IEEE youngprofessionals NEWSLETTER

Issue 2, June 2016



Editorial

Welcome to the second edition of the Region 8 Young Professionals Newsletter! Firstly, we would like to introduce our newest team member: Mohamed El-Dallal, from Egypt! Mohamed is handling our social media and PR this year, and some of you might already know him from the previous SYP Congress, and all activity on Facebook.

We have made a few changes in this issue, while still keeping some of the topics and themes used previously. We hope you enjoy it! And if you have any ideas, tips or feedback, we can't wait to hear it!

Yours, Flavia, Sara, Kateryna, Raja, Mohamed and Rafal Region 8 Young Professionals Team



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The Region 8 Young Professionals team would like to extend its warmest thanks to everyone who contributed with material in this issue: Zied Bouida (Qatar YP AG) for introducing the new AG, Ivana Stupar and Vinko Lesic (Croatia YP AG) for the success story, Costas Stasopoulos for "A Journey Back" letter, Aleksandar Mastilovic (Bosnia&Herzegovina YP AG), Eddy Deep (Lebanon YP AG) and Domkos (Hungary YP AG) for their contribution for membership benefits!

THE REGION 8 STUDENT AND YOUNG PROFESSIONAL CONGRESS 2016 10 REASONS WHY YOU SHOULD ATTEND

1 Meet people from over 70 countries

The SYP Congress will bring together about 400 volunteers from all over Region 8, as well as the USA. Prepare for a very multicultural experience!

2 Learn more about being a volunteer

The SYP is full of workshops that are meant to enhance your skills and knowledge and make you an all-round more effective volunteer.

3 Go on company visits and participate in technical workshops

Last SYP edition we had Nokia and Motorola. Who would you like to visit this year?





6 Gain new soft skills and develop existing ones

A special track dedicated to soft skills will run through the entire duration of the Congress.



7 Learn about opportunities, awards and competitions within IEEE

Active and dedicated volunteers always deserve to have their efforts recognized, and we will show you how. There will also be the traditional awards ceremony during the Gala Dinner.

8 Fun

Yes there will be work to do. But these days will be an unforgettable fun experience, where you will make new friends and grow. Make sure you don't forget your camera and selfie stick! #selfIEEE

9 Motivate, innovate and help build the future of Region 8 and IEEE

The SYP Congress is a unique opportunity to speak up, interact with the IEEE leadership and influence the future direction of the Region (and beyond)!

10 Responsible networking

Expand your personal and professional network! It is an ideal opportunity to network, gain contacts and maybe even get an internship or job.



The multi-cultural evening is a highlight of all SYP Congresses. Make sure you bring gastronomic samples and other goodies to show us why your country is amazing! Bonus points if you wear something traditional or teach us a local dance!

5 Learn more about IEEE

The SYP will have workshops covering a wide variety of IEEE initiatives and programs, teams, tools, and even a session about the history of IEEE and Region 8.





OUR WARMEST WELCOME TO THE NEWEST YOUNG PROFESSIONALS AFFINITY GROUPS IN REGION 8!

Ghana

The Ghana Young Professionals Affinity Group was established in the second half of 2015. The current chair, Alexsander Awuvirii started immediately to look for both industry and academia willing to support the AG, and to organize events. Currently, the Ghana Affinity Group is going through elections to extend the team.

Qatar

It has been almost four months since we have created the IEEE YPAG - Qatar Section. Since then, we have been working on getting more involved in several activities with IEEE student branches in Qatar, we hosted a couple of distinguished lectures including the presentation of Professor Harald Haas about the LiFi technology at Texas A&M University at Qatar, the co-organization of the Present Around The Word Competetion with IET, and very recently, we have provided the IEEE WCNC 2016 conference, held in Doha during the first week of April, with more than forty IEEE members to volunteer for the conference. These members are IEEE student members from Qatar University, IEEE student members from Texas A&M University at Qatar, and IEEE YPAG members. The conference was a success! The factors that motivated us to set up the AG are to gather people, promote engineering and technology, improve the local education system, skills developments, collaborate with IEEE to organize wider events and many more. Some of the main membership needs we want to focus on are skills and leadership development and member engagement through connections and networking. By Zied Bouida (Qatar Young Professionals AG Chair)



