



2021
Annual **INCOSE**
international workshop
Virtual Event
January 29 - 31, 2021

Empowering Women Leaders in SE

www.incose.org/IW2021

CHAIRS

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INCOSE WEB PAGE



<https://connect.incose.org/ProgramsProjects/EmpoweringWomen>

INCOSE CONNECT ADDRESS



<https://www.incose.org/ewlse>

Charter Summary



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WG PURPOSE/MISSION

EWLSE's vision is to live in a world where women and are men equally represented as leaders in systems engineering. Our mission is to create an open systems engineering environment welcoming to all; promote the demonstrated value of women as systems engineers and leaders; engage women in engineering and systems engineering at all levels of education around the world; and enable increased participation and retention of women in systems engineering leadership.

WG GOAL(S)

Our working group goals include the following:

1. Highlighting INCOSE Leadership:
 - a. Identify and pursue international opportunities.
 - b. Nominate and support women as board members, directors, chairs, fellows, pioneers.
 - c. Support INCOSE TLI members
2. Collaborating With Others:
 - a. Connect with academia.
 - b. Network across INCOSE sectors and chapters.
 - c. Reach out to other societies and groups.
3. Building Mentor/Mentee Relationships:
 - a. Connect SE based mentors and mentees.
 - b. Support to women pursuing leadership roles.
 - c. Encourage pursuit of SE competencies.
4. Celebrating Women:
 - a. Demonstrate impact of women in technical leadership.
 - b. Share success stories of empowered women.
 - c. Publish works that showcase women.
5. Raising Awareness Through Research:
 - a. Advance related gender and diversity research.
 - b. Share research findings on status and progress.
 - c. Invite researchers to showcase their work.
6. Ongoing Outreach for the Future:
 - a. Mentor systems engineering practitioners.
 - b. Raise awareness of diversity goals across INCOSE sponsored global events.
 - c. Support initiatives to build a better world through a systems approach.
 - d. Showcase people who are making a difference in the world.
 - e. Work to achieve gender parity in systems engineering leadership.

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WG SCOPE

EWLSE's scope is to broaden awareness of the current state of women in leadership, remove obstacles for women seeking engineering related leadership roles, collaborate with professional societies, industry, government, academia, and individual advocates, and celebrate the benefits of diversity throughout our culture. Ultimately, we want to integrate efforts to raise international awareness of the value of women leaders in engineering and systems engineering; develop and promote successful strategies for women navigating the systems engineering leadership journey across cultures, geographic locations, and domains; and drive the evolution to an open welcoming professional environment where institutions stimulate motivated and qualified applicants to seek leadership opportunities in systems engineering.

What success looks like:

1. The systems engineering environment is open to all:
 - a. Boundaries and partitions that limit success are removed.
 - b. Women are and know they can aspire to be leaders in systems engineering.
2. All systems engineers are highly valued:
 - a. Diverse leadership styles are respected and included.
 - b. Systems engineering leadership reflects the community.
3. Women and engineering go hand-in-hand:
 - a. At least half of graduating engineers are women.
 - b. Female engineering graduates choose an engineering career.
 - c. Women and men equally share technical leadership.
4. We collaborate as equals:
 - a. Women and men have a seat at the table.
 - b. Cross-cultural collaboration is the norm.
 - c. We work together across domains to build a solution for all.
5. Mentors and enablers are part of the culture:
 - a. Only knowledge, skills, abilities, and attitude matter.
 - b. There is engagement at all levels of education.
 - c. Diversity, equity, and inclusion are integral to the foundation of systems engineering.

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OUTCOMES (PRODUCTS/SERVICES)

Outcomes include:

- Consistently raise awareness of the EWLSE vision, mission, scope, and goals.
- Provide a set of resources for women in engineering and systems engineering (see Resource tab on incose.org/ewlse).
- Establish and maintain a mentor/mentee program in systems engineering (see Mentor/Mentee tab on incose.org/ewlse) across INCOSE for all members (men and women).
- Hold "Not for Women Only" diversity, equity, inclusion, and related focused events around the world, including workshops, tutorials, and panels at INCOSE IS, INCOSE IW, APCOSE, CSER, SWE, NoSE, JOSE and other international, national, regional and local conferences and events.
- Publish diversity, equity, inclusion and systems engineering focused research through many different publications including INCOSE SE Handbook, SEBoK wiki, Future of SE, SE Vision, INCOSE Insight, Journal of Systems Engineering, and through other publishers.
- Nominate one or more women leaders annually from around the world to participate in the INCOSE Technical Leadership Institute.
- Sponsor women leaders in INCOSE leadership positions throughout the INCOSE community (chapters, working groups, Fellows, CAB, Academic Council, initiatives, and the INCOSE board, etc.).



