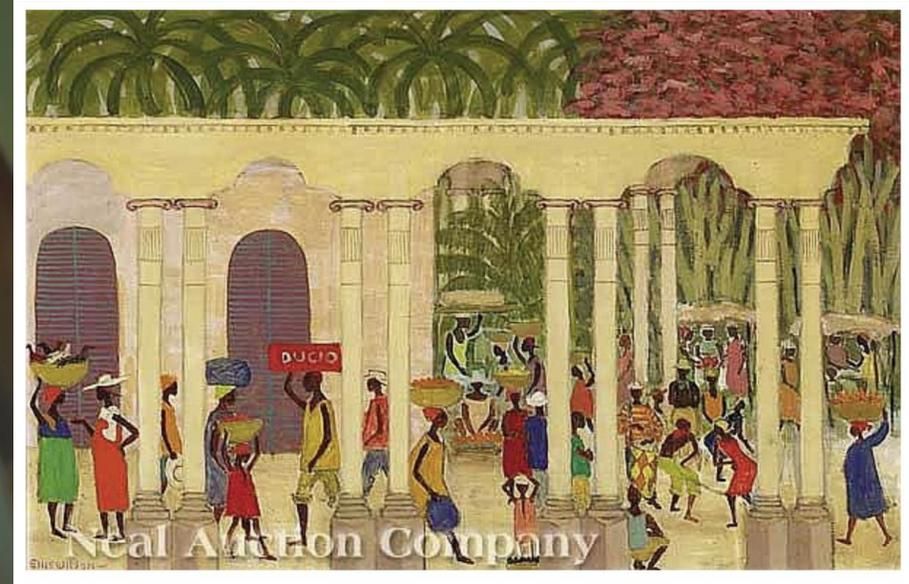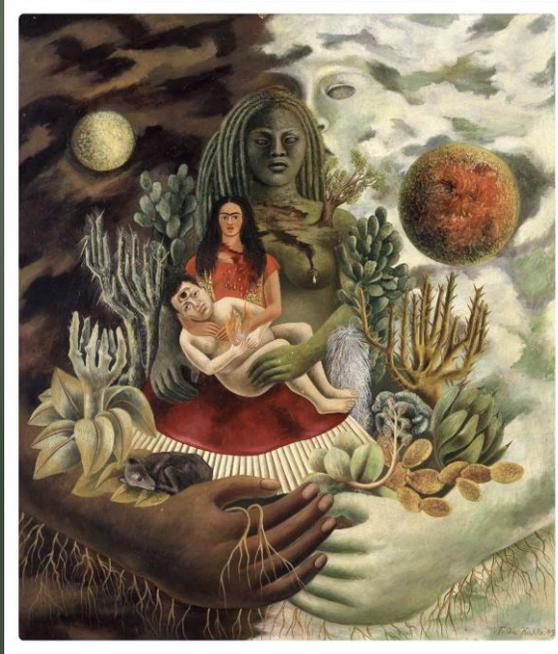# UNLEASHING THE ARTIST WITHIN

