

# AVENGERS ASSEMBLE.

CODEMOTION  
MILAN' 24



# WOMAN IN ENGINEERING

 Swissquote

WHAT IS THE  
MOST CRAZY  
PROFESSIONNAL  
SITUATION YOU  
FACED AT WORK?



- *Imposter Syndrom*
- *Evolution perspective*
- *Toxic debate*
- *Conflictual situation*

## Edwige FIACLOU



Deputy Head  
Software Engineering

Drive innovation  
with creativity!

- Backend Software Engineer
- DevOps
- Tech Lead Software Engineer
- System Analyst
- Head Trading System & Task Force
- Head Software Engineering
- Women In STEM
- Blockchain and Crypto Addict

# Sharing is caring!



# AVENGER ASSEMBLE FRAMEWORK

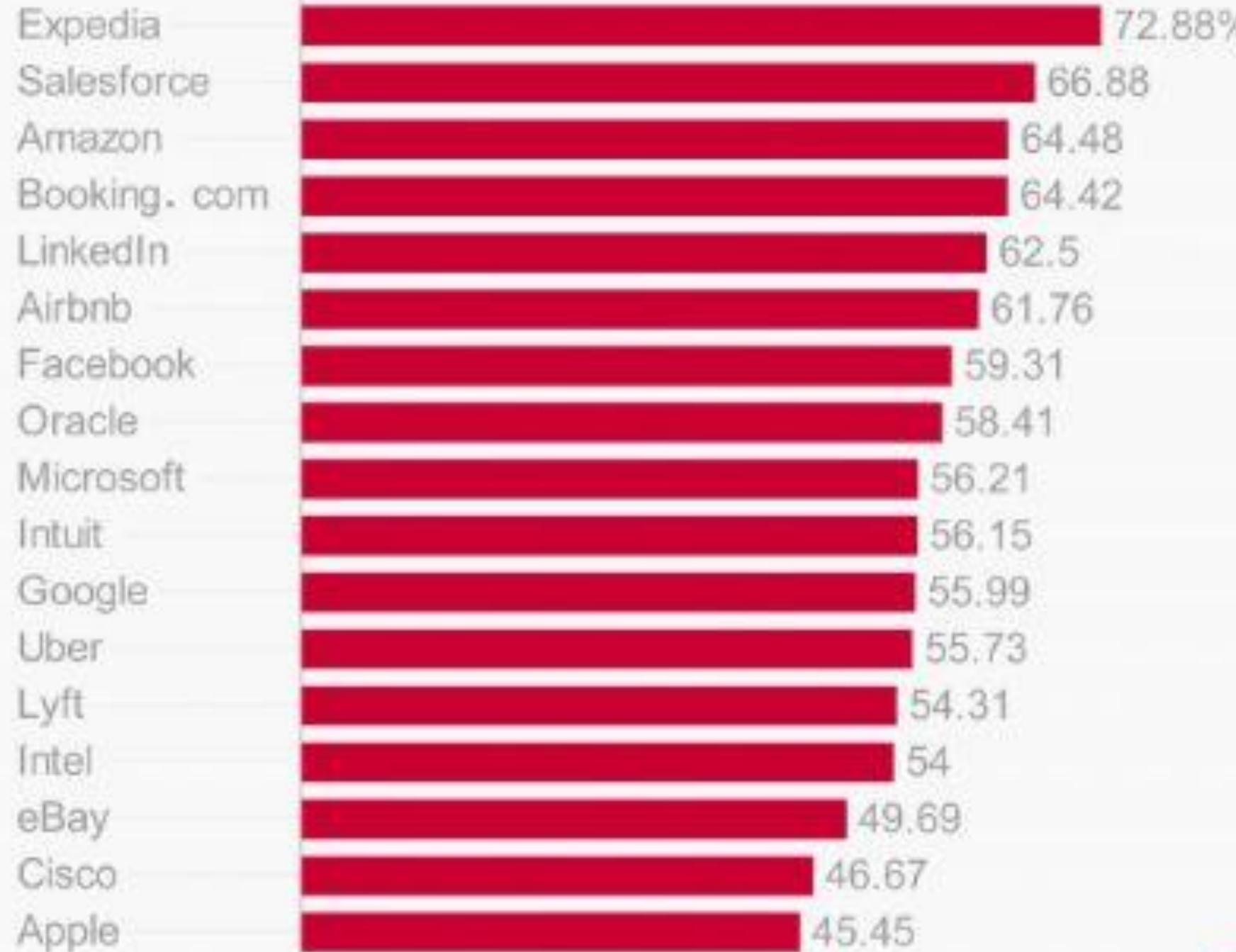


# *BATTLE #1 - IMPOSTOR SYNDROME*

HOW TO BOOST YOURSELF?



