

The ENGINEERING CAREER COACH PODCAST SESSION #60

Engineering Career Success Summit 2015 Breakdown of Lessons Learned

Show notes at: engineeringcareercoach.com/ecss2015

Episode Intro: This is *The Engineering Career Coach Podcast*, the only podcast dedicated to helping engineers succeed in work and life. This show is hosted by engineering enthusiasts, Anthony Fasano and Chris Knutson. Both are professional engineers who found success early in their careers and now work together to help other engineers do the same. Now, it's show time!

Anthony: Hello, this is Anthony Fasano and this is the show for engineers who want to succeed in both work and life. I have with me today my co-host, Chris Knutson and today's episode, we are going to break down the recent event that we threw, **The Engineering Career Success Summit** that we just threw in Washington DC a few weeks ago.

And actually, we also have a special guest with us, Skye Coleman, who actually was an attendee at the event. And he's going to join us as well to give us an attendee's perspective of the event, some of his take-aways that he could share with you. And hopefully you could implement some of these strategies that we are going to dish out on this one today. So before we get into the main segment of our show and jump right into this break down, I want to just offer a brief word from today's episode's sponsor.

If you work for a company that has a group of engineers needing to take FE, PE or SC exams, PPI offers special corporate courses either on-site at your location in an online classroom, or on demand. I'll have more information about PPI's corporate courses a little later on, in this show. Chris, why don't you give us a quote here that will take us right into our main segments so that we could jump into this event?

Chris: Yeah, you bet Anthony. I'm quite invigorant about today's topic. So, let's kick off with this quote here. It's going to be, ***"All the time and effort put into networking can be all for naught if there is no follow-through. The same goes for sales. And leadership. And ... well, everything."*** That was from Beth Ramsay. I think that's the stage for the talk we are going to have about today because I think the set up was all about networking, right? Amongst a lot of other things? What do you think Anthony?

Anthony: Absolutely! I think you're dead-on. I think it was all about networking. It was all about connections. It was all about getting different strategies or tips or new processes that you can

implement in your career. But the bottom line is, if there is no follow-through, then nothing's going to happen.

I think we notice that and pretty much a lot of this stuff that we do with coaching, training, speaking. I could speak to with, literally a thousand engineers in a room. I could talk to them for an hour and 999 of them would go back to their office and do absolutely nothing and one person could implement some things and follow-through. That's the case. So with that, let's jump right into the main segment.

Coaching Segment:

Anthony: Alright. So, first thing we want to do here in the main segment is, first of all we want to welcome our guest for today, Skye, who is an electrical engineer. Skye's been a pretty active member of our **Institute for Engineering Career Development**, our membership community for a while now and he's been to quite a few events that we have known. And we invited him in because we want perspectives from an attendee in this event. Skye, welcome aboard.

Skye: Hey. Thanks for having me.

Anthony: Absolutely! So, what we are going to do in this segment today is we are going to go around here and we each are going to give you some of the take-aways from the event and hopefully, pass some advice along from the speakers. We had amazing speakers and the attendees were so interactive that we want to give you some of the advice that the speakers gave out. And then at the end of the show in our Take Action Today segment, we are going to kind of distill what we each have given you into one action that you can take and then hopefully, literally turn around and use today in your engineering career, whether it's a ritual, a piece of advice, a process, whatever the case may be.

The show notes for today's show are going to be located at engineeringcareercoach.com/ecss2015. That stands for **Engineering Career Success Summit**. The show notes will contain a summary of the points that we are going to lay out here today as well as links to any resources, websites, any books we mention during the show. And again, that's engineeringcareercoach.com/ecss2015. And before I hand it over to Chris and let him kind of dive in here first, I just want to briefly talk about the event in general.

This is an event that I put on Kickstarter or maybe geez, nine months ago because there is not a lot of events out there for engineers. A lot of them are heavily on the technical side. And I'm sprinkling some career development stuffs, some personal development stuffs but I had this idea of creating an event that was focused solely on the professional personal development for engineers. The business skills, the networking skills, the leadership skills, the communication skills.

