



Unquantified Serendipity

Diversity in Development

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@QuintessenceAnx

CISCO *Live!*

Barcelona | January 27-31, 2020



DEVLIT-4003

Agenda

- Introduction
- Why we hire people – broad discussion
- Looking at our perceptions
- How we can maximize mentoring our new:
 - Employees
 - Interns / Jrs
- How we can reach people



Why do we hire people?



Our perceptions

How does serendipity factor in?





What is the current state of diversity?

What can we do?



Life is a series of experiences



Mindset Matters



Mindset. Matters.

So let's shift our
minds.

Coach, don't rescue



Photo by Jeffrey F Lin on Unsplash

Hand up, not out



Photo by Annie Spratt on Unsplash



Support different learning styles

Reciprocal Mentorship



Photo by Christina @ wocintechchat.com on Unsplash

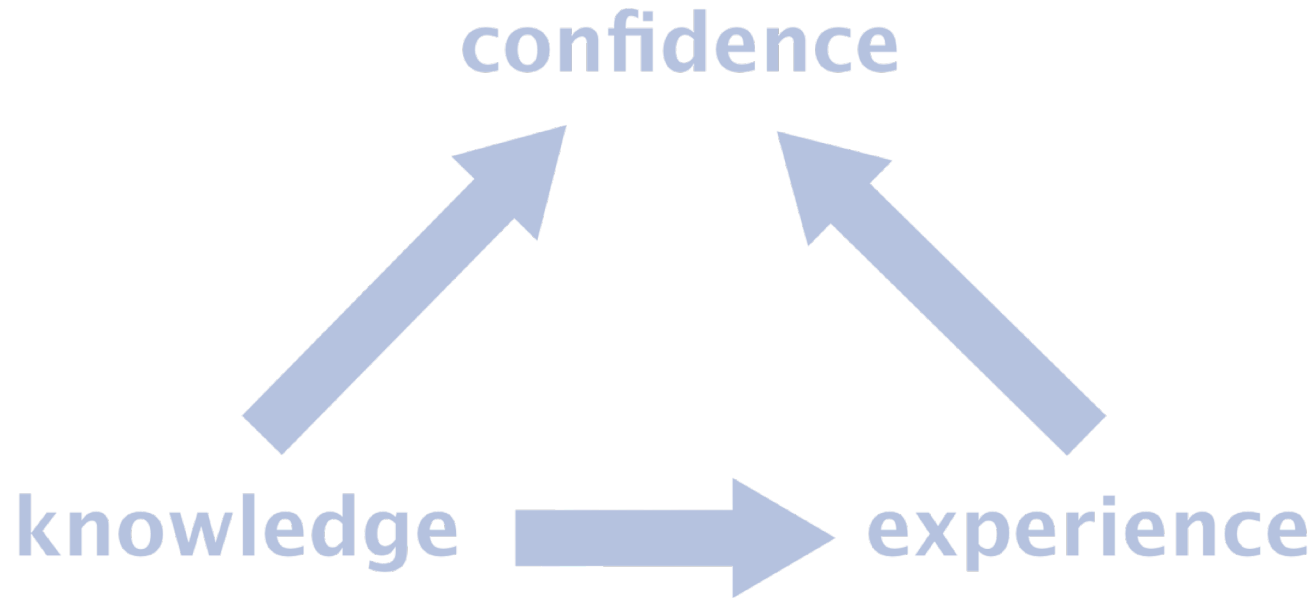
Provide a challenge



Photo by Christina @ [wocintechchat.com](https://www.wocintechchat.com) on Unsplash

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Proactive Resilience vs Passive Acceptance



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Explicit onboarding

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Job titles: they definitely matter

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“Hiring Nucleus”

Welcome with coffee*

* Or tea, if that's your preference



Photo by Helena Lopes on Unsplash

Before you go...

- There are many ways that we can support new employees and new people in our professional networks
- Some of those ways include:
 - Being open to different learning styles
 - Empowering people to learn and grow (rather than doing for them)
 - Informing them of relevant hiring practices in the industry, such as “who to know” and “what titles to seek”.

Before you go...

- *There are many ways that we can support new employees and new people in our professional networks*
- *Some of those ways include:*
 - *Being open to different learning styles*
 - *Empowering people to learn and grow (rather than doing for them)*
 - *Informing them of relevant hiring practices in the industry, such as “who to know” and “what titles to seek”.*
- For more questions: please join the WebEx room DEVLIT-4003
- Help me iterate – complete the survey and tell me your thoughts!



Slides, Live Streaming, and
Recordings Available on Cisco Live

<https://www.ciscolive.com/online>

References & Reading
Available on Notist

<https://noti.st/quintessence>

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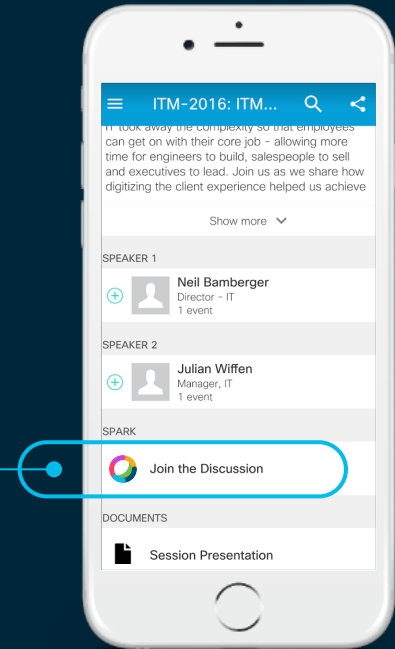
Cisco Webex Teams

Questions?

Use Cisco Webex Teams to chat with the speaker after the session

How

- 1 Find this session in the Cisco Events Mobile App
- 2 Click “Join the Discussion”
- 3 Install Webex Teams or go directly to the team space
- 4 Enter messages/questions in the team space



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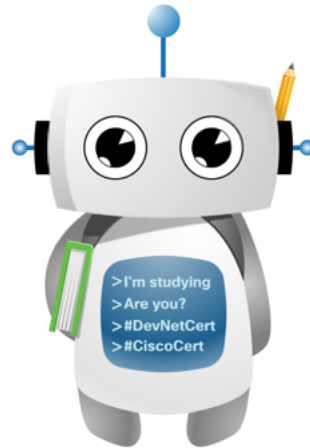
Offered daily 12:15-12:45 in the DevNet Zone Theater

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Find shared code repositories of use cases for network automation & more!

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Automation Exchange Share use case Use case library

Make Network Automation simple with the community

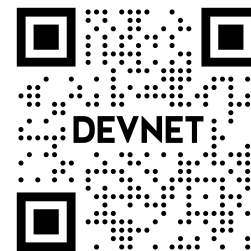
DevNet Automation Exchange provides shared code repositories for network automation and guides teams through their journey with a walk-run-fly methodology.

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<http://cs.co/20eur01>

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Thank you





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