## Survey: 58% of Tech Employees Experience Impostor Syndrome.



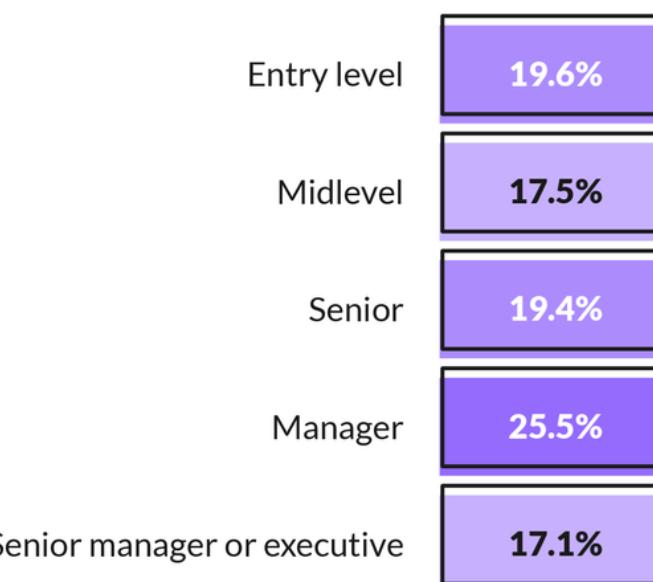
Data: TeamBlind.com

Source: Impostor Syndrome Prevalent In High-Tech Workplace ([i-programmer.info](http://i-programmer.info))

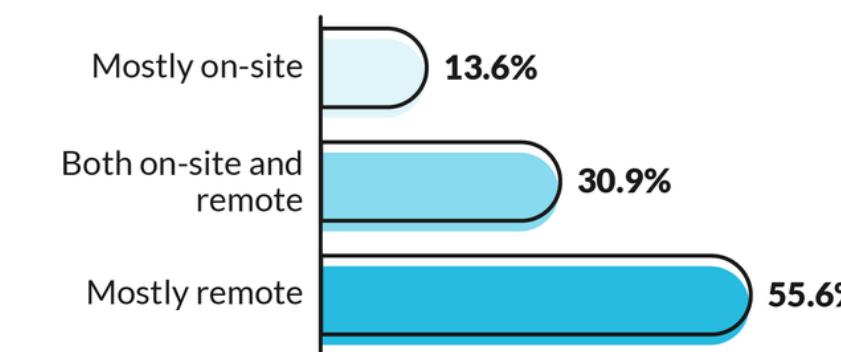


## Feeling Like an Imposter

### Percentage Experiencing Imposter Syndrome By Employment Level



### By Work Locale



Note: Due to rounding, percentages may not equal 100.  
Source: Survey of 806 job seekers

**Joblist**

Source: How Does Impostor Syndrome Affect the Job Search Process? Job Seekers and Employers Weigh In | Joblist



## BATTLE #1 - IMPOSTOR SYNDROM - SO DO WOMEN ENGINEERS



- *Own your achievement*
- *Set realistic goals*
- *Remind yourself of skills*
- *Avoid self criticism*
- *Practice self-compassion*
- *Discuss imposter Syndrom*
- *Visualize success*
- *Stop comparing yoursalf with others*
- *Share failure with others*
- *Fake it till you make it*
- *Consult a therapist*