And so, that was when Christian and I started talking about getting together and started doing stuffs. So, Chris was on board with that. He helped me along the way and then, our community, **The**

Institute for Engineering Career Development was very helpful and supportive to kick start our campaign and really, the whole thing kind of just came together. And this is something we want to do on annual, every year we are going to do this. This point on and next year, we are actually going to do at New Orleans and we will get some info out on that soon.

But the bottom line is, is that we thought it went very well and the feedback was awesome. The feedback basically from engineers saying, “You know, the cool thing about this was that I could kind of open up a little bit about some of my weaknesses but also talk about some of my strengths.” And that’s kind of what we really wanted. We wanted to create the atmosphere where people could come in and say, “I don’t know how to do business development, but I am open to learning.” And we’ve got some of the best experts who are here to teach you.

And so, I just want to set the stage and frame out the event a bit. And now let me kick it over to Chris. We will let him run through some of his take-aways and then we will get into Skye and then I’ll come back and close it out.

Chris: Hey Anthony. Thanks a lot. It was an awesome event. I’ve had the opportunity of the last, I don’t know, couple of decades to attend quite a few different conferences and sessions. And just like you said, I’ve been to a lot of, especially the professional technical ones and again, every one I went to was like a great session by somebody talking about right design or business developments.

But obviously, you and I have talked a lot about this, and our focus is trying to get a, in this case, a seminar that focuses entirely 100% on it. So it was a, I think it was awesome. So hopefully, Skye, you said the same thing right?

Skye: Everybody do.

Chris: So, I think what I’ll do is I’ll share four take-aways. And a lot of this information is going to end up in the show notes afterwards. So, if you listen to this in the car or sitting in your cubicle, don’t worry about having to hurry up and jot down all these information because we are going to provide a lot of this stuff for you in the show notes.

The first one that I’m going to throw out is books. I’m only sharing like a small sample of the listing of books that I wrote down from literally the two days of discussions with different people. I actually have much longer list so the list actually goes up in the show notes. I’ll include all of them. Last episode we talked about, I think Anthony, it was you with your morning ritual adding in this 5-minute reading practice on the front end of your day.

So if you listened to the last podcast about the, one of the previous podcast about the reading ritual, this is some information you can tap into. So, some of the books that I picked up and you might want to add in to your reading list if you already have them is, *The Monk Who Sold His Ferrari*, awesome

book. *Four-Hour Work Week*, *Leaders Eat Last*, *Start With Why*, *Good To Great*, *Drive, Do Lead*; I mean, these books were awesome. And I think Anthony, you probably picked up a whole bunch of them as well as you know a lot, right?

Anthony: Yeah. I've got a bunch of them too. I won't get too much into them here. We can list them in the show notes. That's one of those things. That's just another take-away. You can go and read a bunch of books. Even on top of all the direct take-aways, the books are just a lot of future development work.

Chris: They are huge. And a lot of those books came from, some of them came from the participants, but a lot of them came from members of the head that were supporting us from the panels or some of the other speakers that were there. So, they all brought a lot of perspectives and a lot of background. It was clearly evident. One of the take-aways of the show at the end and take action is that you got to be out there reading. And a lot of the people that were there, who have established as successful engineers in their career are doing a lot of reading. So, that's the reason with all of these books.

The second take-away that I picked up was communications skill. I mean, we've talked a lot about communication during the seminar. We talk a lot about communications in the podcasts, on the blogs that we've got. One of the comments that I picked up from one of the panelists, especially during the project management communication panelists was that email, and this is about email, that emails are monolog and again, two monologs don't make a dialogue.

And I think that, that's so right. A lot of us default back using email as a way that we communicate with people all the time. And for me, it was an obvious comment and sometimes I'm even guilty of this where I just jump in to send an email back and forth to people and it's really just a monolog. It's not a dialogue. What he was really getting at was the best way for communications is, if you're going to have an issue that's going to be solved, pick up the phone and make a phone call. I think that was just a golden take-away. A lot of people were writing this down but I personally took that away as one of the items that I knew I'd be thinking about.

