



**SC18**

Dallas, TX | **hpc**  
**inspires.**



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# Early Career Program

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12 November 2018, Dallas TX

# **SC18** Early Career Program

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## Committee:

- Mary Ann Leung (Chair)
- Richard Coffey
- Bert Debusschere
- Sally Ellingson
- Kurt B. Ferreira
- Yipkei Kwok
- Olga Scrivner
- Nitin Sukhija
- Stefan Wild



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# Agenda for Today

| Time                   | Session                                                                             | Location               |
|------------------------|-------------------------------------------------------------------------------------|------------------------|
| 8:30 – 10:00           | Connecting and Thinking Strategically through Your Strengths                        | A302                   |
| 10:00 – 10:30          | Break                                                                               |                        |
| 10:30 – 12:00          | CV Review and Career Development                                                    | A302                   |
| 12:00 – 1:30           | Lunch (funded participants + panelists/ speakers only)                              | A306/ 307              |
| 1:30 – 3:00            | Early Career Survival Guide for Successful Communication                            | A302                   |
| 3:00 – 3:30            | Break                                                                               |                        |
| 3:30 – 4:10            | Building Lasting and Effective Mentoring Relationships: Informational Session Panel | A2 Ballroom            |
| 4:15 – 5:15            | Speed Mentoring Session                                                             | A3 Ballroom            |
| Tuesday<br>7:15 – 8:15 | Breakfast with your mentor before keynote                                           | D1/Clear Fork Ballroom |

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# Activity One:

## Part 1: CliftonStrengths Bingo

1. Find 1 person whose #1 Strength is in one of the columns below
2. Identify how their strength is expressed in their job or life
3. Write their name next to Strength
4. Find someone for each column

| Strategic Thinking | Executing      | Influencing    | Relationship Building |
|--------------------|----------------|----------------|-----------------------|
| Analytical         | Achiever       | Activator      | Adaptability          |
| Context            | Arranger       | Command        | Connectedness         |
| Futuristic         | Belief         | Communication  | Developer             |
| Ideation           | Consistency    | Competition    | Empathy               |
| Input              | Deliberative   | Maximizer      | Harmony               |
| Intellection       | Discipline     | Self-Assurance | Includer              |
| Learner            | Focus          | Significance   | Individualization     |
| Strategic          | Responsibility | Woo            | Positivity            |
|                    | Restorative    |                | Relator               |





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## Activity One: Part 2: Report Out

- Introduce someone you met and describe their strength and how it is realized in their work and/or life

| Strategic Thinking | Executing      | Influencing    | Relationship Building |
|--------------------|----------------|----------------|-----------------------|
| Analytical         | Achiever       | Activator      | Adaptability          |
| Context            | Arranger       | Command        | Connectedness         |
| Futuristic         | Belief         | Communication  | Developer             |
| Ideation           | Consistency    | Competition    | Empathy               |
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| Learner            | Focus          | Significance   | Individualization     |
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# Building a Career on Your Strengths

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# Why does it matter?

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Strengthen your effectiveness by...

- Understanding yourself better
- Understanding others better
- Learning how to work with others more successfully → increase your own effectiveness







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# Psychological Assessments

- Provide insight to your traits in professional life
- Many organizations use to build better teams
- Many different “flavors”
  - Myers Briggs
  - Strong Campbell Interest Inventory
  - CliftonStrengths (formerly known as StrengthsFinder)
  - ...



## What is CliftonStrengths?

- Focuses on innate personality “strengths”
- “Talent themes” resulting in tendency to develop certain skills
- Identifies top “strengths” out of 34 themes





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# CliftonStrengths Theme Domains

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Describe how people and teams use their talents to:

- Work with information
- Make things happen
- Influence others
- Build relationships

**Strategic  
Thinking**

**Executing**

**Influencing**

**Relationship  
Building**

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# Strengths by Leadership Domain

| Strategic Thinking | Executing      | Influencing    | Relationship Building |
|--------------------|----------------|----------------|-----------------------|
| Analytical         | Achiever       | Activator      | Adaptability          |
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| Futuristic         | Belief         | Communication  | Developer             |
| Ideation           | Consistency    | Competition    | Empathy               |
| Input              | Deliberative   | Maximizer      | Harmony               |
| Intellection       | Discipline     | Self-Assurance | Includer              |
| Learner            | Focus          | Significance   | Individualization     |
| Strategic          | Responsibility | Woo            | Positivity            |
|                    | Restorative    |                | Relator               |

1. Achiever
2. Relator
3. Competition
4. Ideation
5. Futuristic





## Activity Two: CliftonStrengths

Set up:

We are going to form groups of imaginary companies whose goal is to build the fastest supercomputer in the world and sell it to scientists

Here are roles needed for the company:

- Chief Executive Officer
- Chief Financial Officer
- Chief Scientist
- Marketing Director
- Sales Director
- ...



# CliftonStrengths Activity

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## Activity (15 minutes)

1. Form teams of ~5 people
2. Identify how many people have their #1 Strength in each of the 4 Leadership Domains
3. Identify who will take on what roles in the company and why their strengths will help them succeed in that role

## Group Report Out (1 minute each group)

- What did you learn?
- Were there any surprises?
- Did you have a well rounded team?
- Were you missing any talents?







# Learning to Lead in HPC - Strategies to Start Your Leadership Journey

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Moderator: David Keyes, King Abdullah  
University of Science and Technology (KAUST)



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# Birds of a Feather Session

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Volunteer Opportunities for SC Conference Planning

Session Leader: Christine Cuicchi

Additional Session Leaders: Jeffrey Vetter, Christine Harvey, Jason Zurawski

Time: Thursday, November 15th 12:15pm - 1:15pm

Location: C144

Description: The SC Conference desires to provide opportunities to the HPC community to volunteer with the SC Conference Planning Committee. Attendees will meet SC Committee members and learn which areas of SC Committee planning are best suited to their interests should they wish to participate in planning future SC conferences.

SC Conference Planning Committee members will highlight the entry-level opportunities available for new volunteers and the professional development from which volunteers and their supporting institutions will benefit.

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