# THE VALKYRIE CLAN POWER!



BUILD RELATIONSHIP

ROLE MODELING

PERSONAL SUPPORT

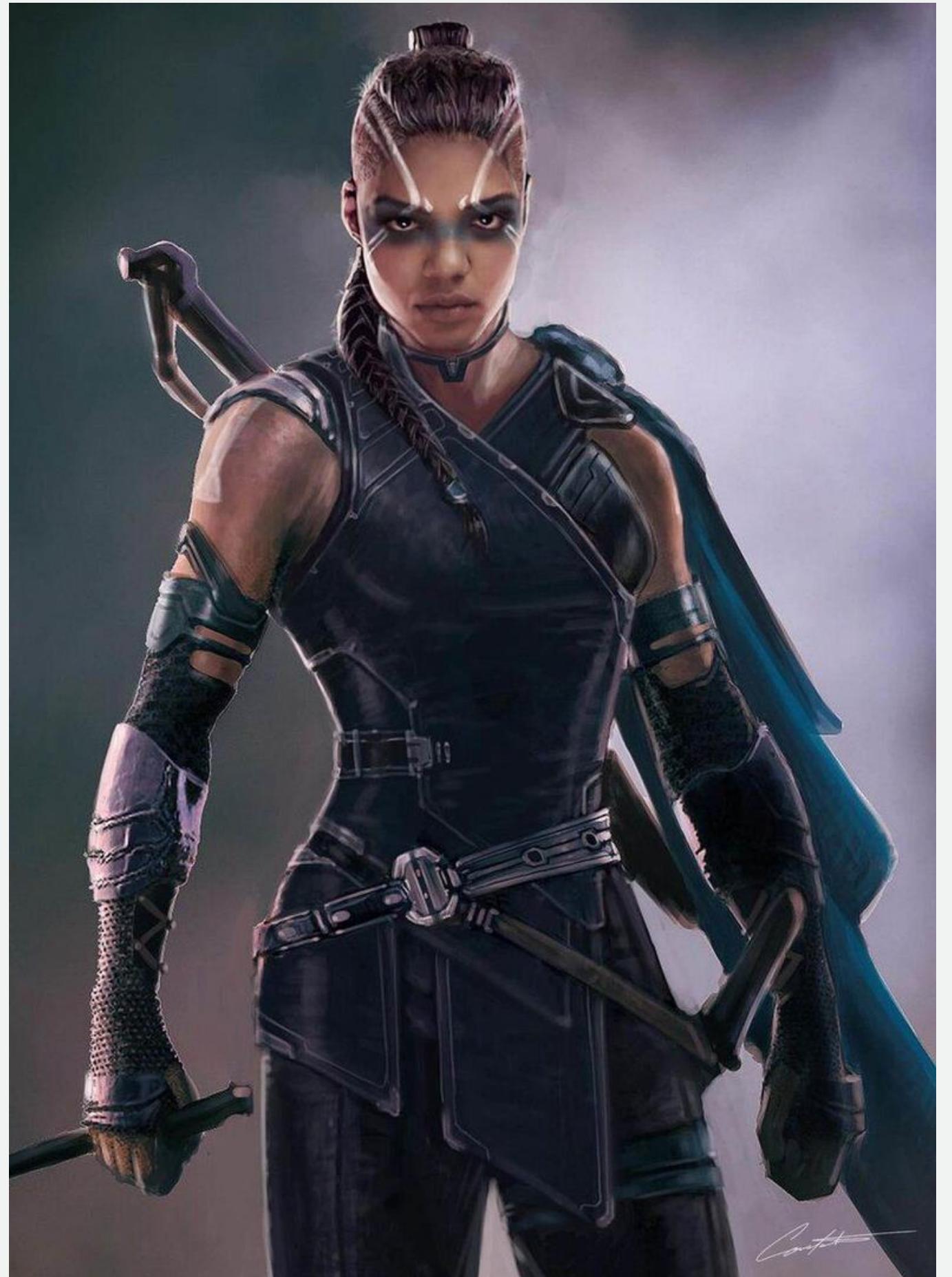
NETWORKING  
OPPORTUNITIES



# KEY TAKEAWAY#1

*Be a warrior like a Valkyrie  
and protect your clan!*

- *Community of women*
- *Mentorship Program*

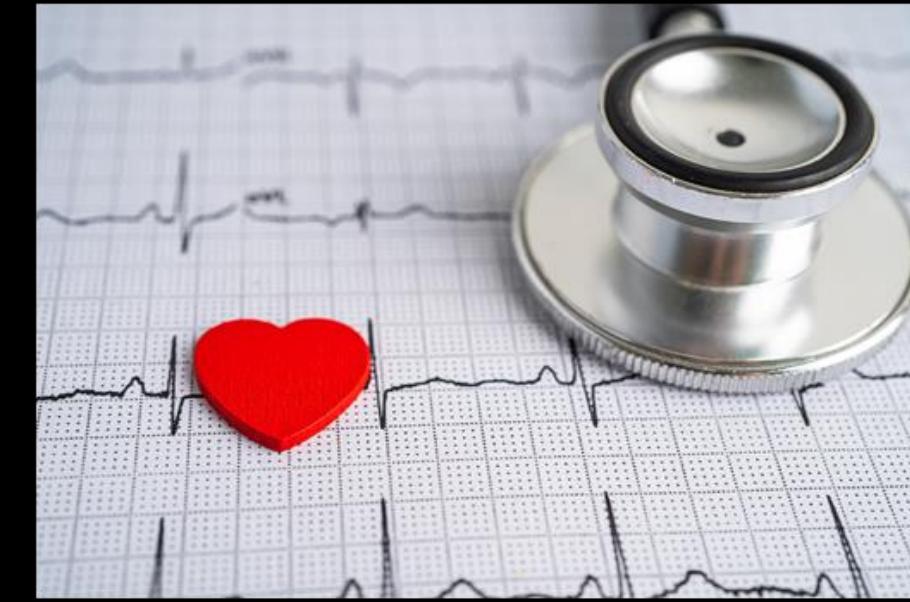
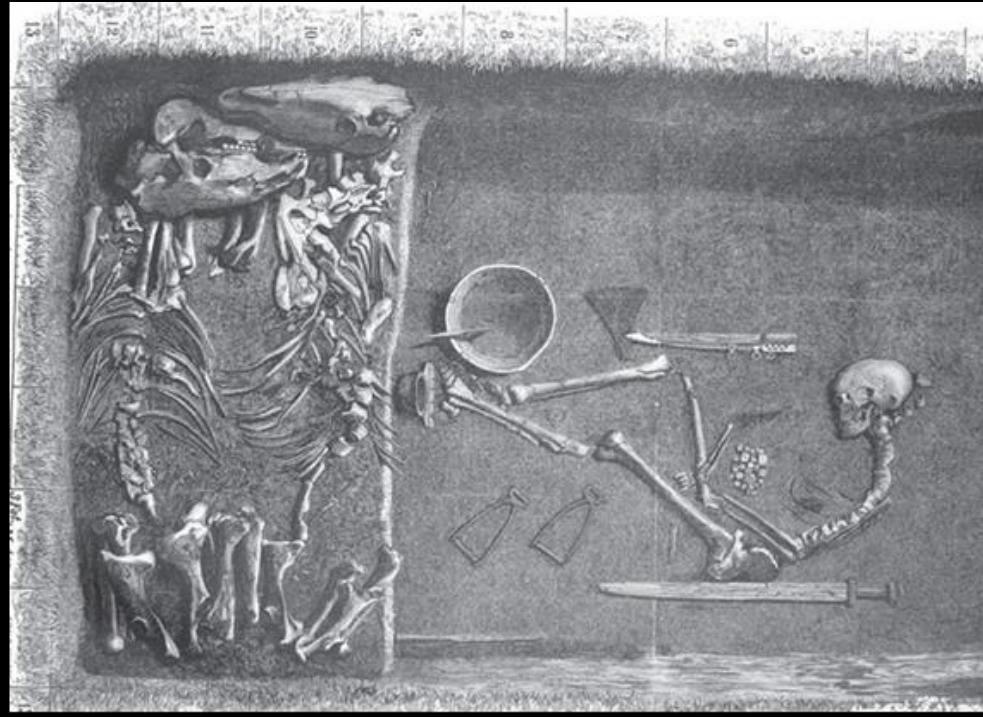


