



*IEEE Aerospace &
Electronic Systems Society*

AEISS Professional Networking and Mentoring Program

Joe Fabrizio
EVP

Contributors: Judy Scharmann, Garrett Hall, Ryan Paterson, Lorenzo Lo Monte

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Motivation



The AESS strives for the professional growth of its members and is particularly committed to developing students and young professionals.

To reinvigorate and sustain interest in engineering fields that traditionally feed the AESS, it is imperative to assist young members to integrate quickly in our community.

Active engagement and collaboration between experienced and younger AESS members is a catalyst for effective integration.

This important process should not be left to chance.

This is why we developed a structured program that helps to connect students and young professionals with more experienced AESS members for two-way exchange.

Strategy

Objectives

- Benefits aimed at attracting and retaining younger members
- Encourage and empower our membership to grow the AESS

Analysis

- Networking/mentoring is fundamental for a thriving Society
- IEEE mentoring schemes – no significant impact on AESS

Initiative

- Develop an AESS Networking and Mentoring Program
- Custom design, run by Society, hosted on our website

End goal: A flexible international program that is carefully implemented, attentively supported and singularly focussed on providing benefits to AESS members.



Progress

History

- 2013: First proposed by VP Education – initiative approved by BoG
- 2014: Research for implementation (and too much procrastination)
- 2015: Pilot programs in San Diego & San Antonio poorly resourced

Status

- 2016 Website development (Joe Fabrizio and Judy Scharmann)
- Last month: Committee formed with AESS student and YP reps.
- Seek & implement feedback from BoG and launch new program

Website

- New and functional
- Mentor permissions
- Quick-look web tour



Actions

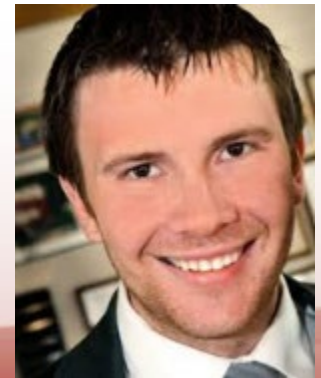
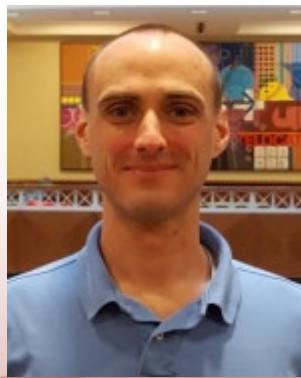
October-November

- Mentor recruitment drive (Technical Panels), targeted mentee surveys
- Final touches on website – implement BoG feedback and suggestions
- Participant welcome emails and packs, PPT presentation & brochures

Kick-Off Campaign – starting December 2017

- AESS chapter chairs promote program at meetings (presentation materials provided)
- Aerospace and Radar conferences - special sessions, networking lunch, YPP event
- AESS Magazine, QEB, reach all non-AESS student members with AESS TIP codes

Committee Members



Metrics

Success Measures:

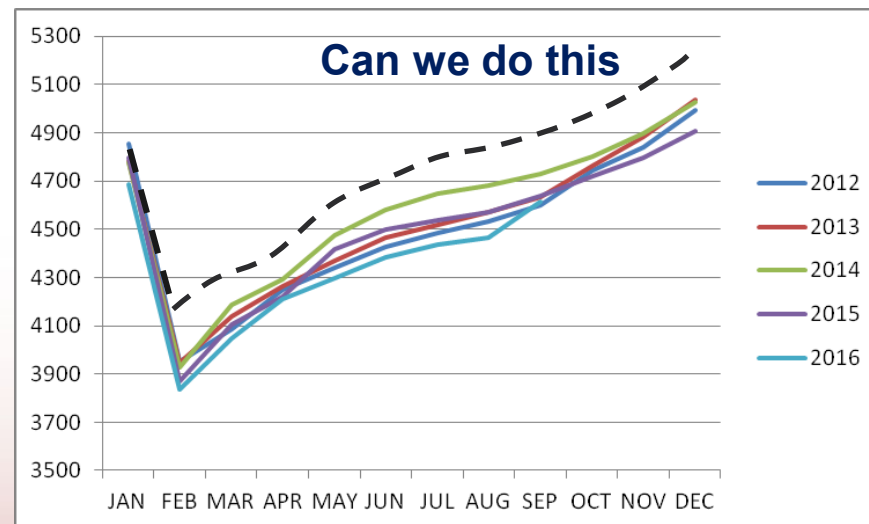
- Participation – aim for 30 mentor pairs by February
- Feedback – survey for members to rate the scheme
- Membership – not limited to student / YP categories

Integration of members translates to the prosperity of the Society.

Mentorship styles:

- 1) Technical mentorship
- 2) Advisor mentorship
- 3) Conference mentorship
- 4) New Area Member mentorship
- 5) Mentoring in underrepresented regions
- 6) Career Development mentorship
- 7) Grant Opportunities mentorship
- 8) Affinity Group mentorship
- 9) Consulting mentorship

If we keep doing what we do...



Vectors

Strategic themes

- Innovation – actively look for better ways of doing our business
- Collaboration – work together with respect, trust and a sense of collective purpose
- Implementation – leverage resources and strive for excellence in everything we do

Intrinsic values

- Belief in our collective capabilities
- Passion to make a positive difference
- Persistence to overcome difficulties on the path to success

Outcomes focus

- Improve existing services
- Create new benefits
- Increase membership and surplus

