The Knowledge Grows

Beth Tucker Long

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Who am I?
Beth Tucker Long

- PHP Developer

- Stay-at-home mom

- User group leader

- Mentor & Apprentice
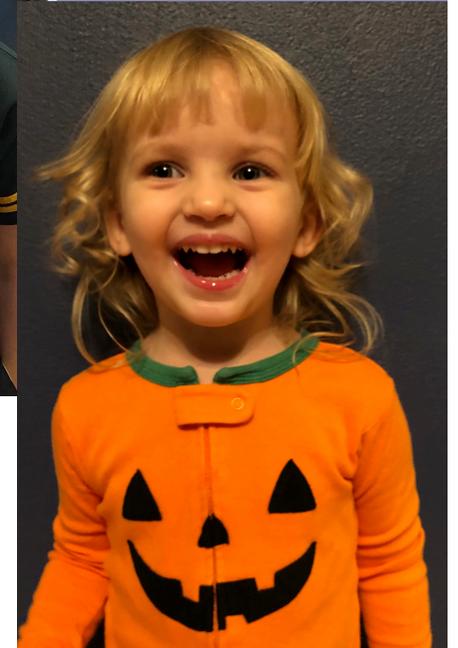
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OSMIhelp.org

Open Sourcing Mental Illness

- Handbooks to help improve workplaces

- Research

- Resources

Storytime!

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Spoiler
Alert
It's me!

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BANDS

** 444 (hopefully) working band links! **

WARNING: under construction

last updated 07/26/00

Take a quick <u>survey!</u> Tell me what you think!
Is there a band that you want added to the list? Click <u>here!</u>

| A - D | E - K | L - P | Q - S | T - Z |

(some of these pages take a while to load because of their size)
We also have <u>record company</u> links, <u>radio station</u> links
<u>magazine</u> links, and lots of <u>other</u> cool links!

blue bar

IMPORTANT NOTES

-ONLY contact booking agents IF you are serious about having
a concert. DO NOT contact them with messages for the bands.

-ALSO if you are SNAILING a band, please include a SASE.

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003151 since early December of 1997

THANKS FOR DROPPING BY!

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Photo by Chait Goli from Pexels