# *BATTLE #2 -* UNCONSCIOUS BIAS

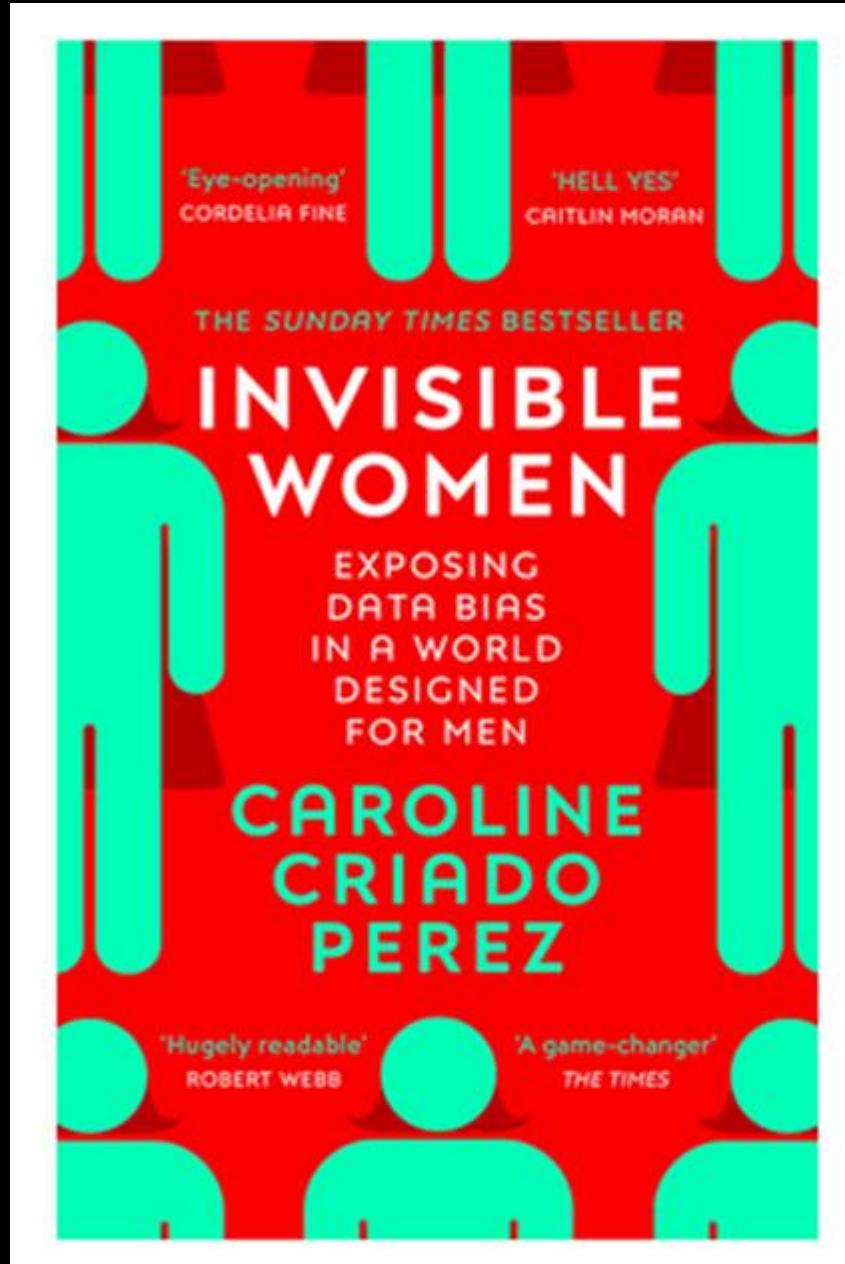
HOW TO CREATE A PSYCHOLOGICAL SAFETY?



