



HIGHLIGHTS REPORT NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT



AUGUST 3 - 7, 2016 | PLANO, TEXAS





NILA'S 30TH ANNIVERSARY

For three decades, the National Institute for Leadership Advancement (NILA) has consistently produced technical leaders capable of achieving success within SHPE and their professional careers. Continuing the legacy, this year's crop of newly elected officers received the knowledge, skills and inspiration to change lives in their local communities.

Capital One hosted this milestone event at its conference center in Plano, Texas. NILA's training included everything from a deep dive into SHPE's structure and core programs to keen insights on funding and recruitment. Every evening, the students worked in teams on their case study presentations. These focused on solving organizational challenges that may impede SHPE from making a greater impact. The experience challenged leaders to push beyond their physical fatigue to achieve greater heights for their chapters and SHPE. After four intense days, all 135 student and 46 professional attendees shared the pride of earning their Certified Chapter Leader credential.

**100% OF NILA PARTICIPANTS
EARNED THE CERTIFIED CHAPTER
LEADER CREDENTIAL**

LESSONS ON LIFE & LEADERSHIP

As leaders, you transfer ownership by asking questions. Share the problem with others and have them solve it on their own. It may take longer than if you do it yourself, but don't be surprised if they come up with a better solution than you initially thought.

— Barry Cordero, SHPE Interim CEO

The tech industry is unrelenting, there is no room for complacency. In order to succeed, you must work hard and deliver results. Know and leverage your strengths, and partner with those with complementary skills. By building relationships and networking, you can control your own luck.

— Adalio Sanchez, SHPE Board Member



BUILDING RELATIONSHIPS THAT MATTER

NILA attendees were among the first to experience SHPE’s new partnership with MentorNet, a division of Great Minds in STEM. Using its social network for virtual, one-to-one mentoring, MentorNet offers the SHPE community a customized service wherein students are preferentially matched to professional members.

“Mentorship is a purposeful relationship with the goal of helping you to develop the essential competencies that lead to career success in the STEM fields,” explained Dr. Mary Fernandez, President of MentorNet. “It helps you to develop a growth mindset, which improves how you function in the face of adversity and respond to failure in order to reach higher levels of achievement.”

Among NILA’s highlights was a mentorship skill-building activity. In groups of two, participants took turns actively listening as their partners shared personal stories. Then the listeners took a minute to share what they learned as well as insights and opinions. The exercise not only established trust and respect, but also helped to understand each other’s motivations. By the end of the activity, participants could advocate on behalf of their partners before others.

“Hearing my goals come from someone else’s voice was really surreal,” said Evelin Lopez of the University of Tulsa. “It is an amazing feeling to have the support of peers who look like me and share my ambitions. Starting my junior year, I really needed this. Now I have the tools and empowerment to continue succeeding.”



FIND A MENTOR, BE A MENTOR

MentorNet is open to any STEM student attending an accredited institution of higher education in the United States. Upon completing an online profile, each student receives nine recommended mentors from which he can select one. The mentoring pairs spend about 20 minutes a week discussing topics that impact Latino STEM degree completion. This includes succeeding in college courses, rebounding from failure, working while going to college, paying for college and coping with differences. At the end of a four-month period, students select new mentors. This results in accruing multiple mentors during their education; however, the relationships could last a lifetime.

According to MentorNet, 92 percent of its mentees graduate with a STEM degree. Its mentors report an increased sense of fulfillment and commitment to their professions as well as improved leadership and management skills. For more information, visit shpe.org/mentoring or contact program@mentor.net.



LEAD WITH YOUR STRENGTHS

While it is easier to identify weaknesses and commonalities, NILA host Capital One encouraged SHPE leaders to focus on their strengths and ignore the rest. The Strengths Finder 2.0 assessment helped participants identify the top five qualities that distinguished them from everyone else. It also helped them understand the strengths of their teammates at NILA and at home.

“The power you have to lead your local chapters, change lives, inform decisions, empower peers and inspire the next generation of leaders is truly impressive,” said Meghan Welch, Chief Diversity and Inclusion Officer and Senior Vice President for Human Resources at Capital One. “I’m confident that what you learned at NILA and the connections that you made will enable and excite you to make an even greater impact on the world.”

The driven problem solvers also learned the golden rule of dealing with disagreements on their chapter boards: there is no treatment without diagnosis. Every leadership team is composed of those who approve decisions, contribute information and execute the decision, but they should all strive toward collaboration. *“When resolving conflict, you are trying to build relationships to create something better,” said Nery Breslin, a senior engineer with P&G. “As president, you may not always be the approver. Consider what you are looking to achieve, and do what is best for the people in your organization.”*

COMPREHENSIVE CURRICULUM

NILA 2016 covered every aspect of leadership and chapter development.

