

GUIDING MENTEES ON THE PATH TO DISTINGUISHED ENGINEER

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ME

BACKGROUND

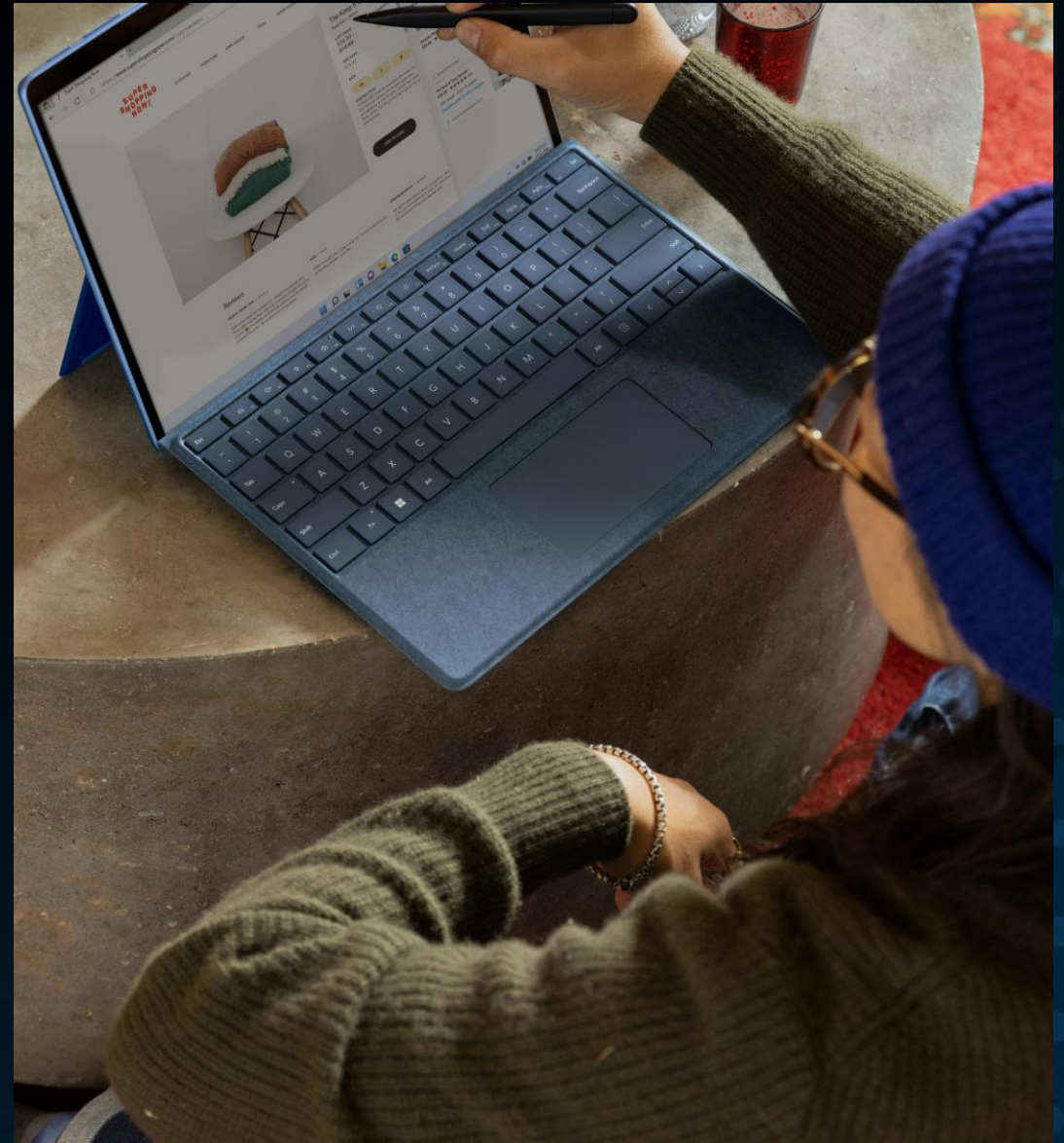
BS CERAMIC ENGINEERING, RUTGERS

- NASA: SPACE SHUTTLE TILES
- FIBER OPTICS

GREW UP IN HOLLYWOOD: CGI, VISUAL EFFECTS & ANIMATION

- STAR WARS, LORD OF THE RINGS, STAR TREK, STARSHIP TROOPERS, TWISTER, ETC.