## BATTLE #2 - GENDER BIAS - FIGHTING THE VILLAINS WITH RESILIENCE AND HUMOR



# BLACK WIDOW ASSASSIN & SPY!



*Data to Make the Invisible Visible*



*Power of Onboarding process*



*Develop a proper Learning path*



# KEY TAKEAWAY#2

*Change the game!*

- *Data as a powerful tools*
- *Do not neglect onboarding and learning*



# BATTLE #3 - WORK-LIFE BALANCE CHALLENGES

DEVELOP YOUR SUPERPOWER



## BATTLE#3 - WORK-LIFE BALANCE - LIKE JUGGLING INFINITY STONES

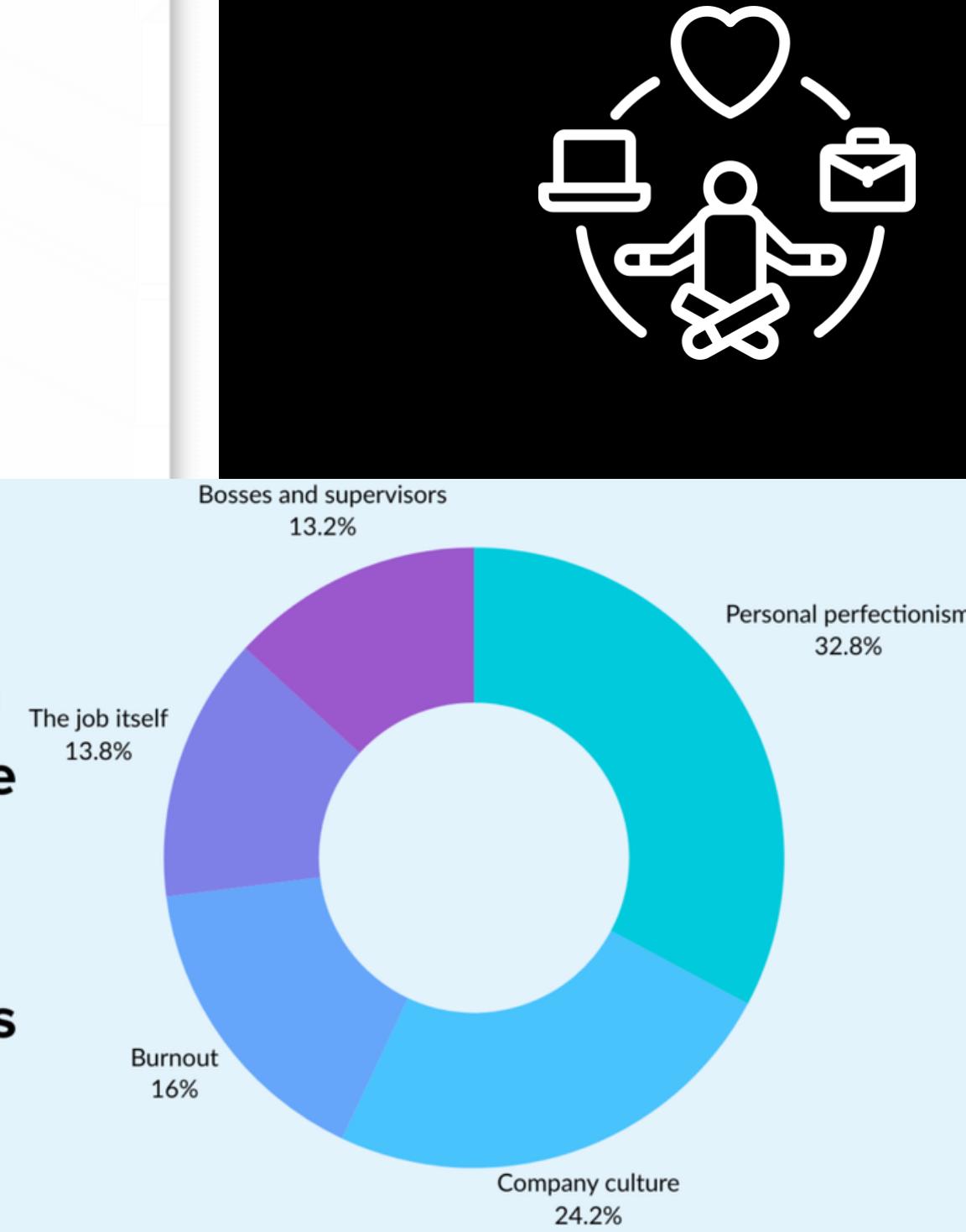


Women were also revealed  
to suffer  
**32% more  
burnout**  
than men

Source: [ctfassets.net](http://ctfassets.net)