MERGING INDUSTRY AND ACADEMIA OUTBREAKS IN CREATIVITY

Network internationally

he center of our 2015 activities, where our Young Professionals (YP) affinity group connected all of our volunteers from four student branches and Section, was the Central European Student and Youna Professionals Congress (CEuSYP). After Linz in 2011 and Opole in 2013, we were honored to bring the tradition to Zagreb in May. Around 80 participants gathered from Central Europe and beyond: students, YPs, speakers, section and Region 8 representatives from Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czechoslovakia, Greece, Poland, Russia, Slovenia, Sweden, Turkey, and Ukraine. Such events are a great place to learn everything about IEEE, to transfer knowledge, ideas and experience with volunteers, make new international contacts and friendships, and to do it all in the most fun and joyful way. A similar annual tradition of ours started 5 years ago with holding local congresses, called CroSYPs, with latest edition held in Osijek.

Connect industry-academia

Recognized as the very center of YP importance, we outreach our activities towards industry and tie it closely to academia through technical or leadership seminars and workshops. To this aim, we initiated a program called IEEE Elevate with the core idea to start connecting the young enthusiasts and visionaries in creative ambiance through attractive lectures of innovative and arising technological trends. Success stories of start-ups in business with new and exciting technologies are intended to inspire and encourage new initiatives among young professionals. Some of the topics were about the astonishing possibilities of social media (Engineering Social



Media), gesture-based computer control (New Interfaces), large data acquisition and processing in satellite communications (Software in Space), technicalsociological artistic aspects of robotics (Performativity in Robotic Art) and others. We learned that networking opportunities are greatly encouraged by the ambiance and bar-like atmosphere and are a great starter for long and thorough discussions. Business and career skills, leadership and project management, are all pushed through the established IEEE STEP program, where our



latest example revealed possibilities of exploiting cultural diversity to adjust business or market orientation when leaning to geographic regions.

Team up

Very much like working buddies, volunteers are differently motivated and active when they feel the tendency, only with more expressed such peaks in time. Organizing large events such as congresses is the most rewarding and comprehensive task, where leaning and strengthening bonds between your very closest of volunteers is brought to fore. At the same time, everything else is out of scope and you are put in danger of frittering the team. We therefore concluded the year with social events imbued with team building spirit and creative atmosphere, aimed at getting to know new members and brainstorm new ideas for our future events. This was our version of IEEE Day. Similarly, we held a social humanitarian eight-hours-lasting night entitled "Humanitarian event Christmas dancing party". Both our new and experienced volunteers concluded the year in dance steps to a vintage sound.

Form the tradition

People come and go, but ideas and work done stick as a continuing tradition. We learn the most from newly engaged volunteers as they bring fresh ideas and perspectives, regardless of their age. Existing member know-how then adds up support for implementation. Member flow, industry and academia connection, age and profession diversity are the strongest creativity tools of our young professionals.

By Young Professionals Croatia



NEW WORKSHOP STRATEGIES TO CONNECT TO INDUSTRY TAKE OFF IN REGION 8

Smart Tech Metro Area Workshop (MAW) is an initiative from Region 1-6 Strategy, and its objectives are to engage existing IEEE members, to demonstrate the value of IEEE membership and to enhance the recruitment and retention of IEEE members. It was created as an opportunity for professional networking and education on technology changes.

The workshop's target audiences are practicing engineers and technical professionals, and the content addresses emerging technologies that are in demand, such as cloud computing, smart grid, and big data.

The concept of MAW is based on:

• 1 or 2 days of professional training and/or career assistance for tech professionals transitioning to emerging markets;

• The participation fee should be reasonable to encourage attendance;

- The event can be hosted by one or more regions, sections and chapters;
- Local keynotes and/or plenary speakers;
- Offers networking opportunities.

