Pledge Ideas!

Welcome to the Move the Needle Project! Looking for a goal or goals? While no means comprehensive, here are some actions you can choose to undertake over the next 12 months. We purposely kept the ideas simple so that you can shrink or scale them to suit your intended action(s). Some of these actions may seem repetitive, however, in an example like mentorship this can be a personal development action up to a full-scale program you may wish to build across departments.

Important note selecting and managing goal: Are you staying the same or are you reframing? This action pledge is to move you out of your comfort zone (however far you wish to travel). We don't want people to fall into 'all or nothing categories' so if you find yourself stuck, consider looking at your goal from different perspectives. We also encourage you to join in our online activities, which we will announce on the WHPC blog and with our collaboration partner, Alces Flight.

So, with that in mind please consider below the ideas as a foundation for you to build your pledge from! Thank you for taking part.

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If you are ready to put down you goal then head to our pledge page to get started:
https://docs.google.com/forms/d/e/1FAIpQLSdjJGYBT2VkRIyh63GTK-E6H_9GzskXQTVs3e_TogZgxTNkFA/viewform

Skills-Based Goal Ideas

Personal Development / Soft Skills:

<u>What does this mean?</u> *Personal development in the HPC industry involves continually improving skills and cultivating strong soft skills for better communication and collaboration. This enhances relationships and allows professionals to connect with diverse technical backgrounds, fostering a collaborative atmosphere in diverse teams. Some suggested goals include:*

- Cultural Competence Training
- Active Listening Development
- Empathy Building/Awareness
- Networking Attendance in New or Related Field/Area
- Volunteer Work
- Educational Pursuit - Formal or Informal - On equity, diversity, inclusion or accessibility topic
- Conflict Resolution Training/Awareness
- Reflective Practices
- Decision Bias Training/Awareness
- Intersectionality Awareness/Understanding

Skills / Skills Gap:

<u>What does this mean?</u> *Addressing the skills gap in the HPC industry is an ongoing challenge, often emphasised in workshops and industry discussions. Closing this gap requires individuals and teams to be self-aware about skills that need improvement. A common issue is professionals not thoroughly assessing their skill sets or recognizing evolving demands in HPC. To tackle this, acknowledging the gap and fostering a proactive mindset for self-evaluation are crucial steps. Encouraging a culture of continuous development is essential for professionals to stay aligned with the dynamic requirements of the high-performance computing industry. Some suggested goals include:*

- Personal Skills Analysis (ie. Current job v. Future Prospects)
- Team Skills Analysis
- Supply (My/My Team's) and Demand (Educational Opportunity) Analysis
- Internal Skill Survey / Assessment
- External (Moderate to Large-Scale) Skill Assessment
- External Research on Skills / Skills Gap - Literature/Study Review
- Cross-Department or Institutional Collaboration on Skills / Skills Gap
- Job Market Analysis
- Government Report Compilation and Review on Skills / Skills Gap

Staffing Goal Ideas

Recruitment (For any size hire):

<u>What does this mean?</u> *Recruiting in the HPC industry requires an equitable approach. When seeking out better practices the aim is to broaden opportunities for candidates regardless of gender, ethnicity, or background. When approached correctly the result will not only enhance innovation by tapping into a diverse talent pool but also create a workplace that values varied perspectives and experiences. Some suggested goals include:*

- Inclusive Language Review on Job Listing(s)
- Blind Recruitment
- Diverse Recruitment Panel Building
- Inclusive Interview Training
- Application Accessibility Review
- Review/Improve/Implementation of Flexible Working
- Review/Implementation of Code of Conduct (and/or Diversity and Inclusion Statement)
- Build and/or Review Recruitment Feedback Loop

Staff Retention (For all size teams):

<u>What does this mean?</u> *Retaining staff in HPC necessitates a holistic approach that goes beyond traditional strategies. Establishing clear goals and developing a broader understanding of diverse workforce needs can enhance employee satisfaction and contribute to high retention rates. Some suggested goals include:*

- Career Path Review and Development
- Pay Scale Review
- Recognition / Rewards Development and Consistency Plan
- Personal and Professional Development Planning
- Wellness / Burnout Exploration and Development
- Flexible Working / Job Share Review, Exploration and Development
- Work Relationships / Work Culture Review
- Review Communication Techniques and Delivery - Formal and Informal

Engagement Goal Ideas

Mentorship/Sponsorship/Advocacy:

<u>What does this mean?</u> *Mentorship, sponsorship, and advocacy are crucial components of career development. Understanding what each means and how to engage is an important career aspect that many people overlook. Engaging in this area can be varied, however, it is easy to start with and engage if you are looking for a goal that can scale. Some suggested goals include:*

- Educate myself on the differences between each
- Engage directly formal mentorship schemes (online, in-person)
- Attend networking events in my related or cross-related fields
- Actively seek advice from respected team members, and/or leaders
- Pursue 'reverse mentoring'
- Pursue sponsorship of team members / colleagues / community members
- Actively participate in a group promoting diversity, equity, inclusion and accessibility

Partnerships/Coaching:

<u>What does this mean?</u> *Partnerships and coaching offer valuable outsider perspectives and enhance understanding. In partnerships, collaboration brings diverse insights to tackle shared challenges, fostering a richer understanding. Both partnerships and coaching provide forums for exchanging ideas and experiences, collectively deepening understanding of common topics. Some suggested goals include:*

- Personal or group goal setting
- Professional coach or group coach engagement
- External skills assessment (hard and/or soft skills)
- Accountability with direct coach or through groups / meetings
- Work/Life balance
- Career planning / advancement / legacy
- Navigating transitions (ie. moving from academia to industry or vice versa)

Long-Term Impact Goal Ideas

Sustainability/Business Continuity:
<u>What does this mean?</u> *Sustainability and business continuity are crucial in HPC. Businesses are increasingly looking to adopt strategies in areas such as renewable energy, reducing environmental impact, and ensuring ethical operations. With this change there is a natural desire to focus on developing a long-term hiring plan. This is essential for sustaining a skilled workforce, ensuring expertise continuity, and fostering innovation. Some suggested goals include:*

- Software development and optimisation
- Energy efficiency/long-term system use
- Renewable energy exploration
- Design/Architecture best practices
- Data efficiency
- Long-term hiring plan

Program Building / Engagement / Support:
<u>What does this mean?</u> *Active engagement, through workshops, forums, and collaborative projects, encourages individuals to contribute expertise and insights. Enhancing the experience through support systems helps participants navigate challenges and fosters a sense of community. This approach promotes inclusivity and a dynamic environment, facilitating connections and collective knowledge sharing. Some suggested goals include:*

- Build or engage in an employee resource group (ERG)
- Build, contribute to or participate in a mentorship program
- Build, contribute to or participate in networking event(s)
- Contribute to or participate in a training workshop (hard or soft skill)
- Contribute to or participate in a group actively working towards any EDIA initiative (equity, diversity, inclusion, accessibility)
- Contribute or sponsor an individual who is new/transitioning to the HPC community (ie. mentorship, financial support to attend events)
- Build or contribute to an alumnae program
- Build or contribute to challenges (ie. student cluster) or events for students/young people interested in HPC