CO-FOUNDED FOUR VENTURE CAPITAL BACKED STARTUPS



GENERAL DISTINGUISHED ENGINEER REQUIREMENTS

APPLICATION

GENERALLY, NOT AN INLINE PROMOTION –
MUST APPLY FOR THE POSITION

REQUIRES A PLAN

MOST LIKELY MULTI YEAR

MIXTURE OF SOFT AND HARD REQUIREMENTS

TECHNICAL EXPERTISE
COMMUNICATION
LEADERSHIP

*“LEADERSHIP IS INSPIRING PEOPLE TO DO
WHAT THEY NEVER THOUGHT THEY COULD
DO.”*



MENTORING

HOW DO YOU HELP GUIDE ENGINEERS

HOW ARE YOU HELPING YOUR SENIOR
ENGINEERS ACHIEVE MORE

WHAT ARE YOU DOING TO DEVELOP A SOLID
BENCH OF YOUNG ENGINEERS

JOB VS. CAREER



THOUGHT LEADERSHIP

WHAT DOES YOUR ENTERPRISE RECOGNIZE
AS YOUR THOUGHT LEADERSHIP

WHAT DOES THE EXTERNAL COMMUNITY
RECOGNIZE AS YOUR THOUGHT LEADERSHIP

WHAT INVITATIONS DO YOU RECEIVE TO TALK
ON A SUBJECT



INFLUENCE & IMPACT

ARE YOU INVOLVED IN CONVERSATIONS
WITH YOUR SENIOR LEADERSHIP

HOW ARE YOU INFLUENCING THE ROADMAPS
OF KEY PRODUCTS AND SERVICES

WHERE ARE YOU THINKING “OUTSIDE OF THE
BOX”



