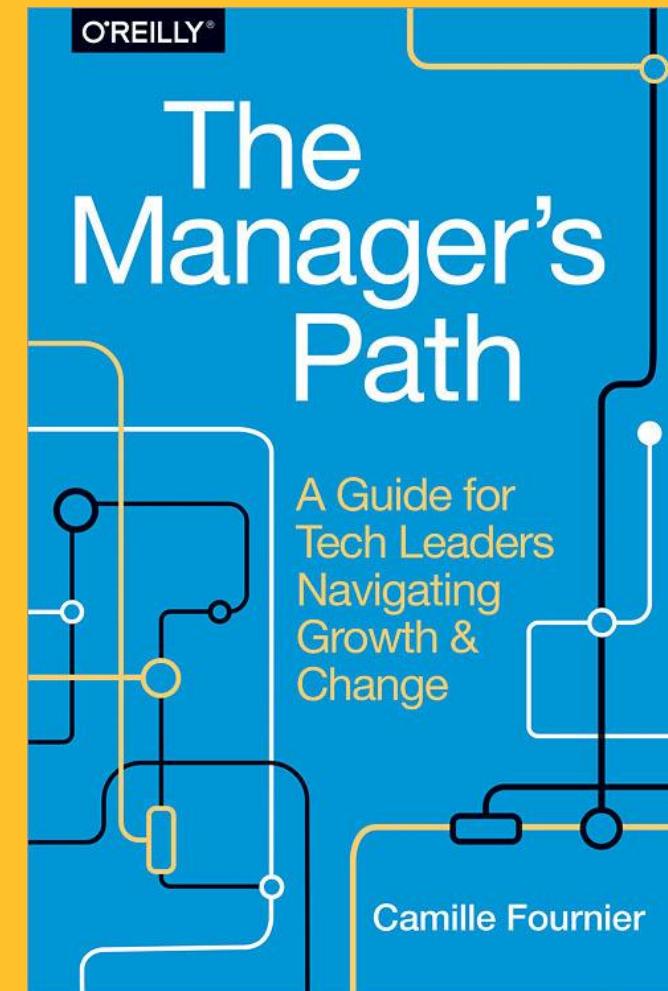




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The Manager's Path

Mentor Fellowship





“The whole is greater than the sum of its parts”

What does a manager do, anyway?



Purpose



People



Process

Purpose

People

Process

Purpose

Vision, OKRs

Initiatives

Internal
Alignment

External
Alignment

People

Process

Purpose

Vision, OKRs

Initiatives

Internal
Alignment

External
Alignment

People

Hiring

Onboarding

Mentoring,
Coaching

Performance
Management

Process

Purpose

Vision, OKRs

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Internal
Alignment

External
Alignment

People

Hiring

Onboarding

Mentoring,
Coaching

Performance
Management

Process

Routines

Technical
Process

Business
Process

Culture



**But I don't want to be
a manager...**

The Staff Engineer's Path

Mentor Fellowship

O'REILLY®

The Staff Engineer's Path

A GUIDE FOR INDIVIDUAL CONTRIBUTORS
NAVIGATING GROWTH AND CHANGE

TANYA REILLY

Foreword by Camille Fournier, author of *The Manager's Path*



OK, what does a staff engineer do then?