The 1st edition of MAW in Region 8 was organized by the France Section on 5th December 2014. It was a one-day intensive discovery workshop on "Distributed Data Streaming". This workshop offered an introduction to distributed data streams, followed by two use cases and 2 parallel lab sessions based on new tools that allow attendees to learn about specific techniques and technologies to process the data streams, in-memory computing, and data stream processors.

The majority of speakers and participants came from industry, which was part of the objectives for this type of workshop. A satisfaction survey was completed by the participants and it revealed a strong interest in this type of practical workshops. With the success of this first experiment, a second edition was organized by the France Section in November 2015, focused on "Large Scale Data Management". For this second edition, the MAW considered topics covering critical areas of large-scale data management domain and related applications: big data processing, data protection, intelligent and connected objects (IoT), and smart cities. The main goal of this MAW was to gather professionals involved in large-scale data management, and thus allowing participants to: • Meet experts in the domain of large scale data management and related topics;

Have an overview of scientific and technical challenges that can be encountered in this domain, come up with collaboration opportunities around these challenges;
Learn about large-scale data management tools through practical sessions.

The workshop was organized into four keynote sessions in the morning, which covered the fundamental and theoretical aspects of the topics, as well as the latest technology developments and requirements. In the afternoon, two parallel lab sessions allowed participants to gain a concrete understanding of some large-scale data management tools.

Other initiatives have emerged in Region 8, including a one-day workshop in Glasgow that offers two tracks, Li-Fi Technologies and their appreciation and Real World Desktop Software Defined Radio using the RTL-SDR and MATLAB/ Simulink. We hope to see many more practical workshops like the MAW in Region 8, that are highly acclaimed by industry.

By Raja Chiky Region 8 Young Professionals



YOU DON'T LOOK A DAY OVER 22. NEVERTHELESS, IF YOU WERE 22 AGAIN, WHAT WOULD YOU DO DIFFERENTLY?

found a picture when I was actually 22 and I put it next to a picture of how I look toady. The face might have changed but I know that my mind and spirit are still the same. When I was 22 I was an undergraduate student at Rutgers University in New Jersey, USA studying Electrical and Computer Engineering. I had just become an IEEE student member having followed the advice of my friend and fellow student Nick Zittis. He believed that since we wanted to become engineers, we could not afford not to be IEEE members! I must admit that I was happily and easily convinced and I have never regretted it since!

Would I still study Electrical Engineering in another country away from home, such as the USA if I had a choice today? Yes, I most certainly would! I believe that Electrical Engineering is an exciting field to be in. It is in the forefront of developing new technologies for so many industries including electronics, computing, energy, transport, healthcare, construction, and robotics. The global prospects and opportunities are great. Given the opportunity, I would still pursue the 'study abroad' model.

Having to live on my own at such a young age, away from what was easy, known and familiar was a challenge at times but it truly was an amazing experience. It was energizing and helped build my confidence as I needed to adjust to new situations and information on an everyday basis.

Studying in the USA gave me the opportunity to meet people from many different places and cultures of the world. Such experiences are really priceless as you get to see things from different perspectives and in this process not only do you develop your creativity, you learn to accept and appreciate what is different and this frees up your spirit to successfully connect with the world around you.

Would I still come back to Cyprus from the USA where I was studying to live and work? Yes, I would again, but I would have taken some time off to travel around the world. I would have visited my friends from Cyprus who were studying around the globe, during winter and summer vacations before committing myself to a full time job and career. Learning foreign cultures and meeting new people is one of the things that I would surely go after more actively.

Would I become an IEEE student member again? Yes, I would definitely do so, as IEEE has given me so many positive things, opening the world for me, meeting so many different people from around the world from Alaska to Argentina, from South Africa to Japan, from India to Egypt to Russia and Spain and so many other places that would take more than a page to list.

What I would have done differently would be the way I have confronted reality. Having the knowledge that I have today I can say that I would be less timid and would say my opinion more openly, not fearing what others would think of me. I would pursue my dreams in a more intensive way, setting priorities and targets.