IW OUTCOMES

For the INCOSE IW 2021 we offered a unique workshop for systems engineers, engineers, technical leaders, managers, and really just about anyone who wanted to learn about using LinkedIn. Uses:

- LinkedIn is for more than just searching for a job, although this workshop helped there too.
- LinkedIn can also be used to give back to the community by sharing your knowledge and experience and demonstrating your thought leadership in your domain.
- You can also use LinkedIn to create an online professional image.
- LinkedIn is a great place to create new connections, to provide encouragement and support to others, to show your gratitude to your colleagues, and to maintain connections to those you do not want to lose touch with.

In the workshop, we reviewed how to level up your LinkedIn profile, the art and science of writing a post on LinkedIn, and ?hacks? to keep in mind. Attendees completed and shared information about a writing exercise as part of the workshop. The workshop was offered Friday, 29 Jan: 13:00-15:00 GMT+01 and had 40 attendees.

During the workshop we also have been recruiting reviewers for our "Emerging Trends in Systems Engineering Leadership" Springer Hill book - please send your interest to SELBook@iincose.org. All are welcome to apply to be a reviewer of this important book and reviewers will be acknowledged in the published product.



PLANNED ACTIVITIES AFTER IW

Continue the following efforts:

- Add additional resources to our resource list (see Resource tab on incose.org/ewlse).
- Perform another update to the EWLSE website, especially to update News and Events with INCOSE newsletter articles published in 2020 and 2021.
- Revamp the INCOSE EWLSE supported mentor/mentee program in systems engineering (see Mentor/Mentee tab on incose.org/ewlse).
- Start planning the next themed edition of "Diversity in Systems Engineering" for the INCOSE Insight in a future year.
- Hold "Not for Women Only" workshops, tutorials, and panels on diversity related or leadership topics at INCOSE IS, INCOSE IW, APCOSE, CSER, SWE, and other regional conferences and events.
- Write quarterly INCOSE Newsletter articles to summarize the preceding events based on audience input, lessons learned, and main outcomes.
- Nominate one or more women leaders from around the world to participate in the INCOSE Technical Leadership Institute.
- Continue working on Rounds 1, 2 and 3 of the "Letters to my Younger Self: How Systems Engineering Changed My Life" approved INCOSE product.
- Continue authoring, reviewing, and editorial work on the "Emerging Trends in Systems Engineering Leadership" - Springer Hill book.
- Continue supporting women in INCOSE leadership - sponsoring or advocating for women in leadership positions in working groups, chapters, initiatives, and board positions.



PLANNED WORK PRODUCTS AFTER IW

For 2021 we are focused on:

Events:

- A tutorial event (I am Remarkable) and a panel (Gendered Innovation) to hopefully be held at the INCOSE IS 2021.
- A Swedish event (postponed from 2020) that is in the works.
- The ICWES 2020 postponed to 2021 - where we will look at professional society practices in promoting gender diversity.
- The annual international Society of Women Engineering (SWE) conference - an INCOSE booth and opportunity to mentor attendees on systems engineering and on the value of joining INCOSE and EWLSE.
- Events at other conferences around the world, TBD,

Books / Publications:

- "Letters to my Younger Self: How Systems Engineering Changed My Life"
- "Emerging Trends in Systems Engineering Leadership"

Mentor/Mentee:

- A new way to volunteer to be a mentor or request a mentor (or both!)
- A resource page specifically for help with maintaining a mentor/mentee relationships consistently over time.

Overall seeing an increase in participation and visibility of women throughout INCOSE and in INCOSE leadership positions across technical working groups, initiatives, chapters, and board positions.