Skye: I just want to eject something real fast there. One of the actual things that, when we were talking about the email and going back and forth is one of the panelists actually shared that whenever an email goes back and forth more than twice, they stop emailing. And they just get on the phone and they actually start to talk to people. Because, once you're going back and forth, there is so much miscommunication that's happening that actually having a conversation is just so much better, even if you have to call ten people.

Chris: Well yes Skye, that's absolutely huge and you're actually 100% correct on that one. Something that, this is a tactic not to go too far, but to get out of that, there is different programs and software that you can download and install, especially with Gmail. And there is a couple of different programs that you can solve, if you run a Mac, probably the same thing on your PC that allow you to

delay sending the email so that you purposely get out of having a dialogue through email. But, you're actually right. If you want to get in a dialogue on email, you just have to pick up the phone and that's going to be a lot better.

One of the other huge one, this was really in the front-in, Anthony, this is right in the information when we did the Kickstarter, when you started that Kickstarter which was this whole concept of seller-doer. So we touched, and I think this was the first time that we kind of touched in the whole business development. We had a panel on business development. We had a number of experts who are out in the industry right now. They are doing business development. And I took four rock-on take-aways from that business development panel. Those were first that your integrity is key. What would be 100% trustworthy, you've got to be upfront with all your clients. And every single person that was on that panel just hovered around that integrity is the number one thing that you got to have if you're going to be successful in business development.

The second was taking care of your clients. And it seems kind of an obvious thing where I think you're going to be taking care of your client if you're in business development. But what they really got into was it's really lifecycle. So, it's not only just developing and building relationships when you're networking but it's being with your clients all the way through the entire lifecycle or project executions and beyond. You're literally developing this relationship within that goes beyond delivering whatever the project is.

One of the other ones is being confident. Being yourself. Not trying to be somebody that you're not because that really actually ties back into the first one which is integrity. Because if you're trying to pretend to be somebody that you're not, it's not just going to come across directly.

And then the final one was, that it's about them. It's about the client, not you. When you're into any kind of a discussion and trying to develop a relationship with someone specifically with the intent of trying to push forward your firm's services, this isn't about you. I mean yeah, you're interested in trying to win the work and get the project but it's at the end of the day. You're providing a service to enable your client to achieve whatever strategic object that it is that they're after, whatever it is they need to have happen. It's always about them.

Anyway, there is a bonus that I picked up from one of the panels. He's been in the Architectural Engineering Construction Industry for like over 40 years. And just was absolutely a gold mine of expertise in wisdom. He threw out, this has had to be on the topic of architectural engineering work where he said he really, at the end of the day it's all about you find it, you do it, you build it and you collect it. That was his 4-step work cycle for an engineering firm. I think we could probably do an entire episode on every one of these take-aways. What do you think?

Anthony: Yeah. I think that one that I really just, kind of jump on to is the one where you said it's about the client, not you, which I think is important. I think it's one of the biggest mistakes people

make in selling, whether it's their company business development selling themselves or in a job interview. Everyone goes into these sales-type atmosphere and they just want to say like, "We can do this. We served all these clients. We want these awards. We did this. I did that. I did this."

But the bottom line is, they don't care. They care about what can you do for them. So you need to go in there and say: "Listen, we have got a lot of expertise. What exactly are you looking for? How would you like to see this project pan out?" "Well, I would like to see x,y,z..." "Oh that's great! Because we have got the resources to do that and in fact, this is how we could potentially do it." I think that's okay. I think that's like a huge take-away. If someone just came to any kind of conference and took that away and started implementing that, I think it changes all of your dynamics. So, that's kind of my add-on there.

