

Mining for Mentors at Microsoft

RPI Capstone Fall 2019



Overview

Microsoft empowers every employee to establish relationships that will provide the knowledge, experience and perspectives that are needed to grow and develop personally and professionally. Mentors can provide the ideas, insights and support to help navigate an individual's learning and growth. A Harvard Business Review study of 45 CEOs even found that 84% credited mentors with helping them avoid costly mistakes and becoming proficient in their roles faster. Effective mentoring doesn't just happen. It depends on the individual to invest in themselves throughout the process.

Problem Definition

With over 120,000 employees located in 200+ countries at Microsoft, it can be daunting to find someone who shares the same interests or career aspirations as yourself. It can be difficult to find mentors outside of your team, org, and region. And it can be equally difficult to send out the initial meeting request/email to introduce yourself.

Potential Solution

Create a tool that will utilize LinkedIn data and/or org chart data to identify users with similar backgrounds, interests, or connections. The tool should provide users with sample emails to send to the potential mentor and list any shared connections they might have.

KEY FEATURES/COMPONENTS:

Provide sample email that is catered to the individual to introduce themselves.



List shared connections

Identify a set of criteria that would make someone a good mentor.



List shared interests

Our Team

The Microsoft team will consist of RPI ITWS alumni and other employees interested in this project. Listed below are our core members to date (we are still gathering interest). Members of our leadership team may also join future calls to give the project team more feedback towards the end of the semester.



Mary Powathil

Program Manager

Graduated in from RPI with a B.S. in ITWS. Currently a PM on the Asimov Data and Analytics team and was previously a Support Engineer for SharePoint.



Candice Poon

Program Manager

Graduated from RPI with an M.S. in Technology Commercialization and Entrepreneurship and a B.S. in ITWS and EMAC. Joined Microsoft as a PM on the Edge SAGA team.



Linda Hong

Program Manager

Graduated from Washington University in St. Louis with a B.S. in Computer Science. Currently a PM working on the Marketplace Support Tool and was previously a Support Engineer for Azure Networking.



Josh Goldberg

Software Engineer

Graduated from RPI with a B.S. in Computer Science. Currently a Software Engineer on the Sway team working on performance/usability.