Introducing Your Speaker:

Chloe Agg
MEng in Mechanical Engineering, MCIBSE
10+ years in industry

Johnson & Johnson  WSP

5 years in academia, FHEA
20 years as a STEM Ambassador

Founding Fellow of Warwick Institute of Engagement
A shortfall of between 37,000 and 59,000 in meeting the annual demand for core engineering roles

Engineering UK: The State of Engineering 2019
"YOU CAN'T BE WHAT YOU CAN'T SEE."

MARIAN WRIGHT EDELMAN
Founder & President
Children's Defense Fund
“Companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their respective national industry medians”

“Companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians”

“You must be the change you wish to see in the world.”
Benefits for Individuals

- Becoming a confident speaker
- Low stakes practice
- Genuine interest
- Free development opportunities!
Benefits for Individuals

Motivation

Reminder of why

CSR:

“51% of people won’t work for a company that doesn’t have strong social commitments”

Development Benefits

- Personal Development
- Communication (Eng Council)
- Leadership (Eng Council)
- Networking
- Business Development
But how?

Getting involved with education
Schools

Personal Talks

Careers Support

Activity Sessions
Universities

Guest Lectures

“Milk Round”

Activities / Challenges
Mentoring

Evening Activities

Online Activities
Making Contact

- STEM Ambassadors: https://www.stem.org.uk/
- Email local schools / universities
- Speak to friends in teaching
- CSR officers / outreach teams
- CIBSE Education Officer
- RAEng: https://www.raeng.org.uk/
- Twitter: @Tomorrows_Eng @born2engineer @WES1919 @BigBangUKSTEM @ThisIsEng @RomaTheEngineer @philjemmett @megjlow
Before
- Skills
- Resource

During
- Time
- Money

After
- Personal
- Industry
Targets

What benefits do you want from this?

Personal vs Company

Restrict & focus

Long term / short term

Activity

Audience

Priorities
Summary of Benefits

- Increase recruitment
- Increase diversity
- Presentation / speaker confidence
- Improve motivation
- Broader network
- Chartership / Fellowship
- Other skills (leadership, planning, communication)
- Career development
- Giving back
- Other?....
<table>
<thead>
<tr>
<th>Before</th>
<th>After</th>
<th>Later</th>
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<tbody>
<tr>
<td>• Develop</td>
<td>• Evaluate</td>
<td>• Reconnect</td>
</tr>
<tr>
<td>• Write</td>
<td>• Learn</td>
<td>• Follow up</td>
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<tr>
<td>• Prepare</td>
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<td>• Debrief</td>
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What to ask...

What is expected of you
What do you expect in return
Timings
Audience
Evaluation
Dress code
COVID
Planning Next Steps

Targets

Preferred Activities

Audiences

How to reach them

What / how to evaluate

How to persuade others
Time to Review

Queries?
Top Tips

Enjoy!
No need to be a world expert
Be the expert in YOU
Practice beforehand
Have a back up plan
Thank-you!

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