### Top Barriers to a Healthy Work-Life Balance by % of Respondents

Source: Zippia



*BE SUPPORTIVE AND FEDERATE LIKE CAPTAIN MARVEL!*

*TOXIC WORKPLACE*

*TASK AND WORKED ASKED*

*MICROMANAGED*

*LACK OF SUPPORT*

*WRONG OBJECTIVES*

*WRONG OBJECTIVES*

*IT'S ALL ABOUT THE CULTURE!*

Communities of Practices



Servant-leadership mindset



PROCESS

CONTENT

FEELING



# IT'S ALL ABOUT THE CULTURE!... SHARING CULTURE

19

Communities of Practices



# KEY TAKEAWAY#3

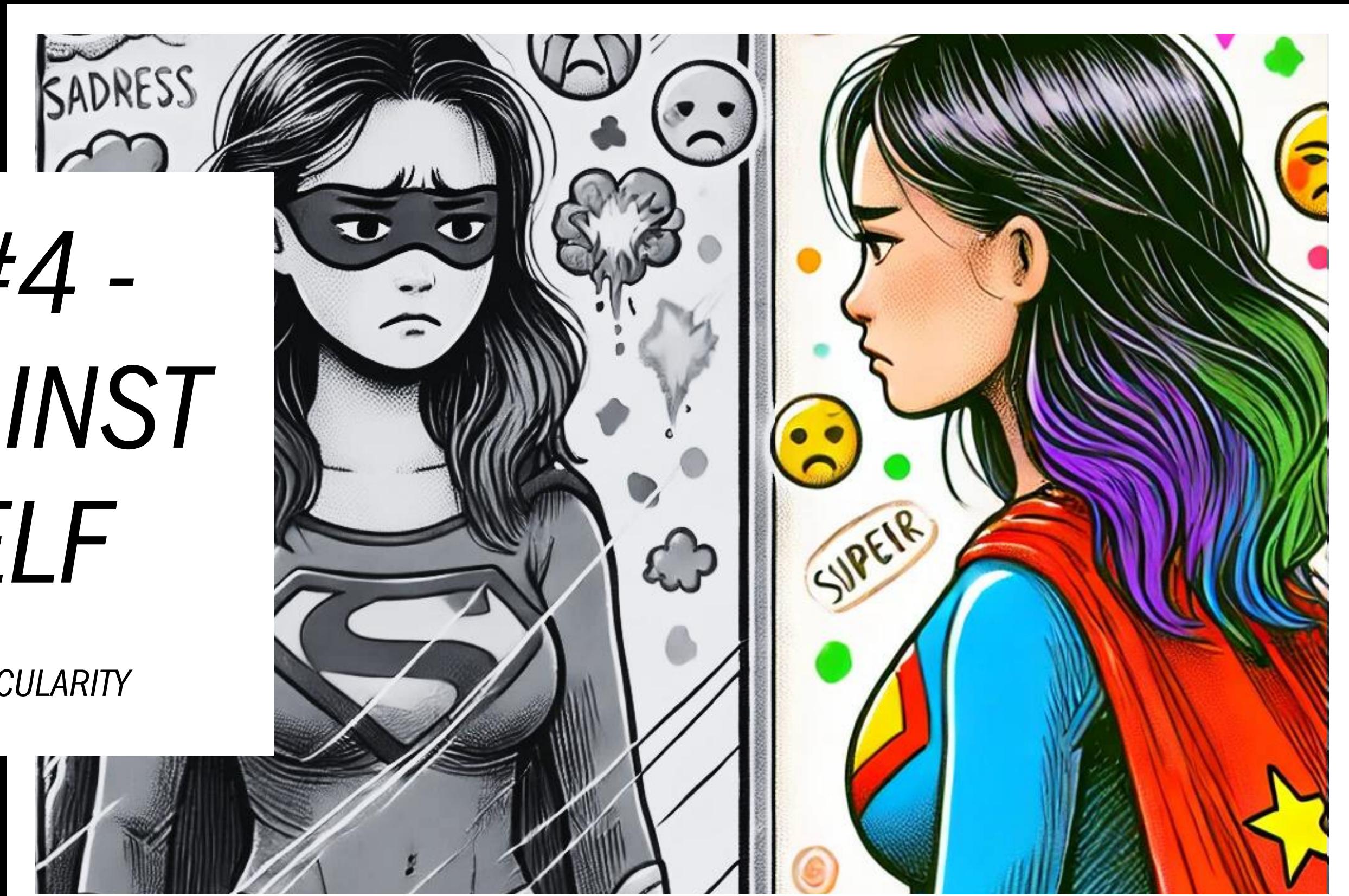
*Build the structure!*

- *Build a safety place*
- *Do not neglect  
onboarding and  
learning*



# *BATTLE #4 - FIGHT AGAINST YOURSELF*

*BE PROUD OF YOUR PARTICULARITY*



## BATTLE#4 - FIGHT AGAINST YOURSELF – PROMOTE YOUR DIVERSITY!



Lausanne - Switzerland August'24

*We need to many  
trees to build a  
forest....  
more different trees  
style you have....  
most beautiful is  
your forest*