PEER REVIEWED WORK

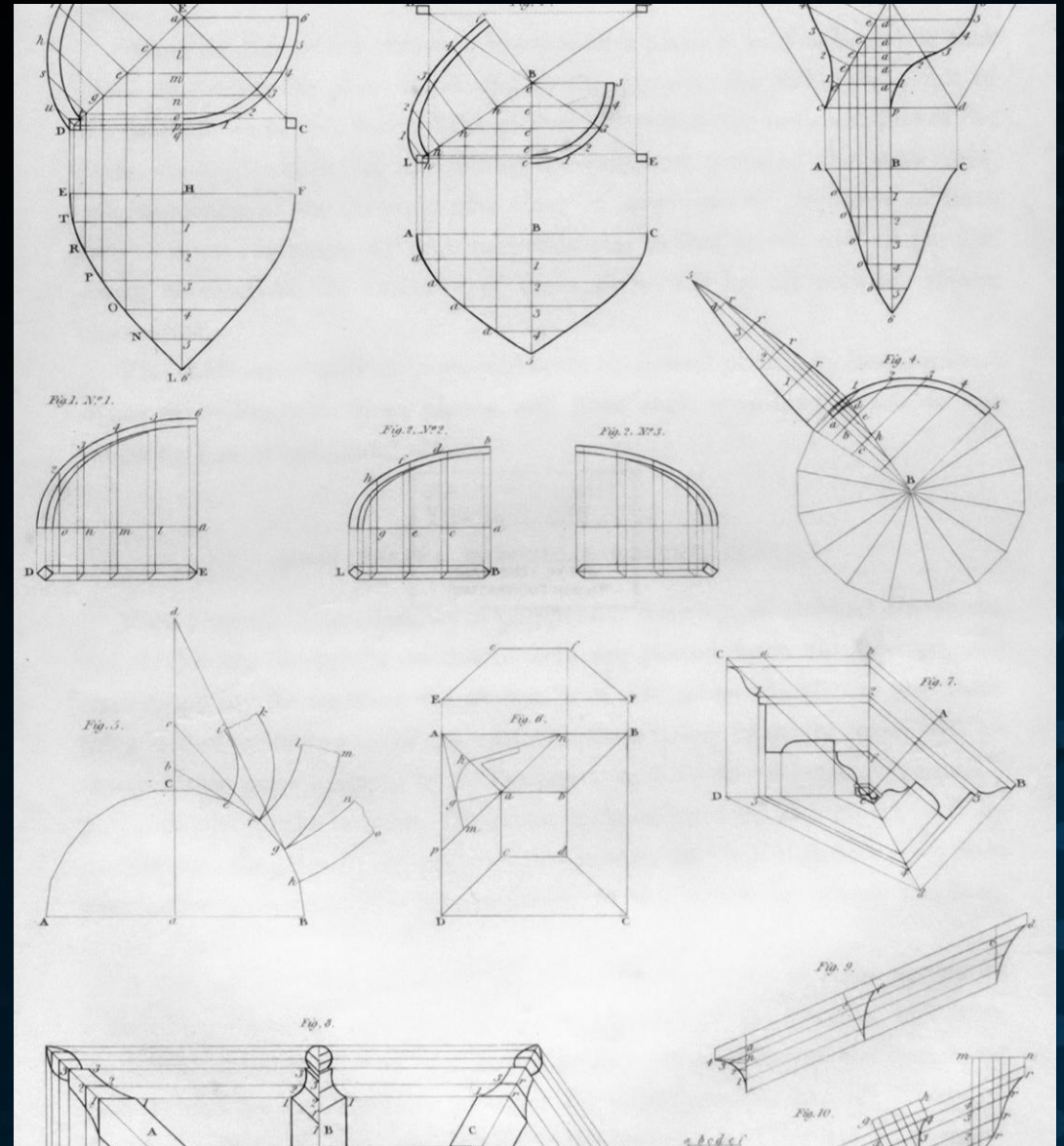
TALKS AT NON-VENDOR SPONSORED
CONFERENCES

PUBLICATIONS & INDUSTRY STANDARDS

PATENTS

OPEN SOURCE CONTRIBUTIONS

INNER SOURCE CONTRIBUTIONS



FREQUENT QUESTIONS I RECEIVE

DO I NEED A MENTOR?

YES.

YOU NEED SEVERAL.

- HAVE A MENTOR THAT REPRESENTS WHERE YOU WANT TO BE

AS YOUR CAREER DEVELOPS, YOU SHOULD CONSIDER MENTORING.

- IT MAY BE A REQUIREMENT



DO I NEED SOFT SKILLS AND HOW DO I DEVELOP THEM?

IN MOST ORGANIZATIONS, YOUR TECHNICAL
SKILLS ALONE WILL NOT LEAD TO
DISTINGUISHED ENGINEER.

STRONG COMMUNICATION SKILLS AND
TEAMWORK ARE IMPORTANT.



WHAT BLIND SPOTS DO ENGINEERS HAVE WHEN TRYING TO ACHIEVE THIS LEVEL?

UNDERSTANDING THE BUSINESS AND ITS NEEDS.

