

Strategies for your Career (L)

11/03/23 – 9:00am – 10:30pm

Dr. Deborah Agarwal

LBNL

Dr. Taghrid Samak

Meta

Similarities and differences among industry and government labs. Research, funding, annual reviews, processes. Understanding the local culture. How networking and strategic collaborations can enhance impact and strengthen your career. When is the right time to have a family? Learning to say no. Saying yes to things that matter. What to do when things don't go as planned. Negotiating your salary. Negotiations needed in collaborations and other on the job activities. Learning how to get what you need through win-win negotiations.



CRA-WP

Computing Research Association
Widening Participation

Agenda

- Introductions
- Early direction
 - Research agenda
 - Funding
 - Resources
- Understanding the environment
 - Internal processes and recognition
 - Work culture
 - Evaluation
- Collaboration and Networking
- Engaging externally
- Balancing work and personal life



CRA-WP

Computing Research Association
Widening Participation

Early Direction - Research Agenda

RESEARCH



- Understand lab/company priorities
- Match your expertise with business/lab needs
- Make consistent progress
- Build for larger scope and future problems



CRA-WP

Computing Research Association
Widening Participation

Early Direction - Resources

What do you need to succeed?

- Funding
- Equipment
- Applications
- Personnel
- Computers
- Reviewers
- Time
-

How do you get it?

- Ask supervisor/lead
- Know what are the minimums/options you need
- Articulate the benefit/trade-off
- Look for creative solutions



CRA-WP

Computing Research Association
Widening Participation

Early Direction - Funding

The Pitch

- Fit it to the mission
- Practice executive summary
- Why should we... what happens if we don't do...
- Define metrics and quantify future/potential impact

Watch out ...

- Understand your current funding
- Identify new opportunities
- Not necessary to lead but important to be valued



"Is it just me or are these review panels getting a lot tougher?"

**Your goal is funding that
supports what you want to do**



CRA-WP

Computing Research Association
Widening Participation

Environment - Internal Processes

Work to understand...

- what is valued
- types of opportunities and their scope
- typical product/project lifecycles
- other teams
goals/expertise/ problems
and priorities

Operational guidelines

- Learn how progress is tracked and measured on projects/programs
- Learn the lifecycles
- Give/share credit where appropriate



CRA-WP

Computing Research Association
Widening Participation

Developing Visibility/Recognition

- Plan a marathon not a sprint
 - build long-term reputation
- Do what's needed not what's shiny
 - step up for priorities and critical goals
- Show up
 - volunteer and get involved
 - connect others



CRA-WP

Computing Research Association
Widening Participation

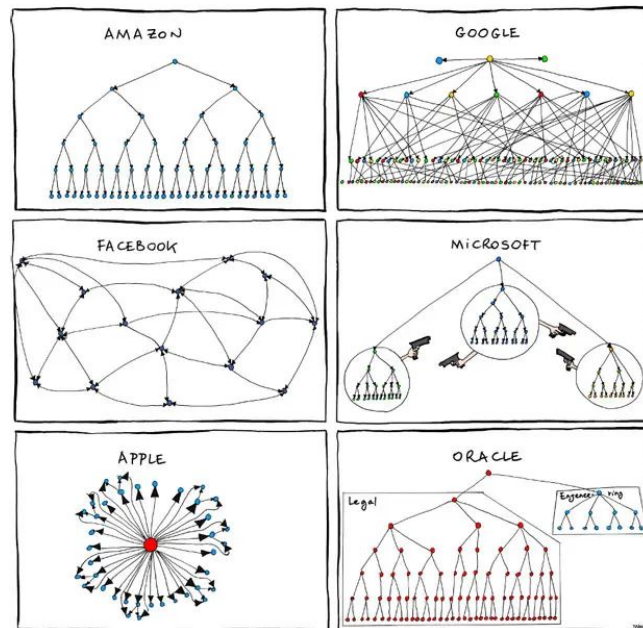
Navigating Environment/Culture

Organizational structure

- top-down vs bottom-up
- collaborative vs competitive
- modes of communication
- taboos/norms

Leadership models

- explicit vs implicit leadership
- mentorship, coaching and sponsorship



CRA-WP

Computing Research Association
Widening Participation

Understanding Env - Evaluation

Own your career

- Understand your role and expectations (various career tracks and levels)
- Discuss growth trajectory
- Observe others who are successful, identify the model that matches your strengths
- Get feedback early and often
- Learn how to give/take feedback

Promotion models

- Success looks different for everyone
- Find out if there are explicit metrics/bars
- Know what skills/experiences are 'typically' needed for the next level

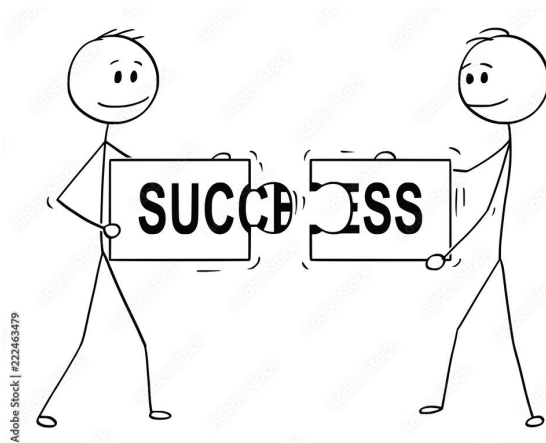


CRA-WP

Computing Research Association
Widening Participation

Collaboration/Networking

- Intentionally grow your network
- Be clear on the value you bring to a project
- Be consistent (dependable)
- Be flexible and willing to help get critical things done
- Goal is people who will collaborate with you in the future



CRA-WP

Computing Research Association
Widening Participation

Engaging Externally

Impact and value

- Valued differently at each company/lab
- Work related vs not
- Choosing - costs vs benefits

How to start and prioritize

- Focus on your passion
- Small engagement opportunities, might open big doors
- A mentor can help with where to start
- Learn how to say no



CRA-WP

Computing Research Association
Widening Participation

Balancing work-and-life

External

- Set clear boundaries and expectations
- Communicate your boundaries
- Be clear about your own priorities (not fixed over time)
- Ask for help (build your support system)
- Learn when to say no

Internal

- Build in flexibility to respond to 'emergencies'
- Learn how to be productive in constrained time
- Don't reduce your % time unless you really are going to work less than 40 hours
- Use lab/company benefits



CRA-WP

Computing Research Association
Widening Participation

Questions??



CRA-WP

Computing Research Association
Widening Participation