- Conflict resolution
- Corporate etiquette
- Courageous decision-making
- Events marketing
- Fundraising
- Leadership Styles
- Project management
- Public Speaking
- Recruitment and retention
- Strategic planning
- Team building
- SHPE’s structure and programs

No company is made of all engineers. They have different groups with different talents that interact on a daily basis. If we model our chapters like departments in a company and give opportunities for those with different skill sets, like finance and marketing, then we can be just as successful. — Carlos Arciniegas, Binghamton University



Top left photo: First place winners — Nataly Ulloa, Stephanie Flores, Jesus Zamora, Cesar Martinez and Abdon Godinez. Top right photo: Second place winners — Edgar Viveros, Daniel Nunez, Mariana Flores-Olivas, Pablo Hernandez and Gonzalo Forero.

CASE STUDIES: GAME CHANGERS

Regardless of the group to which he or she was assigned, every student was a proud member of #TeamNoSleep. Working well past midnight, they developed case study projects, which identified opportunities to expand the impact of local chapters and among other Latino STEM students. During the first two days, teams collaborated in the “problem space,” which resulted in innovative, human-centered ideas for mobile apps that supported ways of achieving SHPE’s mission and vision. Judges took more than an hour to select the winning teams from among the top four presentations.

Since NILA’s inception in 1986, the case study competition has given SHPE’s newest leaders a powerful forum to offer fresh perspectives on organizational challenges. The board of directors reviews the presented ideas to see how they can be implemented toward improving the organization. Case studies have yielded many positive returns, including “SHPE for Dummies.” Initially designed to assist nascent and dormant chapters, it has evolved into SHPE’s chapter management and development guidebook, which is digitally revised each year.

NILA helped me to realize that I have to really focus on the details, whereas before I was looking at the overall plan. The recruitment and retention workshop influenced how we developed our app, which focused on keeping communication open between members and the executive board. My team had great ideas and worked well together, and I think it showed in the app that we built. — Pablo Hernandez, University of California, Riverside

I’ve learned that being a leader isn’t just making sure that things get done, it’s about making sure that people feel empowered to contribute. If I support people like that, then they are going to become great leaders. — Francisco Frausto, University of Illinois at Urbana-Champaign



PROFESSIONAL PROGRAM

With the theme, “Focused Individuals Create Impactful Communities,” the NILA professional program offered a highly interactive curriculum that led participants toward establishing meaningful objectives for their personal lives and professional careers.

“We set expectations for them as individuals, as members of a chapter and members of the community,” said Daniel Saenz, NILA professional program lead. *“It began with discovering their strengths and then building on them to focus on the things that bring most value to their teams.”*

As they transitioned into the community aspect of the training, professionals broke into smaller groups to share chapter goals, challenges and best practices. Other sessions offered strategies on working within virtual groups, strategic planning and project management.

“In order to grow SHPE, professionals need to feel a sense of community,” Saenz said. *“Together, we generated many ideas to bring in new professionals and provide events to engage the members we already have.”*

I’ve gone to leadership retreats that focus on strategies to recruit members and plan events, but never one so focused on making sure that we know where we are going. As leaders, we are ready to serve others, but if we’re not OK with ourselves, we can’t give 100 percent.

– Rosaura Estrada, SHPE-Dallas/Ft. Worth

GOTTA CATCH ‘EM ALL

The Pokémon Go craze inspired fresh ideas to re-engage inactive members and recruit new members, especially among the computing disciplines.

SHPE members were encouraged to go beyond the engineering department to attract new members with computing backgrounds. Whether prospective members are lured to an initial meeting by the chance of catching Pikachu or enjoying free pizza, SHPE’s unique purpose will keep them engaged in the long term. “SHPE must provide value beyond the national conference,” said Francesca Escoto, SHPE Codes director. “Allow your chapter to meet the need of the campus. The more people who benefit, the better the community will be.”

¡GRACIAS!

SHPE extends a special thanks to the Industry Partner SHPE Council (IPC). This prestigious group of companies recognizes The Society of Hispanic Professional Engineers as the leading socio-technical organization in providing the needed Hispanic STEM talent for the 21st century:

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ABOUT SHPE

The Society of Hispanic Professional Engineers (SHPE) changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development. SHPE's vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians and engineers. In 1974, a group of engineers employed by the city of Los Angeles founded SHPE with the objective of forming a national organization of professional engineers who would serve as role models in the Hispanic community. Today the organization has more than 11,000 active members among professionals as well as university and high school students.

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