## BATTLE#4 - FIGHT AGAINST YOURSELF - PROMOTE YOUR DIVERSITY AND MAKE IT REVEAL IT!

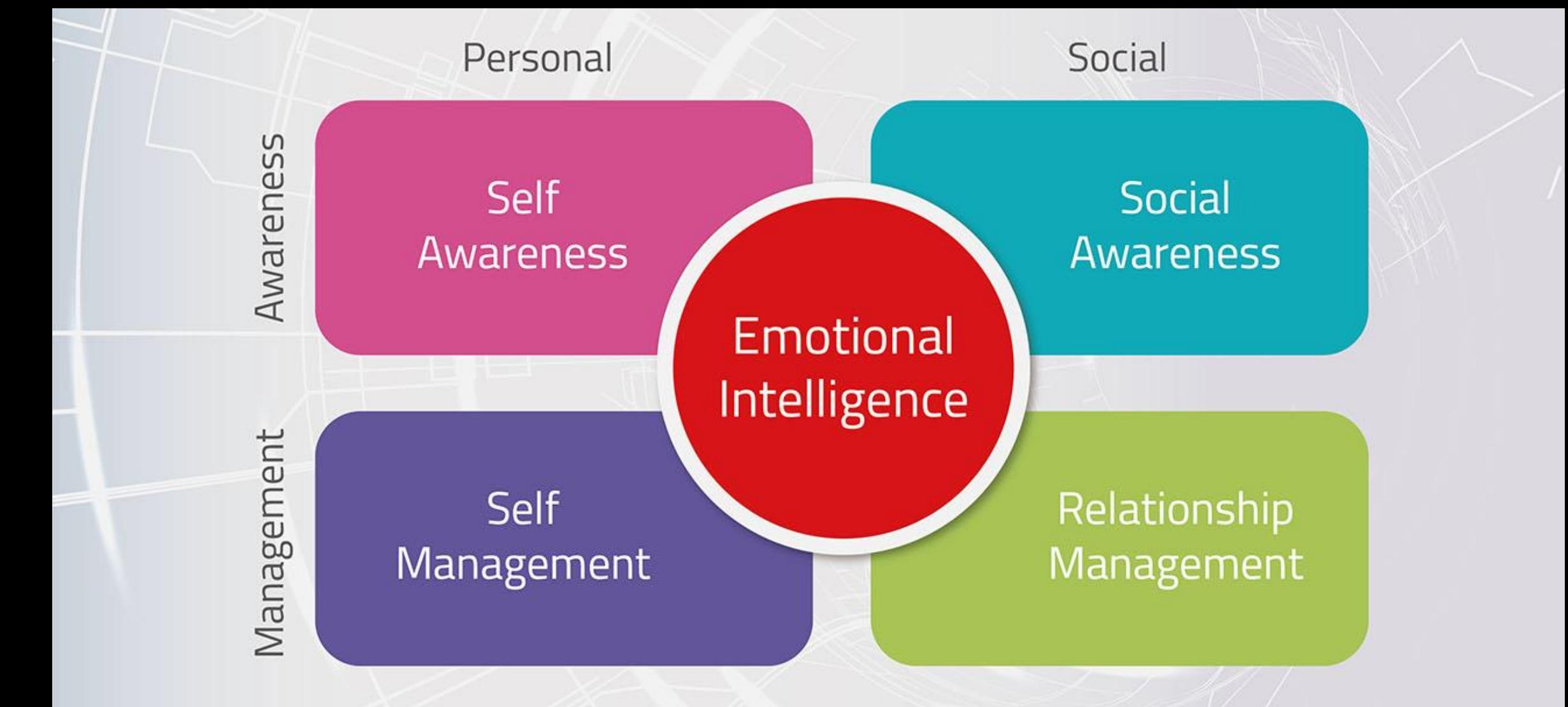
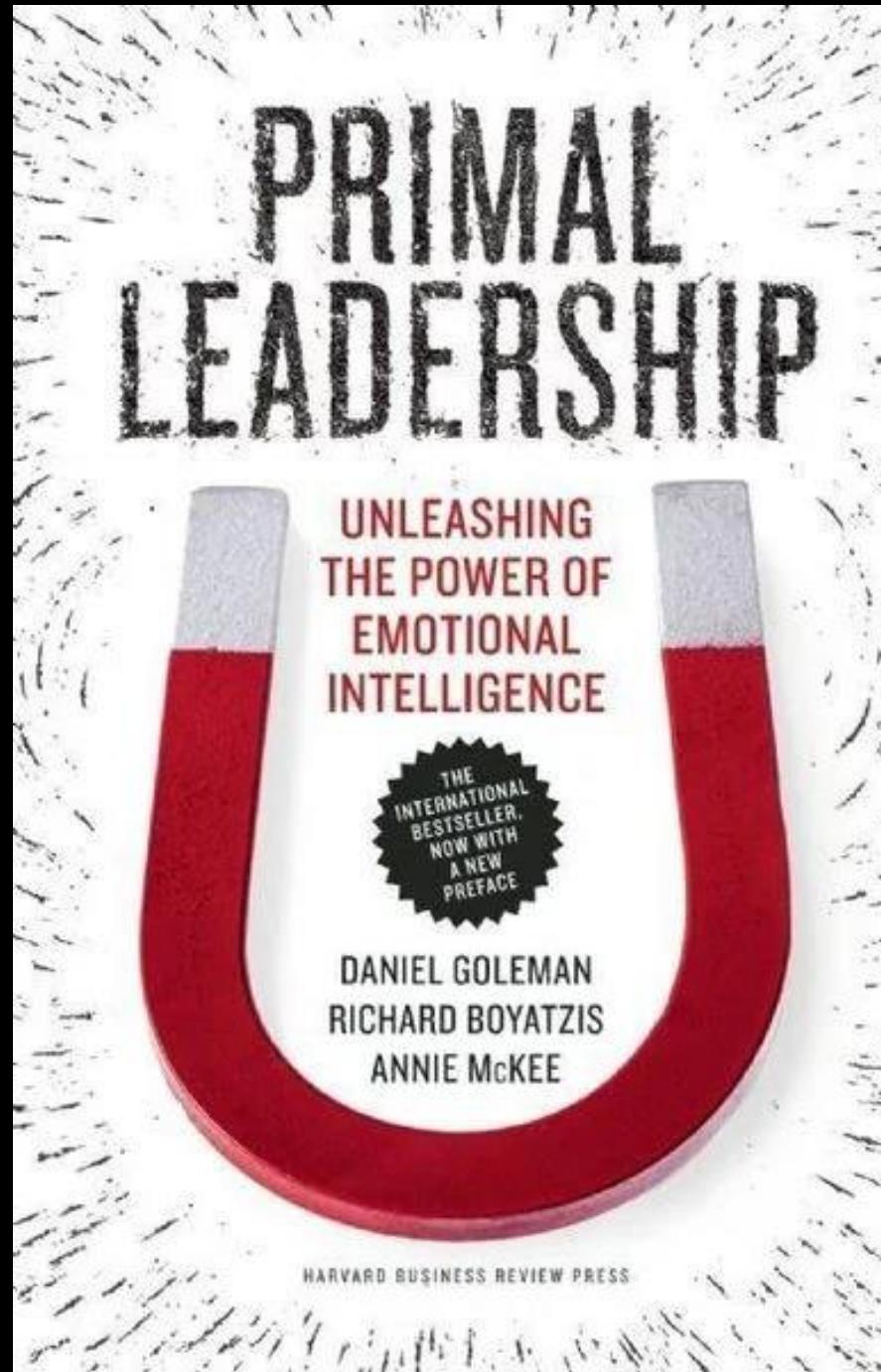


Wakanda - mix between Nature and Technologies

*Speak Up!  
Consider yourself as a Talent  
Dare to negotiate  
Give your point of view!  
Use the technology to show your values  
Develop your social awareness  
Define your career path*