The Big
Picture



Lead
Projects



Good
Influence

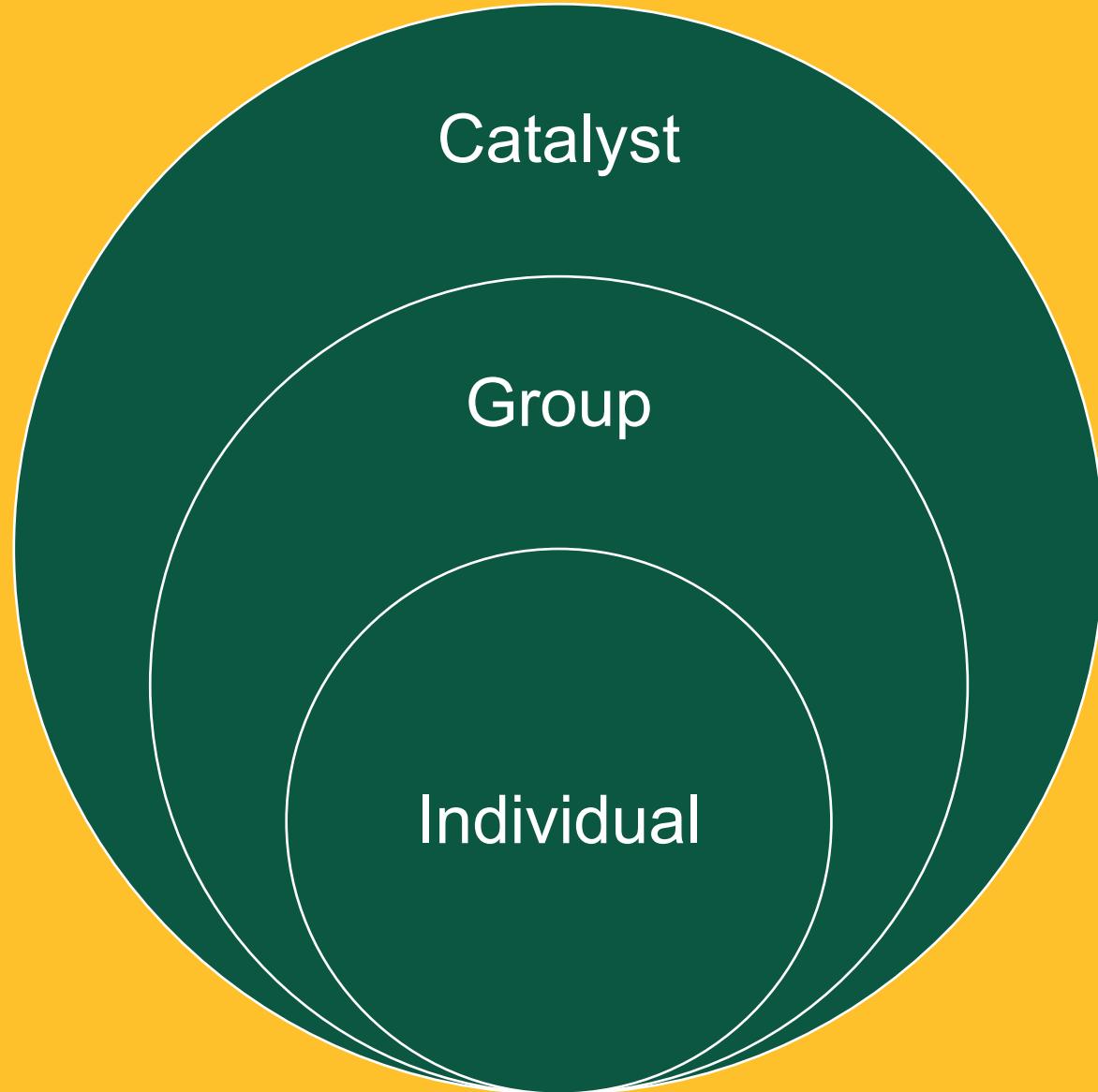


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You're an Influencer Now!



