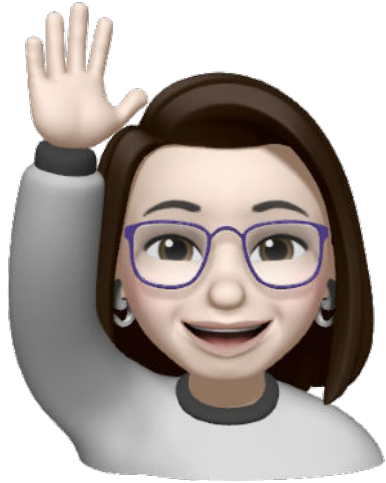# Resilience and Leadership: Thriving in Tech

@sneha

WomenWhoCode / Tokyo

Who I am

Sneha

Engineering Director@Mercari!

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This is my career journey in tech.. 🙂

- iOS Intern - 2008
- iOS Engineer
- Game Developer
- Sr. iOS Engineer
- Mobile Tech Lead
- Backend Engineer
- Full Stack Engineer
- Solution Architect
- Associate Engineering Manager
- Engineering Manager
- Sr. Engineering Manager
- Director - 2023 (current)

CAREER

Image from freepik

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It maybe similar to many individuals here.

Why so much change in the tech stacks?
Why change from IC path to a Management path?

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We live in a

VUCA

world ....

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Volatility

Uncertainty

Complexity

Ambiguity

Resilience is a **Superpower** !!

Why?

- Bouncing back from **setbacks**
- Adapting to **change**
- Maintaining a **positive mindset**

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The Tech Landscape for Women's

Challenges?

- Stereotypes
- Gender Bias
- And **many more**....

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Story time ...

April is a super talented women engineer working in a IT company. She just started her journey as a SWE but she does not have colleagues that are women in her team or division and have not faced complex situations.

How can April build resilience to grow further?

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Build Resilience

How?

- Self-awareness
- Growth Mindset
- Robust support network

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Story time …

April has gain confidence and is resilient after a lot of trial and errors and coaching. She can confidently handle various tech discussions and is able to express her opinions. She has also gain expertise and experience in her field.

How can April grow into a Leader?

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Leadership Skills

Leadership transcends* titles - it's about **influence**!

Which skills?

- Self-Awareness
- Continuous Learning
- Effective Communication
- Decision-Making
- Empathy and Emotional Intelligence
- Strategic Thinking
- Adaptability

How to build influence?

- Establish Expertise
- Networking
- Be Visible
- Mentorship and Coaching
- Collaboration
- Lead by Example
- Effective Networking
- Create Valuable Content
- Public Speaking

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Story time …

April enrolled into many leadership coaching sessions and was able to understand how to lead and mentor her team members. People around April started recognizing her strengths as a Leader.

One day April was asked by her Manager "April what do you think about creating a vision for your team and leading this complex project?"

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Overcoming Imposter Syndrome

How?

- Be patient with yourself
- Celebrate your achievements
- Focus on your growth journey
- Seek Support when you need

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Story time …

April learned from her setbacks. She shared and wrote about it.

April acknowledged her unique strengths

April mentored and coached many other members.

After few months her company landscape changed! She had many colleagues who were like her in different stages of their career journeys!!

What I can do to thrive in tech as a women?

- Embrace the challenges
- Lead with resilience

.....   AND THRIVE IN TECH !!

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Questions