Chris: Yeah. Absolutely 100%! And I will quote another book and we will make sure this one is linked in the show notes. But, a book worth checking out if you're at all interested on this whole business development area of interest. It's by Jim Rogers. It's called *Win More Work: How to Write Winning A/E/C Proposals*. He really gets into the nitty gritty details on client, on developing and writing and communicating. Everything that you say in the power lance and from perspective of the client. It's not about you. It's always about the other person. I think there is a full take-away from this and it really kind of comes down to how we have our interactions with other people.

One more take-away here that I want to share and then I'll keep the other one for the Take Action segment. But what it is that I took away from the discussion was improvement. Overall, one of the themes of the entire summit was really about improvement. Improving in our ability to bring value to our firms, our clients, other people or ourselves, professionally and personally. And Anthony, for you and I, it's improving the event itself. We have like what? Four pages of worth of lessons learnt, various improvement that we want to take action on to make next year's event even better.

Anthony: Right.

Chris: So, it's always about improvement. And we just have a lot of discussions about the all-around and overall, I think the best part of it was just this opportunity to link up with numbers from **The Institute for Engineering Career Development**, Skye, like yourself, an opportunity to see you again, and then to link up with all the panels and the speakers that was, really quite frankly one of the best corporate events that I've been to in my career.

Anthony: Let's kick it over to Skye now to get kind of the attendee's perspective and I'd like to hear what Skye has to say, some of his take-aways.

Skye: Yeah. So actually this was, for everybody who's listening out there, this was actually my second event that I've gone to with Anthony. And this one by far, blew away the last one. And I learned something from every single session that I went to. I mean, there were three different panels

from business development to project management and becoming a partner in a firm. And someone who was at the point of my career where I'm looking at, moving forward, the ability to gain insight from people who are out there, doing something that they, who'd been in my shoes in the past and have successfully moved where I want to go. It's just incredible to get little insights from them, be able to connect with them. And you know, I told Anthony the other day that one of my best conversations that I had was actually just a 10-minute coffee break in between one of the panel sessions. I'll get into that in here in a little bit.

I just kind of wanted to start of some of my take-aways, just kind of starting off from the very beginning there on Friday. Our keynote, Jonathan Fanning, shared some very interesting feedback to us that I've actually started using since I've got back to the offices last week. And maybe you won't use all of these but there are three ones that he kind of asked that you can do if you're working with people or if you're going into a meeting with your boss or anything else. The first one was what worked and what if. So, what things that you're doing right now or what things on this project that you did worked well, and what things have you changed then would possibly be even better. So, that's a real simple one.

The next one was stop, start and continue. It's real simple. It kind of falls on the same sort of path. It's what things right now should we stop, what should we start doing and what things should we continue doing. It's completely amazing and that little key take-away can really gain you a lot of experiences to moving forward. The last one was how are we doing. On a one to ten basis, how are we doing right now and what can we do that would actually take us to ten. And I think, if you ask your team members, to people who you are working with on a project, anybody who is working for you or even your boss. Next time you have to review any of these three questions, I think you are going to be amazed with the results and I think you will be able to grow tremendously as an individual.

Kind of stepping away from that a little bit. One of the other great things that I learned is engineers, people, everybody in general who are horrible at multitasking. One of the things that they were talking about is that, when people have accidents that are related to texting while driving, it's not actually while they're texting. It's in the ten seconds fall rate when they're texting. And that right there kind of speaks to how hard it is for us to switch back from one task to another.

So, staggering projects so that your teams can actually effectively move from one project to another is important. And if you actually split up your day and schedule your important tasks on that day and leave these more other portions for email and for some of the other things, you can be a lot more effective. And I started doing that, even in just last couple of days that I've been on the office. It's had a great impact. I'm getting a lot more things knocked off to-do list than I'd ever happy for.