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```php
<?php
  echo "Hello world";
```

Nope

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Why?

Tech Issues

Labor Shortages

Tech Issues

Labor Shortages

High Turnover

Being Mentored

Increases Labor Pool

Being Mentored

Increases Labor Pool

Reduces Turnover

Being Mentored

Improves Opportunities

Being Mentored

Improves Opportunities

Increases Job Satisfaction

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Being a Mentor

Reduces Turnover

Improves Opportunities

Increases Job Satisfaction

Companies
Win

Companies
Win
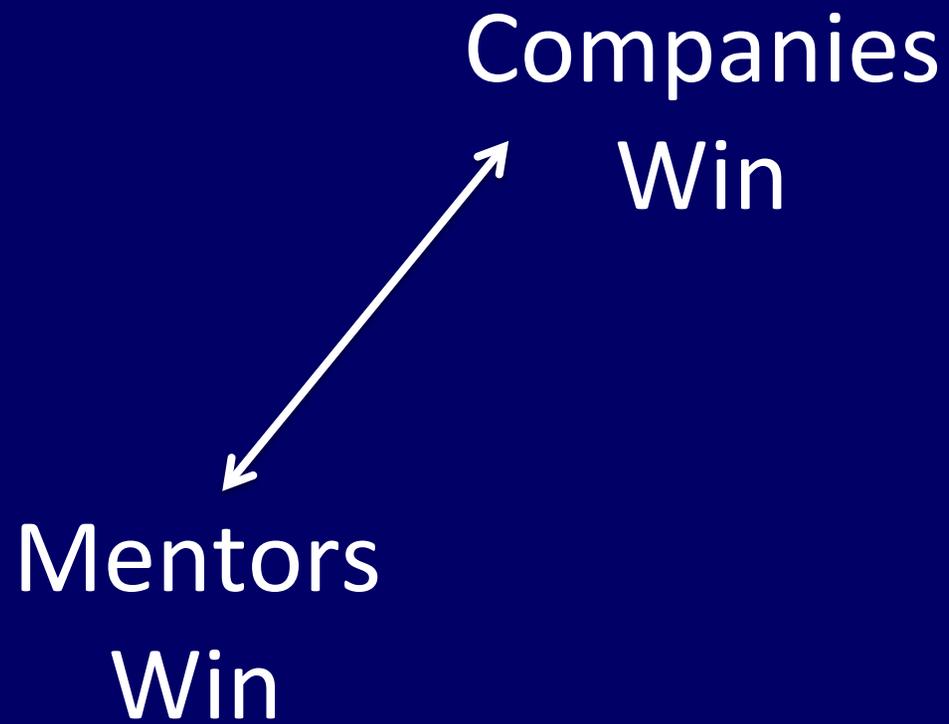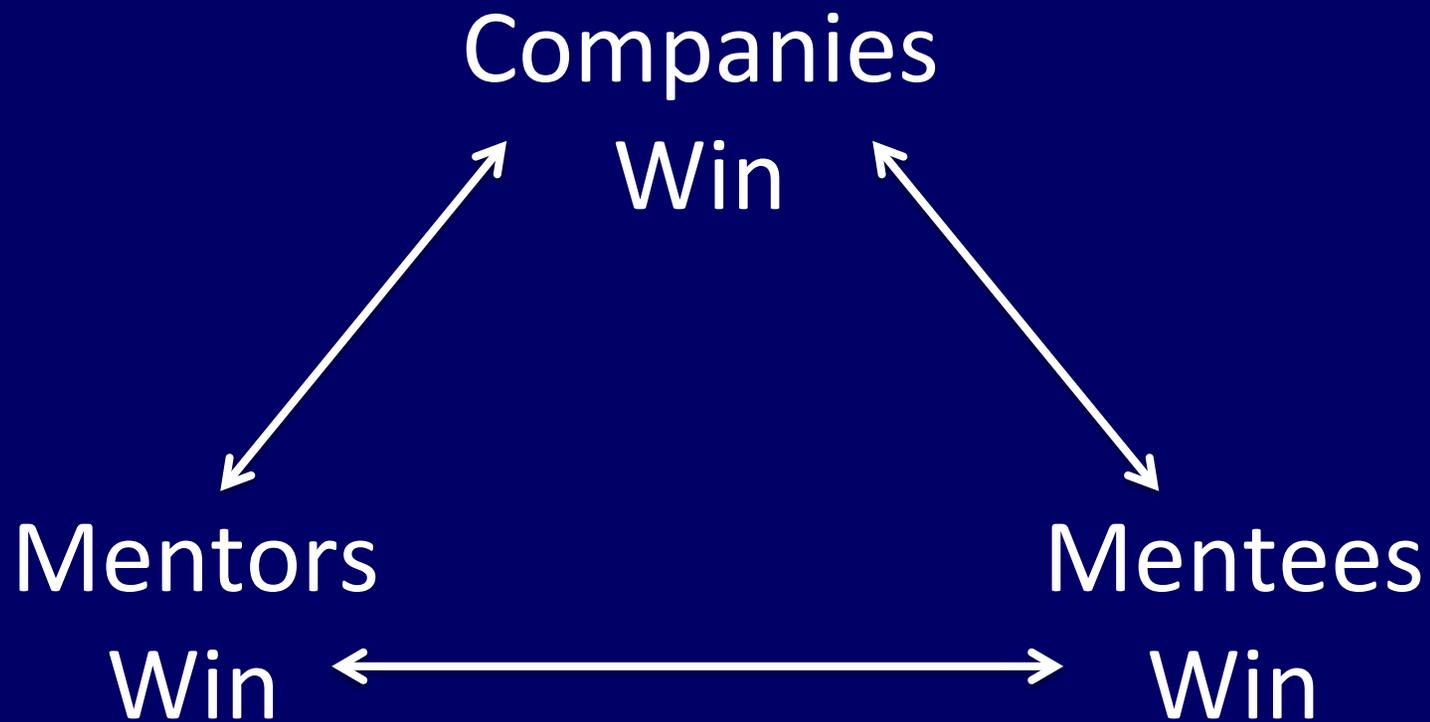
Mentors
Win

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Mentoring
is Hard

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Mentoring
Can Fail

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Spoiler
Alert
It's me
again!

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Mentoring Works

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Apprentices

Step 0

Define Your Needs

Step 0: Define Your Needs

- Why do you want a mentor?

- What you want to get out of the mentoring relationship?

Step 1

Define Your Goals

Step 1: Define Your Goals

- What are three specific, measurable goals you want to accomplish?

- What is your timeline for accomplishing these goals

Step 2

Define Your Relationship

Step 2: Define Your Relationship

- What do you expect from your mentoring relationship?

Step 3

Commit to the Work

Step 3: Commit to the Work

- Being an apprentice is a lot of hard work.

Step 4

Find a Mentor

Step 4: Find a Mentor

1. Ask at work

2. Join a user group

3. Check a local business org

4. Find someone online and ask

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Step 4: Find a Mentor

https://php-mentoring.org/

Step 4: Find a Mentor

- Join the IRC Channel:

  Freenode
  #phpmentoring

Step 4: Find a Mentor

http://webchat.freenode.net/?channels=phpmentoring

Step 4: Find a Mentor

http://www.slideshare.net

http://www.joind.in

http://php.net/conferences/

Step 4: Find a Mentor

http://php.ug

http://www.nomadphp.com

http://www.meetup.com

Step 4: Find a Mentor

http://voicesoftheelephpant.com

http://devhell.info

http://thatpodcast.io

https://www.phproundtable.com

https://www.phparch.com/podcast/

Mentors

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Step 0

Define Your Needs

Step 0: Define Your Needs

- Why do you want to be a mentor?

- What you want to get out of the mentoring relationship?

Step 1

Set Your Boundaries

Step 1: Set Your Boundaries

- How should your mentor contact you?
- How often are you willing to be contacted?
- What will you do when a boundary is crossed?

Step 2

Define Your Expertise

Step 2: Define Your Expertise

- What do you know about?

- What do you want to teach about?

- What level can you teach at?

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Step 3

Commit to the Work

Step 3: Commit to the Work

- Being a mentor is a lot of hard work.

Step 4

Find an Apprentice

Step 4: Find an Apprentice

http://php-mentoring.org

Step 4: Find an Apprentice

IRC Channels

Stack Overflow

Reddit

Beginning the Relationship

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Step 1: Compatibility

- Make sure your needs align
- Make sure your goals align
- Make sure your expectations align
- Make sure your boundaries align

Step 2: Chemistry

- Is it easy to talk to each other?
- Is it comfortable?

Step 3: Create Deliverables

- Create at least three tangible deliverables for each of the apprentice's goals.

Step 4: Set Deadlines

- Set real dates for your first, second, and third meetings.
