

# 2019 RedChairPGH Scholarship Application

*Women comprise half the world's population, but do not play an equal role in inventing the technology that will solve the difficult problems faced by our society today.*

*RedChairPGH encourages Pittsburgh companies and technical community to correct that imbalance and foster a stronger local technical talent pool. We envision a future where Pittsburgh is the standard-bearer in developing and retaining a diverse technical community.*

*With funds from event sponsorship and generous donations, RedChairPGH has created a scholarship program. The RedChairPGH scholarship is intended for leadership development programs for a mid-career woman in tech. We anticipate awarding multiple scholarships through three programs - each with a market value of up to \$2500. **The application deadline is June 15, 2019. Email your application to [redchairpgh@gmail.com](mailto:redchairpgh@gmail.com). Awardees will be notified in mid-July and receive their development between August and October 2019. See the video honoring last year's recipients at [redchairpgh.org](http://redchairpgh.org).***



## **How do we define a “Mid-Career Woman in Tech?”**

A mid-career professional has moved past entry level (i.e. her first job out of school,) but isn't nearing the end of her career (i.e. retirement.) Mid-career is not defined by age or years of experience, but instead, is a professional who has not yet reached an executive role.

We define “in tech” as someone who is a practitioner within Information Technology, Information Systems or Computer Science or an individual who works for a Tech Company. A practitioner could fall under the following four verticals: Infrastructure/Operations/Support; Software Development Lifecycle, Project Management Office, and/or Creative/Interactive/Design.

## **Scholarship winners will be awarded one of the following development programs**

### **Award 1. Weekend retreat to focus on charging up your career**

EDGE Weekend Retreat scheduled for August 15th and 16th , a beautiful getaway in the Pittsburgh region. Modeled after The Pittsburgh Technology Council's 9-month EDGE Women's Leadership Development program. The first women's mentoring experience of its kind targeting mid-career female professionals.

### **Award 2. Executive Coaching**

Receive two CEO Mindset Executive Coaching sessions and one phone follow up.

During your CEO Mindset Executive Coaching sessions you'll take stock of your current career outcomes and develop a strategy to foster increased growth and success. For example:

- Gaining perspective and clarity about career goals and strategies
- Handling unconscious bias in a manner that changes outcomes
- Executive presence that impacts buy-in and decision-making
- Behavior that inadvertently undermines advancement
- Defining your leadership signature and leveraging your strengths

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## Award 3. DDI Development Pack

### **“Interaction Essentials for Leaders” (1-hour Web-based training)**

In ‘Interaction Essentials for Leaders’, participants learn when and how to use interpersonal skills that will enable them to prepare for, lead, and participate in a variety of interactions that are critical to accomplishing work goals. Using these skills also helps leaders build stronger relationships at work with peers and team members and even outside work with family, friends, and the community.

### **OPAL (Online Performance and Learning) – like a Coach in Your Pocket.**

DDI’s online learning library is designed for women to build skills on your own – just for you, just in you, just you. Our digital content includes 70+ micro-courses targeted to address specific skills or common workplace situations. This is web-based software (‘in the cloud’) that provides asynchronous access to just-in-time learning content. No required start /end, no exams, no sequence. It’s just in time and just enough.

**“Your First Leadership Job” by Tacy M. Byham and Rich Wellins.** The book has sold over 20,000 copies and has 40 5-star reviews on Amazon. Last month a female blogger wrote a review calling it 'resourceful, reassuring and it gave me confidence I can still build my career of leadership despite an early set-back'. It’s a great resource, since “Your First Leadership Job” aligns with the content in the learning journey including a special chapter for women leaders.

### **LeaderchipSM**

This new mobile offering is the only app that empowers emerging and informal women leaders to work successfully with and through others. Led by Chip (your new, affable robot friend and mentor), users navigate through workplace challenges, reflect on how to better understanding others, and learn how to communicate to help others understand them.

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## **Our expectations from you if you receive a scholarship**

1. You will clear your calendar and your distractions and attend with an open mind.
2. You will consider serving as a mentor for a younger or less experienced woman in tech.
3. You will attend our **November 21, 2019** event and share your experiences with the attendees there.

**Full Name:** Click or tap here to enter text.

**Address:**Click or tap here to enter text.

**Phone Number:**Click or tap here to enter text.

**Email:**Click or tap here to enter text.

**Employer / Role:**Click or tap here to enter text.

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**Question 1:** We'd like to get to know you and learn what motivates you – tell us about a time where you felt most courageous in your career.

Click or tap here to enter text.

**Question 2:** We all learn from mistakes – tell us about a time you made a mistake, what were the ramifications and what did you learn from that experience?

Click or tap here to enter text.

**Question 3:** We all play a role in shaping the community we live in - what are your passions outside of work – what impact do you want to leave on the Pittsburgh community?

Click or tap here to enter text.

**Question 4:** Mid-career is an important time to assess your progress and reassess your goals – what is your definition of success? Has it changed since you first started out? If so, how? If not, do you feel you are on the path to achieve it? Where do you need to grow to achieve your next goal?

Click or tap here to enter text.