Scaling your influence



Forms of influence



Advice



Teach



Guardrails



Opportunities

Individual

Advice

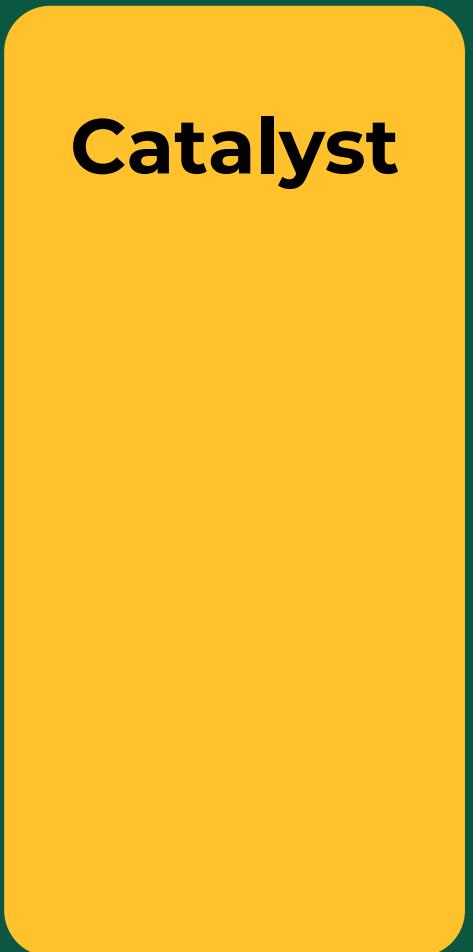
Teaching

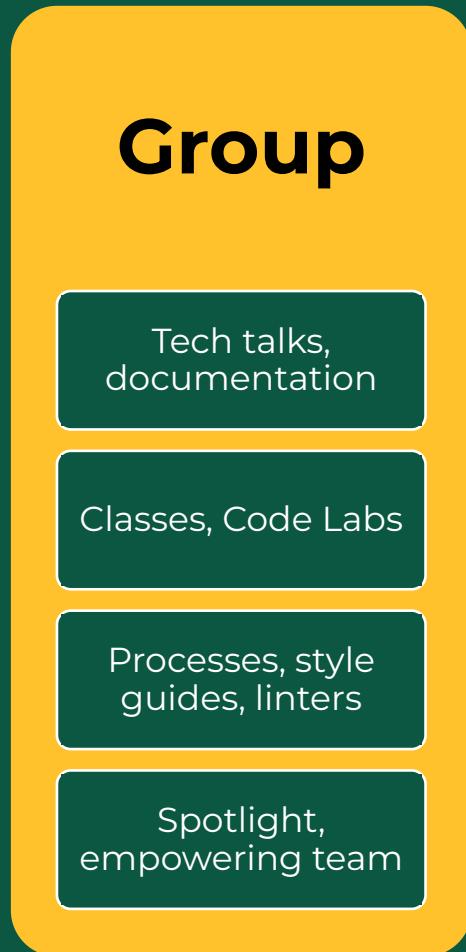
Guardrails

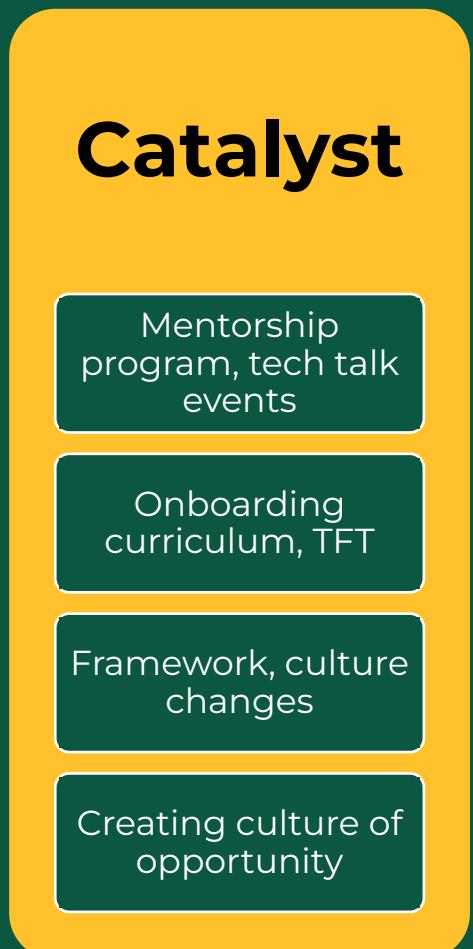
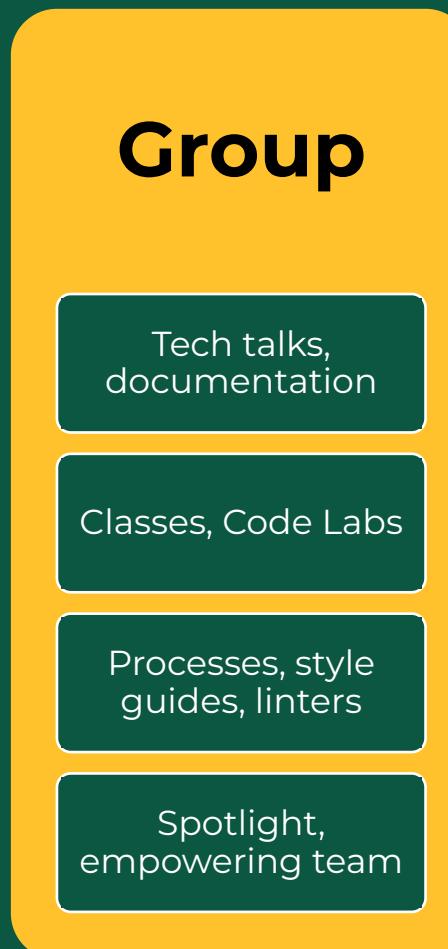
Opportunities

