# Making it in Industry: A look from Inside

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# Overview

- LM/IS&S looks out for their newly hired graduates
  - Right out of college & technical→ CHAP
  - Right out of college & thinking management→ ELDP
  - Been around 5-8 years & really thinking management→ ATLP
- Dr. Wendy Hamilton's Insights
- Dr. Kate Cherry's Insights

# College Hire Acceleration Program (CHAP)

- Mission: Develop and foster a corporate connection to recent college graduates
- Objectives
  - Build a corporate connection
  - Increase morale _ **Increase retention**
  - Educate members about our business and industry
  - Create a **support network** for members early in their career

# CHAP

- **Professional Development**
  - – **Information Sessions** (speeches by key business leaders and customers)
  - – **Peer-to-Peer mentoring** (study groups; topics: GMAT, GRE, Java, CISSP, etc.)
  - – **Round table discussions**
- **Social/Networking Events**
- **Community Service Opportunities (through NOVA)**

# Engineering Leadership Development Program (ELDP)

- Develop a **broad perspective** of the corporation
- Develop depth in a **variety** of disciplines
- Instill self-confidence to **develop solutions** for technical and business challenges
- Learn the value of the **team** approach and the need to work effectively in a team environment
- **Develop non-technical skills such as presentation, time/resource management, listening, negotiating, and project leadership**

# ELDP

- Rotational assignments
  - Complete 3 or 4 rotations lasting between six to twelve months each, in a three year period.
  - Assignments can be in many different career fields:
- Conferences
  - Attend 3 ELDP Conferences (week-long) to develop leadership, business communication, team and networking skills
  - Learn corporate best practices and interact with leadership role models

# ELDP

- Technical Development Curriculum
  - In-house program
  - Master's degree program at one of three local universities
- ELDP  Monthly Meetings and Networking Events
- Mentoring Program
- Community Service

# Advanced Technical Leadership Program (ATLP)

- Identify and develop technical leaders
  - Individuals with **demonstrated competence** in at least one specialty
  - Proficient in a wide variety of engineering and technical skills, able to recognize and define problems, **conceive of system solutions and deal with the broad interrelationships** of high technology programs
  - Proven competencies-- **Self-Confidence, Initiative, Leadership, Communications**

# ATLP

- Accelerate their technical and professional development through **rotational assignments** within IS&S.
  - Provide **challenging work assignments**
- Provide **mentoring/**career counseling
- Provide technical and leadership training **courses**

# Dr Hamilton's Insights

- ✓ Projecting confidence

- ✓ Smart people
  - ➢ Knowing how to get results/info

- ✓ Working miracles

- ✓ Customers want immediate results
  - ➢ Interim deliverables
  - ➢ Spiral development

# Dr Hamilton's Insights (cont)

\* Convincing people to give you money

❖ Making contacts

❖ Know your customer
  ➢ Needs
  ➢ Environment
  ➢ Biases

❖ Find out new pithy phrase of the year
  - Example:
    "Power to the Edge" vs
    "Defense in Depth"

❖ Teaming

# Dr. Cherry's Insights

- Technical Leadership in the Corporate World implies Management Track
  - Non-Management Track-- Chief technologist, chief scientist, senior research fellow
  - Management Track– CTO, CIO, Technical Directors, VP's
- People network is paramount– spend time building that
  - Team building is valued
  - Seek mentors early-on, advocates as you progress

# Dr. Cherry's Insights

- Craft your resume
- Valued skills at Lockheed Martin-- **Self-Confidence, Initiative, Leadership, Communications**
- Don't ever bring your boss a problem– bring a problem with a solution

# Dr. Cherry's Insights

- Power....
  - Be flexible and keep moving
    - Think out of the box
    - Accept diversity
  - Have an idea of where you are going in your career
  - Pick good "models"
  - Build alliances
  - Declare your identity
  - Be patient
  - If you need to be brutal– be brutal once!