MENTORING STRATEGIES IN SOFTWARE ENGINEERING

RODNEY COBB – DIRECTOR OF PLATFORM ENGINEERING, REMINE INC

THE INNER ARTIST
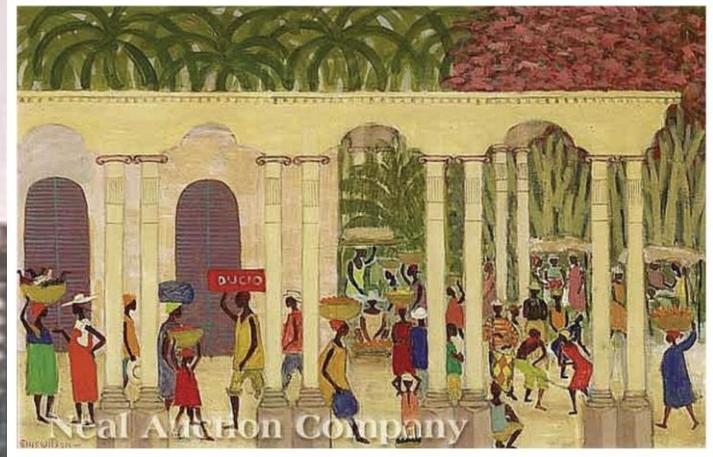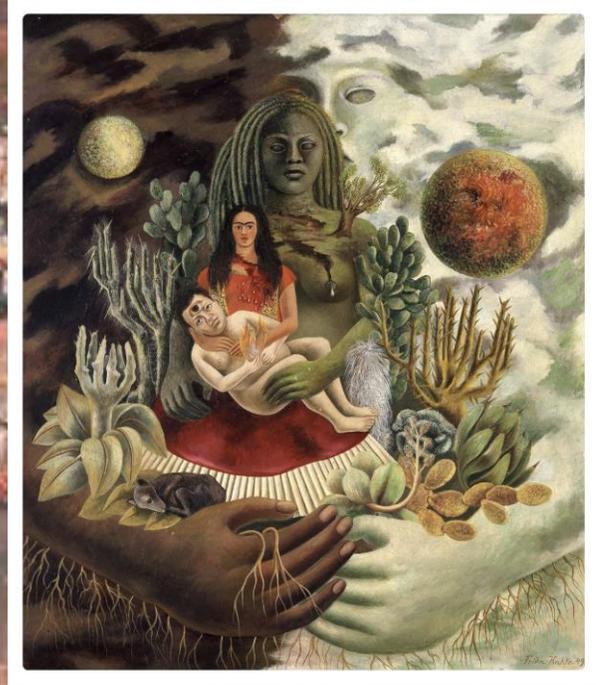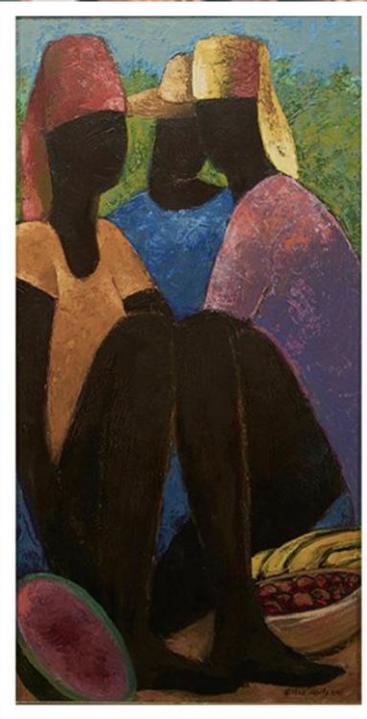
WHERE DO WE START?

- Establish Clear Goals

  - Before starting a mentorship relationship, both the mentor and mentee should establish clear goals and objectives. These goals should be specific, measurable, and achievable, and they should align with the mentee's career aspirations.

- Set Expectations

  - Mentors and mentees should set clear expectations for the mentorship relationship, including the frequency and format of meetings, communication channels, and feedback mechanisms. Setting expectations helps both parties stay on track and ensures that the mentorship relationship is productive and successful.

MENTOR TYPES

- Technical mentor
  - They can provide guidance on technical issues, such as coding best practices, software architecture, or database design
- Career mentor
  - someone who can help you to navigate your career path. They can provide advice on career planning, goal-setting, and professional development.
- Industry mentor
  - someone who has a deep understanding of the software engineering industry. They can provide guidance on industry trends, career opportunities, and other issues that are relevant to your career.

DOCUMENT THE JOURNEY

- Personal OKR's & KPI's
  - Using tools like Lattice to track actions items and progress made on goals
- Find the North Star
  - Creating a "North Star" goal and using it to guide OKR's & KPI's
- Patience & Empathy

THANK
YOU