Group

Catalyst









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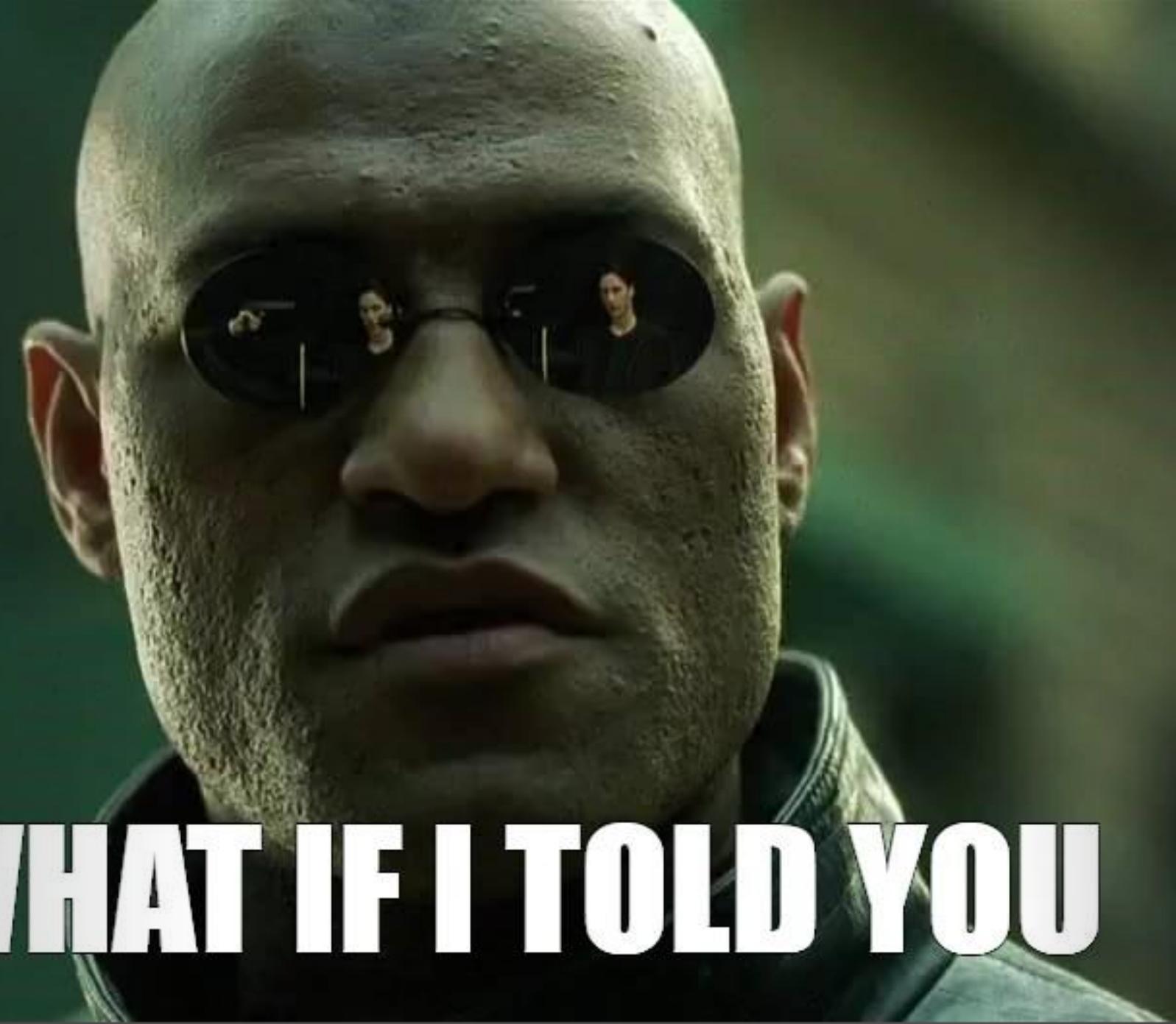
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Don't meet your heroes!

An aerial photograph of a traditional Japanese village, likely Shirakawa-go or Gokayama, showing a cluster of wooden houses with thatched roofs nestled among lush green fields and forests.