What would be my advice to the young people of 22? Dare to dream and pursue your dreams with courage, confidence and a plan! Don't be afraid to express and stand up to your opinion and don't be afraid to ask for help. Spend time to get to know people





and cultures and be respectful to all people around you and to the world. Be assertive, cooperative, work hard, even stretch yourself and never but never give up on your dreams!

> Costas Stasopoulos Region 8 Director



Source: Global Competitiveness Report 2015-2016, World Economic Forum

THE COMEDY OF CROSS-CULTURAL JOB INTERVIEWS -HOW TO MAKE THE BEST OF IT

Cucceeding in a job interview \supset in a different country, with a different culture from your own, presents a double-sided challenge. On the more obvious side, and perhaps the easier one as well, you need to become familiar with the culture and customs that are specific to the respective country, mainly in job interviews. What causes a good impression? What types of behavior or traits are valued? The general task of discovering the specific needs and wants of the company or organization you are applying for a job with still remains, but, in addition, there is the need to place it in the correct cultural backdrop. On the less obvious side, you are presented with the task of assessing your own culture and how it influences your behavior, values, ideas. For example, are there any subconscious behaviors you use? From the way you dress to hand gestures, body posture, even voice tones and intonation, all types of aspects of "you" can be influenced by your own social customs, and they can all be perceived in different lights by different people - again based on their socio-cultural background. Talking too fast or too animated may be seen as a sign of an enthusiastic character, eager to work and come up with ideas, but it can be equally seen as uncontrolled, unprofessional behavior of a personality that, well, is a bit chaotic. Becoming aware of these factors can allow you to better assess how you are, your ideologies and values. But this is under no circumstances to say that you should change that. Above all, honesty and being genuine are valued in job interviews. The main goal is to find a way to create some degree of harmony between who and how you are, culturally and otherwise, and the socio-cultural expectations of the interviewer. According to research^{1,2,3}, which found that on average 44% of a person's self-presentation is influenced by their culture⁴, here are some of the main areas that tend

to be most diverse:

· Social hierarchy and level of assertiveness: Asian cultures mainly hold social hierarchies very close to the centre of their cultures, both in everyday life and in the company, while these values fade as you move more to Western Europe and USA. While mutual respect is important worldwide, some societies demand more of it and in special forms towards elders and individuals of higher rank. While American and some Western European countries consider that interviewees should ask questions about the company and the employers, Easter Europe and Asia could find such acts as disrespectful. And always remember the amount of personal space required! Don't be surprised if Scandinavian or American employers will be unhappy about you standing far too close to them.



• Individual excellence and pointing out obstacles: based on culture, people may be inclined to push and talk at length of all their accomplishments throughout their life, regardless of their relevance to the job application. This may be more often the case for Asian and African countries, which are of a collectivistic nature and where social pressure to succeed is higher than in Europe. Following the same line, they also address obstacles that prevented them to succeed in some instances more often than their European counterparts, where generally obstacles from past experiences are mentioned only when asked directly about them. In Scandinavian countries, talking too much about one's accomplishments can have a negative impact, since it is seen at boasting and arrogance.

• Dress the part: while this part is important for any interview in any country, it becomes more relevant in countries that have more traditional or moderated cultures. And, as always, make sure that your attire for the interview fits in with the company's requirements and the job position. As with assertiveness and self-promotion, the appearance of the candidate can be interpreted differently. For example, being very well dressed, with expensive looking clothes and accessories, can lead many cultures to consider it a sign of quality and self-respect, and thus positive. However, other cultures can consider it arrogant and demanding.

 Different expectations based on applicant's gender^{5, 6, 7}: genderbased differences in the workforce still persist, irrespective of country on culture. While that may be no news in itself, that is interesting is the apparent difference in the behavior expected from male and female interviewees in Western countries. For example, more eve contact (60% of interview time) was positive for female candidates, but had a negative impact on the males performance. Similarly, body posture and mimicking of the interviewer can have different impacts on the candidate depending on their gender.