Chris: Skye, hey. You mentioned that point about Jonathan Fanning's talk. I was actually working on that note as well. Something that I also think is interesting is that I picked this up from Michael probably a few months ago now from one of his podcast and it kind of talks about this whole multi-

tasking piece but it comes down to scheduling and how is scheduling right space. He calls it margin under schedule so that if you got meetings that are kind of traditionally like, a stack of meetings back to back, instead of stacking them back to back, making sure that there is like a 50, minimum 50, more like a 30-minute break between meetings, specifically so you have the ability for your brain to prevent it from shut-off or whatever it was you were talking about previously. It's sort of like a break from multi-tasking. Awesome point.

Skye: Yeah, that's great.

Anthony: What else have you got, Skye?

Skye: One of the other things that I had and this is something that I think everybody needs to do and I did it immediately when I got back, I turned off my Outlook pop-ups. No longer do I have this thing that keeps popping up telling me what's coming on and hey, there is a new email or hey, here is something else to look at. It kind of goes back to that idea of multi-tasking everything else. So, I turned those off immediately and I no longer distracted almost constantly. And even, I don't know, if many people out there work at your own company but actually, we have link at our company. I have my link on Do Not Disturb half the day. I don't even give people a chance to get a hold of me and the rest of the day, it's always on busy. So typically, people will call if they actually need something.

One of the other things that I learned was, Ari Tinkoff from BR+A talked about what we are looking for some strategies to be a better communicator or a networker, you need to actually focus on seeing what you actually look like when you're doing it. So that means, practicing looking in the mirror. Focus on the body language and your eye contact. One of the things when people go to these events especially if it's like a social, happy-hour something like that, there is always food, there is always drinks and stuff so, people put one hand full of food and the other hand full of drink and then they have no ability to shake somebody's hand or hand out a business card or do anything like that. And you shouldn't be shuffling like that. One of the best things that you can do is keep it to one or the other. Either have a drink in your hand or either have food in your hand but always have a free hand to be able to shake someone's hand, hand over a business card. And make sure that you can interact and truly connect with those people who are there because that's the reason why you are at these events.

Anthony: Thanks for that. I'm going to jump in now and I'll close it out. Give you some of my take-aways and then we will jump into the last segment where we will each give you one real actionable advice take-away. I'll try not to overlap these guys. As far as John Fanning was our keynote speaker, I loved the stuff that Skye said, that stops and continue thing is amazing. What I had written down a couple of thing from John's talk was, focus and feedback and that ties right back into what Skye was talking about. Leaders are able to focus on something but they're not blind to giving feedback from their team and asking questions.

The other statement that John Fanning made that I thought it was awesome was he said as a leader, clarity is important and greatness can often be described in more than one sentence. So, for example, you will remember FDR by saying FDR lead the US out of the great depression. Period. That's kind of the one sentence that really talks about a lot of what FDR did. And so it makes you think about like if you're a leader, what is your one sentence? How are people saying, "John did this" or "Mary did this" And that was what they did, this company further, career, whatever the case may be. I thought it was kind of a big point.

Then we had Dr. Zach Schaefer, who's actually been on the podcast before. He talked about how successful people communicate. A couple quick take-aways from him is, he said that successful people leverage their environment in their communication efforts which was interesting. Meaning like, everything around them, the physical environment, the tools that they are using. And one example he gave us was, a round table is much better than a square table for interaction because no one really takes sides. Everyone's kind of around the table. So, he had some slides and he had some interesting, interesting examples on how successful people communicate based on his studies. So, that was interesting.

Clementina Esposito spoke. She was excellent. We are going to definitely have her on the podcast. She talked a lot about like branding yourself and who you are. She said something that was kind of along the lines of, I think, Chris it's not about you, but she was saying, understand who your audience is which will allow you to really communicate a powerful message. So, whether it's your LinkedIn profile or you're pitching something to a client or you're trying to interview for a job, you need to understand that audience really well so that you can really communicate your message. That was a big take-away from her.

Joel Erway also talked about your value as an engineer. The one take-away he kind of gave which you know, he was also relating back to Dale Carnegie, his book, *How To Win Friends And Influence People*, was that humans typically want to associate with people that they like. I think sometimes we get so tied up in the projects, the schedules, all this stuff that we forget that we got to communicate with people and we've got to get a message across them and be able to relate people. So, that was a good take-away.