- Set real dates for each of the deliverables.

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Step 5: Relationship Evaluation

- After the deliverable deadlines, set a real date for a relationship retrospective.

Evaluating the Relationship

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Step 1: Evaluate

- Goals
- Future Path
- Chemistry
- Effectiveness

Repeat Planning Phase

- Quantifiable Goals
- Tangible Deliverables
- Real Deadlines

Evaluation: Working Well, But Won't Continue

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Ending the Relationship

- Wrap-up
- Reasoning
- Gratitude

Ending the Relationship

- Wrap-up
- Reasoning
- Gratitude

Tools

To-do's and Reminders

- Calendar reminders
- https://www.wunderlist.com/
- https://asana.com
- https://trello.com

Meetings

- Google Hangouts
- Skype
- Facetime
- Slack or IRC

Scheduling Email

- MailChimp
- http://hiverhq.com/blog/email-scheduling-for-gmail-outlook-thunderbird/

Sharing Code/Text

- Google docs w/ track changes
- http://collabedit.com
- https://kobra.io
- http://iprodev.com/20-best-code-editors-for-real-time-collaboration/

Resources

1. http://phpmentoring.org/guidelines.html
2. http://phpmentoring.org/guidelines.html#guidelines-resources
3. http://looselycoupled.info/blog/2015/01/15/episode-17-mentoring-and-apprenticing/
4. http://devhell.info/post/2014-07-11/old-as-dirt/
5. http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/
6. http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/
7. http://www.mentors.ca/mentorideas.html
8. http://www.apa.org/pi/disability/resources/mentoring/tips-mentors.aspx
9. http://acp-usa.org/ACP_COMMUNITY/Mentoring_Tips
10. http://www.theladders.com/career-advice/10-tips-getting-most-from-mentor
11. https://www.huffpost.com/entry/four-key-benefits-of-work_b_9432716
12. https://www.nytimes.com/2018/09/26/smarter-living/why-mentoring-matters-how-to-get-started.html
13. https://www.nationalservice.gov/pdf/06_0503_mentoring_factsheet.pdf
14. https://www.forbes.com/sites/forbesbusinessdevelopmentcouncil/2018/06/29/the-real-problem-with-tech-professionals-high-turnover/#565374af4201
15. https://blogs.wsj.com/cio/2016/06/02/tech-talent-gaps-hold-companies-back/
16. https://www.cnbc.com/2017/08/23/why-we-have-a-shortage-of-tech-workers-in-the-u-s.html

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Resources

1. https://business.linkedin.com/talent-solutions/blog/trends-and-research/2018/industries-biggest-talent-shortages-2030
2. https://dsqapj1lakrkc.cloudfront.net/media/sidebar_downloads/FOWTalentCrunchFinal_Spring2018.pdf
3. https://www.successfactors.com/resources/knowledge-hub/why-mentors-matter.html
4. https://www.youthmentor.org/thestats
5. https://knowledge.wharton.upenn.edu/article/workplace-loyalties-change-but-the-value-of-mentoring-doesnt/
6. https://youth.gov/youth-topics/mentoring/benefits-mentoring-young-people
7. https://www.forbes.com/sites/maryabbajay/2019/01/20/mentoring-matters-three-essential-element-of-success/#3b6aaed745a9
8. https://www.bmj.com/content/354/bmj.i4147
9. https://hbr.org/2017/11/what-mentors-wish-their-mentees-knew

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Final Thoughts

Mentoring is, of course, about knowledge and skill, but more importantly, it's about being active:

Actively Learning

Actively Participating

Actively Improving

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Find Me

- Twitter: e3betht

- Madison PHP User Group (Meetup)
  http://www.madisonphp.com

- Slides Available on:
  http://www.TreelineDesign.com/slides

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Feedback

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