Nevertheless, both research and articles giving advice on job interviews should always be taken with a pinch of salt. All have their limitations, and do not apply for every situation and every person. So make sure you keep reading a lot and as diverse as possible, but always choose what is most suitable and natural for you. Remember, in any interview you should always be you! And always follow up with a thank you email.

> By Flavia Dinca Region 8 Young Professionals

1. Ford School; 2. Expat Arrival, Expat Interview Skills;

Resources:

^{3.} Sage Publications: 4. Technology.org, 5. Xavier.edu:

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THE IMPORTANCE OF JOB MOBILITY IN THE GLOBALIZED WORLD

As we are witnessing the start of the fourth industrial revolution, job mobility has become one of the most common features, taking place nearly every day, as we spend our lives striving for successful careers.

Mobility is the geographical and occupational movement of workers, while worker mobility is best gauged by the lack of impediments to such mobility. Impediments mobility are easily divided to into two distinct classes with one being personal and the other being systemic. Personal impediments include physical location, and physical and mental ability. The systemic impediments include educational opportunities as well as various laws and political contrivances and even barriers and hurdles arising from historical happenstance. Increasing and maintaining a high level of labour mobility allows a more efficient allocation of resources. Labour mobility has proven to be a forceful driver of innovations.

Companies across the globe are

fighting with talent shortages due to the skills gap present in the available workforce, there is a dire need for more individuals with higher and more varied qualifications. Tempted by the prospect of a better job, more and more employees are weighing their options - 85% of the workforce (up from 80% in 2012) is either actively looking for a job or open to talking to recruiters about relevant opportunities; even the ones who are "satisfied" with their jobs.

So what are some of the main triggers of today's industrial, occupational and geographical mobility of workers, and why is it so relevant? Downsizing and restructuring of companies and workforce are to take the credit, according to some. Others believe it is more about improving one's life quality and advancing in their chosen career. New studies show that young people who complete their education or train abroad not only gain knowledge in specific disciplines, but also strengthen key international skills which are highly valued by employers.



Economic growth is ever-changing and even more so recently, global mobility has become very important for multinational companies. Economies such as the UAE, Qatar, Africa and the BRICS (Brazil, Russia, India, China and South Africa) seem to become talent pools for many different niche industries, providing workers with specific skills that were previously not easy to find. These emerging markets have significantly changed mobility patterns, and PWC projected in its "Talent Mobility: 2020 and Beyond" report that a 50% growth of mobile employee numbers will take place by 2020, and statistics associated with this phenomenon and supporting it will also grow. Multinational companies and organizations are working to enhance their mobility and get to grips with this new mobility, as it can be a challenging situation for them to judge what is best in terms of sending employees off to a different country, or recruiting new ones from abroad. Huge companies can have over 1000 expats and they are a big investment, because maintaining them can cost to up to 70% of what local employees cost.

Benefits of Global Mobility

Many employees dream of a passport filled with stamps from foreign nations, as they want to enhance their personal growth life quality,

Do Young Workers Stick With Their Jobs? Percentage of workers ages 22 to 29 who changed jobs in a given month, 12-month moving average



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and advance in their careers, and working opportunities in other countries are the ideal way of improving one's CV. Those that are motivated in this way have shown

increased productivity if they are provided with the chance of working abroad. The international experience will provide them with skills and knowledge that will make them invaluable to their current and future employers. Amongst other reasons for this are that they become more culturally literate, expand their professional networks, and operate with broader perceptiveness. It is through these practices that the companies cultivate leaders who can efficiently run their multinational business operations.

In spite of all the benefits international work offers, multinational companies need to have clear reasons for the assignments and select suitable persons for the job. Mobility typically has 3 objectives:

• Transfer of knowledge and expertise;

• Enhance corporate culture and values;

• Service client needs.

Case in point: Africa's Skills Shortage

Africa is an exceptionally good example for the need and relevance of job mobility. The rapid development that has taken place in the past decade has come together with a crippling shortage of skills and there is a gulf between immediately available skilled workers to fill in the requirements of new businesses and the time needed to develop and train the local workforce.

For this reason, there is a need for rapid deployment of skilled labour for companies looking to expand into Africa. PWC also reported that the greatest challenge for CEOs in Africa is the availability of key skills.