And then two last ones: one from the panel, again from Ari Tinkoff. Ari just dropped a ton of valued bombs and I got so many one-liners from him and I was only on one panel with him. But, the one thing that he said that really was awesome in the Ownership Partnership panel was ownership does not equal to leadership. And when he said that, I mean that really drives home a great point. He said just because someone is an owner of their own company, a partner in a company, doesn't mean that they are a leader. I think that's good from a lot of perspectives. One because maybe if you're not the leadership type doesn't mean you can't be a partner or an owner. But also, I think if you're looking up to a partner in the company maybe as a supervisor or something, that person just may not be a good leader. It's not automatic. Like when they make you a partner doesn't mean they are making you a

leader. So, I thought that that was an awesome point. He kind of just dropped out there and I was like, wow. That kind of blew me away.

And then the last point I'll say which tied in with Chris's last one was just constant improvement. Like everyone was talking about improving and these were like people that were 50's, 60's, 65 years old that have been doing this forever. And they're talking about books they read and they're talking about the things that they do and you're like, what are these people improving? They are owning companies, you know, they're you. It just goes to show you that people that are successful, when I say successful I mean they have achieved their goals, they're just improving.

I spent about an hour and a half of my train ride home from the conference talking to Chris about next year's event. And we were kind of like, you know, we kind of said we should really stop for a day and kind of celebrate this one which we probably didn't do enough. But the point is that, we just want to improve to make it better. And I think that's because of all the inspiration from the whole weekend.

Chris: Yeah

Anthony: Everyone just trying to improve. It also just goes to show you that when you associate yourself with these kind of people, which is the whole reason why we started the community, it's just going to drive you to be better and continually improve yourself. I think that's kind of a big bottom line. Chris, would you agree with that?

Chris: I would agree 1000% percent with you. It's actually, it's pretty funny. Like you mentioned in train ride back, that first phone call we had, I've just been like, alright immediately. Here is the checklist, we're kind of running through things for next year; what do we got to do, who do we need to contact, what's the first step, where are we going to get going with this thing. And I was completely inspired by especially the panel members and definitely the speakers that we had. Everybody was focused a 100% on what are the things that you can do to include yourself in your engineering career, in your life. Just actually been huge.

Anthony: I think we've got a pretty good rundown here. What I want to do now is I'm going to shift this episode into the final segment which is the Take Action Today segment so we can give you something real actionable to walk away with.

Take Action Today Segment:

Anthony: Alright. So, as we jump into this Take Action Today segment, we've given you so much information already. You're probably, your head might be spinning a bit. But we want to try to instill down to a couple of actionable items so that you can, like Skye mentioned a few times, he went back to work already and you started doing things. So, we want to try to give you some things to do. So before we give you these last pieces of advice for this episode, I'd like to offer another word from our

sponsor of today's episode, PPI.

On our podcast two weeks ago, I talked about PPI's review course for the FE, PE and SC exams and how I think they are phenomenal. Well, PPI just launched a new corporate course program. If your company has a group of engineers looking to get license, PPI will deliver a course exclusively to your employees. With their dedicated corporate courses, you not only get a dedicated instructor but you can decide when and where the course will be held. PPI can either send an instructor on site to your location or set up an online classroom environment for your group.

With online courses, you can access recordings of the lectures later so there is added flexibility with your schedule. With the corporate course, PPI also provides exclusive volume pricing. Student activity reporting is a fantastic customer service with a dedicated account manager. I personally think it's a great deal in a convenient way to get a group license all at once. To learn more, visit ppi2pass.com/coach to find your special promo code. Again, that's ppi2pass.com/coach.