## BATTLE#4 - FIGHT AGAINST YOURSELF - START KNOWING YOURSELF!



Goleman's Emotional & Social Intelligence (ESI) Framework

Primal Leadership - Deniel Goleman



## BATTLE#4 - FIGHT AGAINST YOURSELF – PROMOTE YOUR DIVERSITY AND REVEAL IT!

HACKING DAYS

*BEING A SUPER  
CONNECTOR, AN ALLY OR A  
SPONSOR*

*DEVELOP YOUR SOFT-  
SKILLS*

*CAREER PATH  
TRANSPARENT AND  
VISIBLE*

*SHOW YOUR VALUE  
& INNOVATE*

*AWARE OF ORGANIZATION*

*DEVELOP YOUR  
COMMUNICATION SKILLS*

*DEFINE YOUR CAREER  
PATH*



# KEY TAKEAWAYS#4

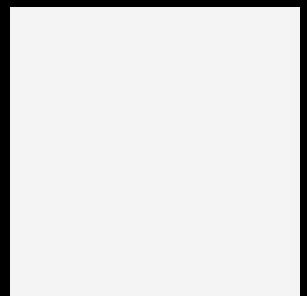
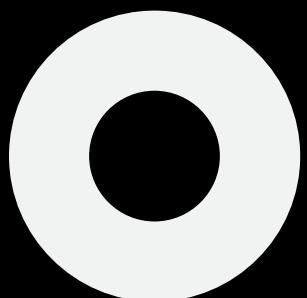
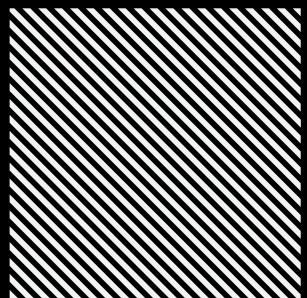
## Advocate for yourself

- Practicing self-care and self-learning
- Define your goals
- Use technology to your advantage



# AS A WOMEN ENGINEER

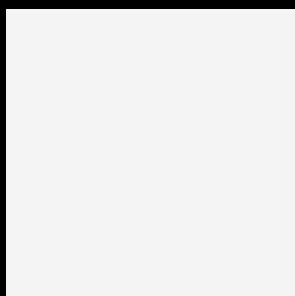
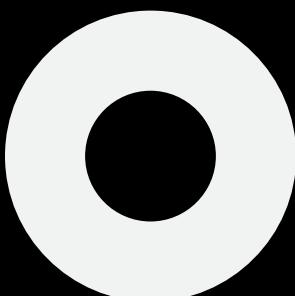
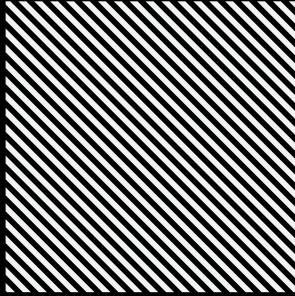
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- *Advocate for yourself with Goleman Model, through hacking days, and become an ally*
- *Be proactive in managing work-life balance by sharing in communities to highlight your strength*
- *Recognize your accomplishments thanks to a buddy*

## KEY TAKEAWAYS

# AS A LEADER IN ENGINEERING



- *Be aware of and challenge gender bias introducing Hackathon, Communities of Practices*
- *Promote work arrangements and respect personal boundaries by enforcing delegation process and provide clarity in career path*
- *Actively sponsor and mentor women, ensuring they have access to leadership roles and visibility within the company*

A close-up photograph of a young child's face, wearing a red superhero mask with a black eye emblem. The child has dark hair and is looking directly at the camera with a neutral expression. A red superhero cape is draped over their shoulders. The background is dark and out of focus.

**DO NOT FORGET EVERYONE CAN BE PROUD OF ITS OWN  
PERSONALITY AND IS BORN TO BRING SOMETHING UNIQUE  
AS A SUPER HERO!**

# THANK YOU



Edwige Fiaclou

Head of (Software Engineering)  
Methodology & Tech Talent Academy ⚡ ...

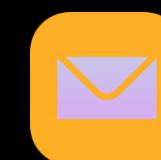


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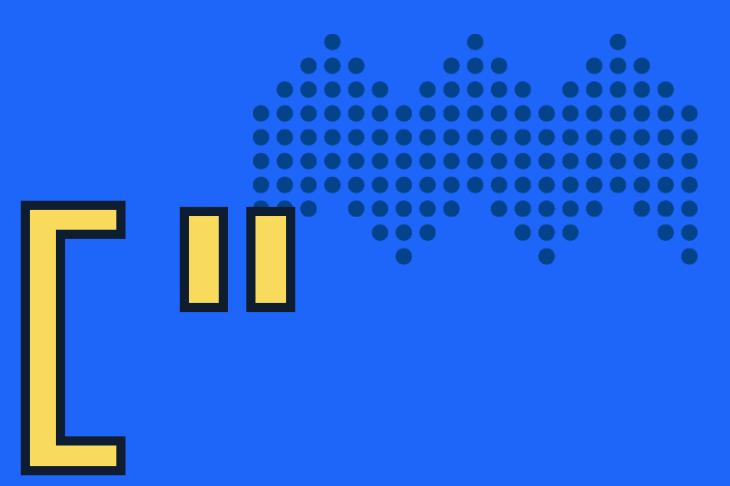
# {codemotion} CONFERENCE MILAN 2024

Don't forget  
to rate the  
talk!





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Thanks!