Top 10 skills

in 2020

- 1. Complex Problem Solving
- 2. Critical Thinking
- 3. Creativity
- 4. People Management
- 5. Coordinating with Others
- 6. Emotional Intelligence
- 7. Judgment and Decision Making
- Service Orientation
 Negotiation
- 10. Cognitive Flexibility

is projected to be larger than London and Los Angeles by 2025. It's clear that people want to work in these areas because these are the new hubs where innovation is, but it is also clear that to compete, the UK will have to tempt international highly skilled migrants to replace those lost to tempting vacancies overseas.

By Mohamed El-Dallal Region 8 Young Professionals

in 2015

- 1. Complex Problem Solving
- 2. Coordinating with Others
- 3. People Management
- 4. Critical Thinking
- 5. Negotiation
- 6. Quality Control
- 7. Service Orientation
- 8. Judgment and Decision Making
- 9. Active Listening
- 10. Creativity



Source: Future of Jobs Report, World Economic Forum

International assignments help the multinational companies and organizations to close skill gaps and address talent shortages, which results in accelerated growth. The growth of new and developing markets may be the biggest influence in global mobility. Talent is recruited in markets such as the Middle East and Brazil in order to exploit the available business opportunities and, in turn, sharing expertise with other markets helps enhance the countries' economies. By improving the situation of the economy in question, new opportunities are created that are cruicial in providing the growth of global economies. For instance, the GDP of Beijing and Shanghai

Resources:

1. Weforum.org, What does success at work really mean?

2. Relocatemagazine.com, If you want to boost your employability and job mobility, study abroad

3. On.legal, The importance of global mobility for multinational companies' economies

4. PWC, Talent Mobility 2020 and beyond: the future of mobility in a globally connected world, available at www.pwc. com/people



WHERE YOU MIGHT HAVE SPOTTED THE REGION 8 YOUNG PROFESSIONALS TEAM AT THE END OF 2015...



WHAT IS YOUR OPINION ABOUT MEMBERSHIP AFTER GRADUATION?

As a Young Professional and a previous student member, I have learned a lot from my volunteering positions in IEEE. The beauty of volunteering is that the energy we put in as individuals without thinking of what we get in return, is based on our motivation to innovate and turn what was science fiction in the past to reality in the future. In IEEE, this energy is unique and found in each volunteer all around the world. Eddy Deeb (Lebanon YP AG)

IEEE YP is the community of young people with the same experience and interest but also same fears and concerns. Being a part of the YP community helps in finding friends and colleagues to discuss about ideas and visions, to share experience and knowledge and to encourage each others at the beginning of a career path. Aleksander Mastilovich (Bosnia and Herzegovina YP AG)





The members belong to a young and enthusiastic group, where we can find new professional connections through its interdisciplinary feature. It is a community of young professionals, where we can establish connections and discuss problems in a much easier and flexible way. As members, we have the opportunity to get in touch and cooperate with other IEEE groups abroad, which includes traveling to various locations in the world. The established connections and friendships will be beneficiary in our professional life later, facilitating the growth of our career. Domokos Esztergar-Kiss (Hungary YP AG)



Meet a Founder / Start-up Scene



A Start-up Story from Iceland





In Mussila, you travel with The Band through fields of glowing lava and glacial rivers where you take on various challenges in notation, rhythm, instrumentation and play. The awards from these challenges open up extra levels of creative jams with The Band where the player can dress up the characters, change their instrumentation, play along and record their own music.

Mussila started out as a small project but our own growth as developers and a team while working on the project has led to an app that is now much bigger and better than we could have hoped of. Mussila packs over 400 different rhythms and melodies that challenge the player in various skill games. 10 graphically and musically detailed jams featuring full songs that can be played with various different instruments, fully animated characters playing their instruments in various outfits along with percussive instruments and Mussila jam creatures.

By Margrét and Hilmar (Mussila)







Questions? Comments? Or are you interested in contributing with material? Contact us!



r8yp@ieee.org



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