So, I'm going to jump right in here. I'm going to start with the first piece of actionable advice. What I want you to do is ask yourself very simply: how can I increase my focus and feedback in my engineering career in my life? What is something that you can do today to increase your focus and also increase your feedback? So, whether it's implementing some of the steps Skye talked about, could be one thing, could be shutting off your Outlook notifications, could be disabling your link for certain period of the day, maybe it's in the morning, your productive hours.

One thing. Just doing one thing that's going to give you some of that margin, give you some of that space to be productive, to move towards your goals and how you get feedback. You go into your staff meeting. You start by saying what we can stop, what we can start, what can we continue, what do you say what worked and what if. Whatever the case may be, I'd just implore you to increase focus and try to get as much feedback as possible. Chris?

Chris: There is one thing you might want to consider. It's something that you can implement tomorrow or maybe you can implement it later on when you listen to this podcast. Find your way to overcome procrastination. I touched a little bit on this during the summit but, one of the main things is that there isn't a one-size fixed approach that anyone or even I can try to advocate anybody and how to overcome procrastination. But there's a couple of that that immediately come to mind. And one of them is the frog method which I think that actually came from Brian Tracy. And what's the worst thing that you got to do each single day and doing that immediately like the first thing that you do because everything after that is going to be infinitely easier.

And one of the other ones that I've personally brought into my life here recently is the pomodoro technique, which I won't go in a whole lot of details here. We will provide a link where you can go and read up about it. But essentially, it's a way to be able to bite size, major issues, major projects that you got to do to an extent that you can break it up into bite size pieces and take it on. Another

variation on that is to simply pick whatever it is you're procrastinating on and tell yourself that you're really going to do it for five minutes or maybe only for two minutes. I can't think of any task that any of us are going to do in the engineering career where we can't do for two minutes. And after a while, two minutes aren't going to seem so bad and maybe it goes to five minutes. So the bottom line is, just find this way, whatever your way is to overcome procrastination so you can take your engineering career to the next level. Skye, what are you thinking?

Skye: What I'm going to share is something I think Jonathan's touched on his keynote on Friday. And this is something that I started doing. When you're dating, when you're in a meeting, when you're talking to anybody, when you're out networking or anything like that, stop checking out. When you're actually with someone you need to be with, you need to be engaging with them. You need to be talking with them. You need to be listening to them, maybe asking questions. You know, your phone, your computer all that stuff; that doesn't exist. If you can actually focus on that, if you can work on being with somebody when you're there and being part of that moment, you're ready to get so much out of your job, out of your relationship and everything else.

Anthony: That's awesome, Skye. And Chris's as well. Both great points. And the last thing I want to say just about the event in general, is that the event is built for you as an engineer to help you succeed in work and life. So, if you want to help make the event better, so if you have ideas for next year that you want to see us implement, you're interested in coming down to New Orleans, please feel free to email me afasano@engineeringcareercoach.com. Go to our website and go the 'Ask Us' page and put information in and reach out to me and Chris. We are building it for you as an engineer. That's what the event is all about.

We got feedback from people last year through the Kickstarter campaign and we are just going to keep taking your feedback and implementing it. We've already got ideas from people on Thursday. This here on Thursday afternoon, we did a small Mastermind group. Chris and I facilitated for about eight engineers who really dug into some of their challenges. Next year, we're thinking of expanding that to a whole day and doing different breakouts like we talked about.

Some of the women engineers at the event as us if we could have a small, like women in engineering panel that we might have led by someone. So the idea is we want to really carry the event to what you feel would be helpful for you in your engineering career. So, reach out to us. We'd love to try and implement it. So Skye, thanks so much man for coming on with us for a few minutes today and sharing what you took away. It was awesome.

Skye: Anthony, Chris, good talking to you guys as always.

Chris: Yeah, absolutely!

Anthony: So, I hope everyone enjoyed the episode. You can go to

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engineeringcareercoach.com/ecss2015. Get all the stuff we talked about summarized, get links to all the books that we talked about, plus Chris will put the other books he mentioned in there so you have all the information in one spot. And until next time, please continue to engineer your own success.

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