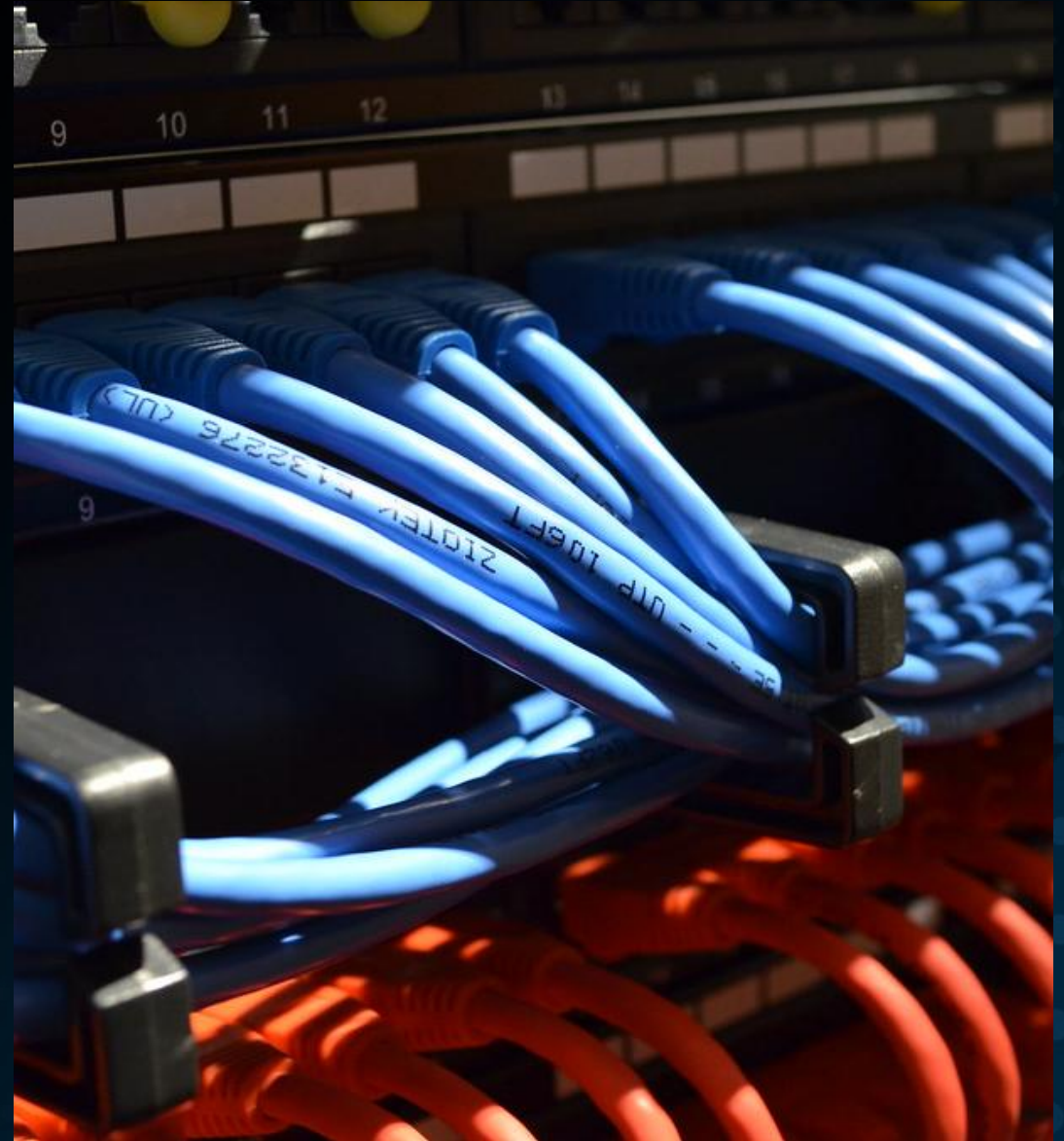
AS A DISTINGUISHED ENGINEER YOU WILL BE ADVISING THE BUSINESS AND TECHNOLOGY LEADERS ON STRATEGY, OPPORTUNITIES, AND RISKS.



HOW IMPORTANT IS NETWORKING?

VERY IMPORTANT FOR YOUR CAREER DEVELOPMENT.

MOST OPPORTUNITIES FOR YOUR CAREER ARE NOT ADVERTISED OR LISTED.



OH, AND HOW DO I NETWORK?

GET OUT OF YOUR CUBICLE.

ATTEND EVENTS THAT INTEREST YOU AND TALK TO PEOPLE.

JOIN AN EMPLOYEE RESOURCE GROUP IN YOUR ORGANIZATION.



THIS IS OVERWHELMING, HOW DO I MANAGE THIS?

DISTINGUISHED ENGINEER IS NOT A POSITION
YOU GENERALLY **SLEEP WALK** INTO.

DEVELOP A PLAN WITH YOUR MENTORS AND
LEADERSHIP.