It takes a village to raise a child...



WHAT IF I TOLD YOU



**there's a program that
will allow you to
upskill yourself in...**

Purpose

Vision, OKRs

Initiatives

Internal Alignment

External Alignment

People

Hiring

Onboarding

**Mentoring,
Coaching**

Performance Management

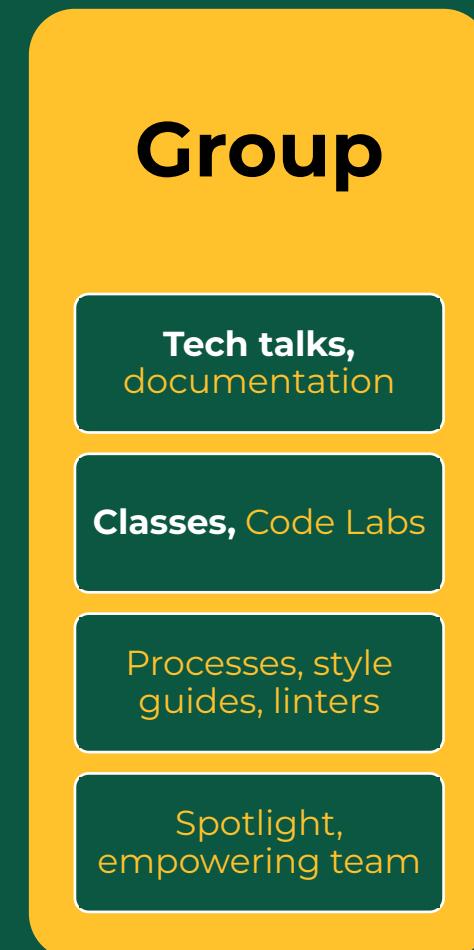
Process

Daily Routines

**Technical
Process**

Business Process

Culture



Individual

Group

Catalyst



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Join YABB Mentor Fellowship!

#FindYourTribe

#LinkUpSyncUpScaleUp



The Problem We're Trying to Solve



There is a lack of access to programs and a community of practitioners that can equip them in order to develop themselves in facilitation and coaching skills, and to contribute to junior talent development programs like Generasi GIGIH.

Generasi GIGIH and other similar capacity building programs are in need of quality and reliable mentors who master both technical knowledge and non technical skills such as facilitating engaging learning activities in the programs.

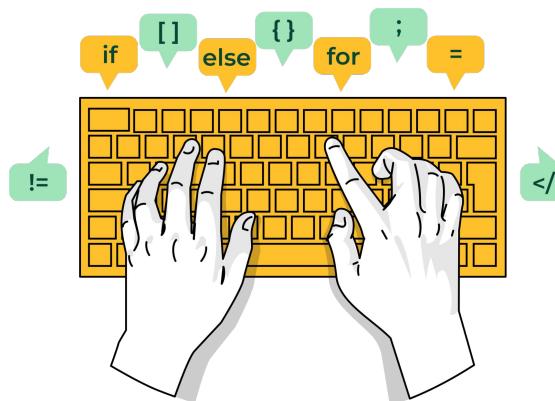
YABB Mentor Fellowship

YABB Mentor Fellowship

A space for passionate tech professionals to find their tribe; a platform to network, channel knowledge and share experience for positive impact.

Together, we connect, collaborate and learn from each other on our mission to shape the landscape of future tech talent in Indonesia and the Region.

#FindYourTribe
#LinkUpSyncUpScaleUp



Mentor Fellowship Journey

Network

Throughout the networking sessions in Mentor Fellowship Community, you will have the opportunity to create genuine connection with fellow inspiring tech experts and passionate tech talents. With the shared passion in giving back, each networking event aims to empower and sustain the tech talent community.

Key Activities: Tech Mentor Huddle, Tech Network Events, and Mentor Fellows Conference Day

Share

To apply your fruitful knowledge and experience, you will start an impactful mission in YABB's flagship capacity building program which is Generasi GIGIH. You will be assigned as coach and/or class facilitator based on your aspirations. In this phase, you will connect with a lot of passionate future tech-talents who aspire to land a job in the tech industry.

Key Activities:

1. Facilitating Activity:
 - Class facilitation of 2 tech modules (2 x 3 sessions)
 - Shadowing and reverse shadowing
2. Coaching Activity:
 - 10 coaching sessions for 3 months

Level Up

We believe that every great mentor is a lifelong learner. We provide an exciting learning journey as a provision for you to maximize your mentoring and facilitating skill before you start your journey as mentor in a capacity building program such as Generasi GIGIH.

Key Activities:

- Fireside chats, workshops, self-learning and simulation sessions on 2 core modules:
1. Level Up 1: Amping Up Your Personal Effectiveness
 2. Level Up 2: Empowering People through Impactful Facilitation and Coaching

Why Choose YABB Mentor Fellowship Program

Benefits for Mentor Fellows

- Opportunity to give back to the community and develop future tech talent's potential
- Opportunity to network and collaborate along with other professionals from a different sector across GoTo and partners
- Cultivate mentoring culture among tech professionals that build connections to junior talents for potential future hiring
- An immersive upskill program that includes theory and practice in a real set-up mentoring, creating more value in learning journey from participant (future mentor) perspective and also mentees.

Mentor Fellow Criteria

Mentor fellows will be selected based on merit. We will prioritize mentors who fulfill the following criteria:

- Have minimum 2+ years of working experience
- Have relevant knowledge and experience in either one of the following tracks: Full Stack Engineering, Mobile Engineering (Android), and Data Analyst
- Preferably still actively work in the role or position that is relevant to those tracks
- Passionate about developing and coaching junior talents
- Speak Bahasa Indonesia or English fluently

Available slots for 2023: 200 mentor fellows.

The Fellowship Timeline

**NOTE:**

During March-November period, there will be Tech Mentor Huddle and Tech Network events information and invitation that might give the chance for mentor fellows to connect with many tech professionals.

“

**It's not how much we give,
but how much we put
into giving.**

Mother Teresa



Your development brings greater impact if you apply it to empower the next generation of tech talents.

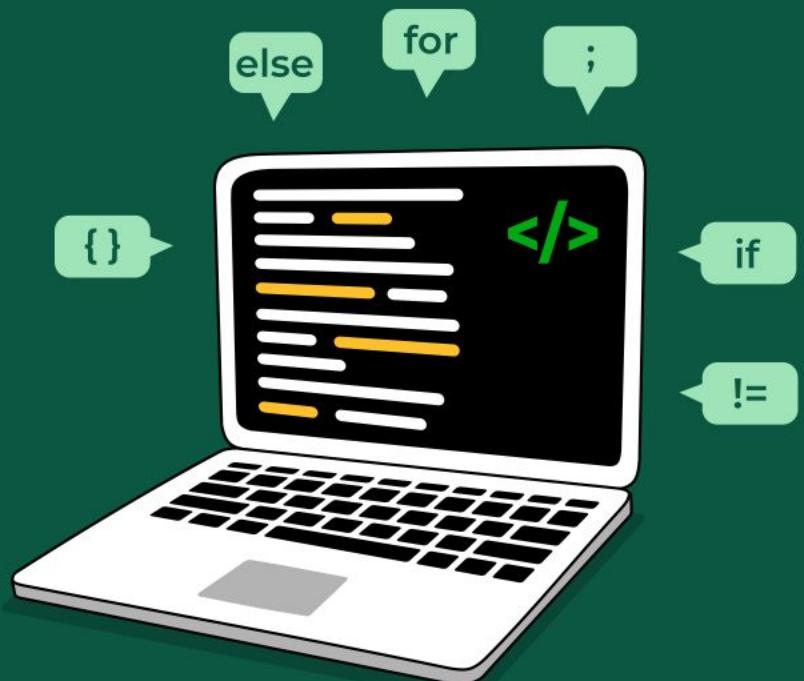
Seize the golden moment, connect with junior talents and be a **Contributor in Generasi GIGIH 3.0!**



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Mentor Fellowship

Calling All Tech Professionals



Join Mentor Fellowship to **connect**, **collaborate**, and **learn** amongst tech professionals

Shape the landscape of the future tech talent while advancing your personal development, and getting opportunity to **accelerate your career** and **build innovation** together

If you are **experienced** in



Full Stack
Engineering



Mobile
Engineering
(Android)



Data
Analysis

Let's Link Up, Sync Up, Scale Up

Register now at

bit.ly/MFPRegistration

#FindYourTribe



Thank You!