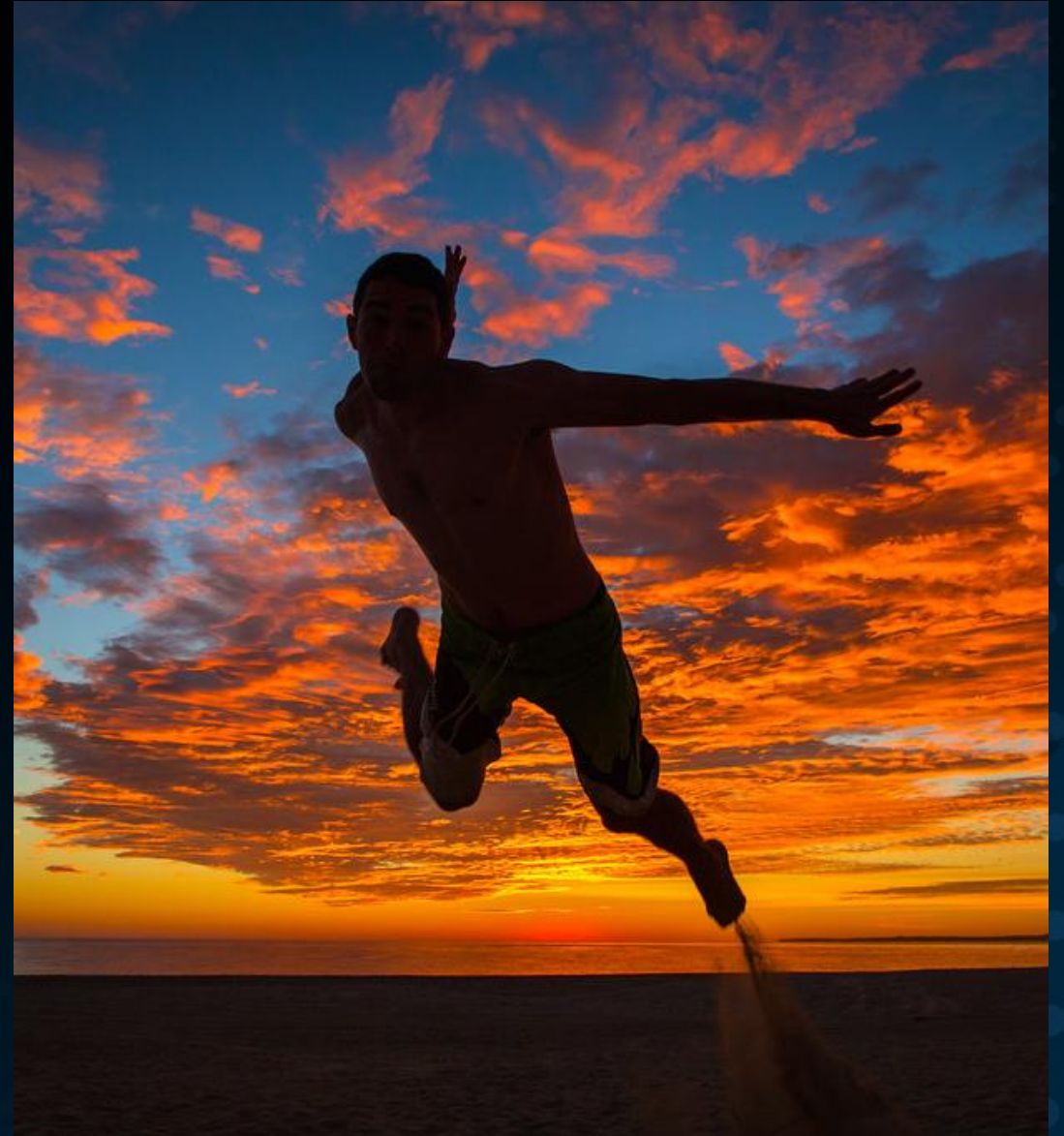
MEASURE AND REASSESS YOUR PROGRESS.



CONCLUSION

DISTINGUISHED ENGINEER WAS SOMETHING I
HAD TO THINK ABOUT AND PLAN.

MANY PEOPLE HELPED ME ON THIS JOURNEY.



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