

Diversity and Mentorship in the PHM Community

Objectives for today

- 1. Inform you about the society's views and activities
- 2. Discuss and prioritize features for a professional development mentorship initiative
- 3. Discuss and prioritize features for more general professional development activities

Facilitators

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The PHM Community – Building

"The PHM Society welcomes, respects, and values all participants in its activities as it strives to fulfil its mission serving the global prognostics and health management community.

The Society seeks to foster an inclusive and transparent environment where all individuals can contribute diverse ideas, experiences, perspectives and talents to help further the advancement of the PHM Society.

The Society is committed to be diverse and inclusive while pursuing its goals of education, professional development, growth of global talent, fostering and recognizing leadership, and providing a non-competitive forum for networking and sharing best practices in the PHM field."

From the Society's website www.phmsociety.org
See the forum at Diversity, Equity, and Inclusion (DEI) - PHM Society



DEI – Diversity, Equity and Inclusion

What have we done so far:

- Board engagement, DEI Statement
- PHM18 Diversity Networking Event
- PHM19 Diversity Outreach Panel
- PHM20 DEI embedded in conference events
- PHM21 Chatroom at the Conference Hub
 - Mentorship planning
- PHME22- Panel/workshop

7th European Conference of the Prognostics and Health Management Society Turin Italy





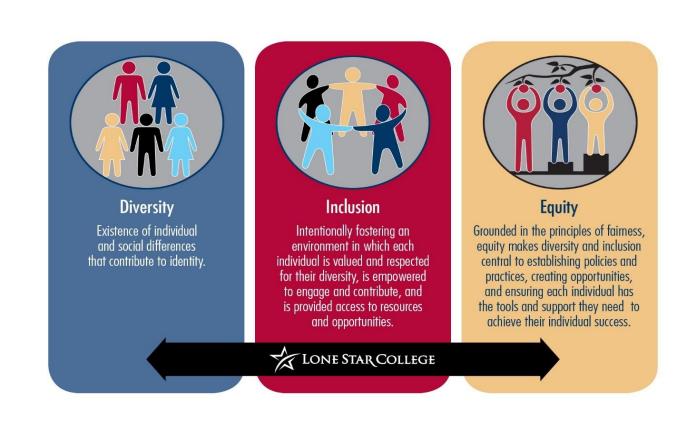
The PHM Community

What could/should it look like?

Cooperation and collaboration Diversity, Equity and Inclusion Professional development

What is it for you?

7th European Conference of the Prognostics and Health Management Society Turin Italy







Mentorship - Professional Development with Inclusion

The PHM Society attracts and serves participants from across academia, industry, and government

The PHM Society's newly launched **PHMentor** program
Aims to help diverse participants to share insights and lessons learned
"... as we mentor one another to achieve the next higher level of ourselves"

A mentor could be someone who is

Further along in their career/education, or

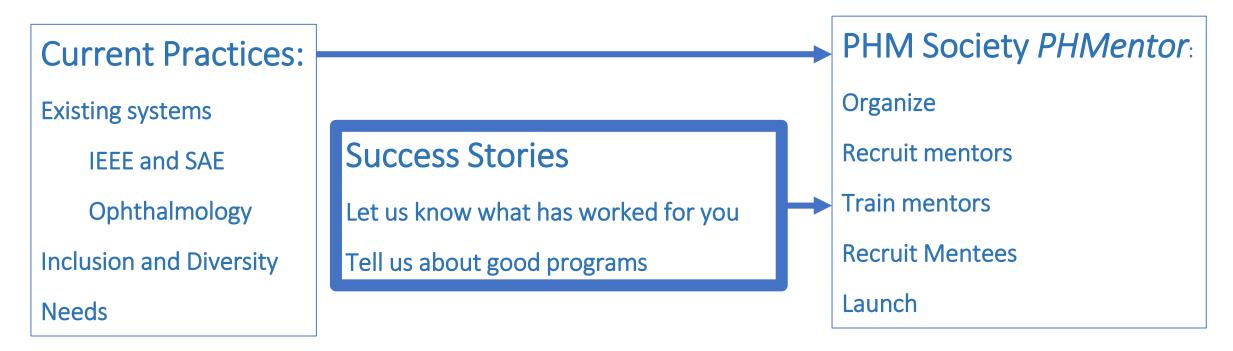
At the same point in their career/education but is having different outcomes, or

Knowledgeable in different technical, management or other skills



Mentorship - Professional Development with Inclusion

What do you think? Want to help!





Mentorship - Professional Development with Inclusion

Examples from other programs:

- 1. Establish a mentoring interest/expertise profile
- 2. Select mentor/mentee preferences
- 3. Mentors accept match
- 4. Expect 1-2 hours per month (IEEE), flexible frequency
- 5. Sequenced planning guidelines (ARVO): goal setting, career opps, balancing techniques, management and leadership, career planning, research plans, grant writing, networking
- 6. Virtual members mixers (SAE)



Open Discussion 1: Mentoring Program

Proposed discussion topics

- 1. Goals- professional development
 - technical advice, career advice, leadership, networking, ...
- 2. How would it work
 - meetings, calls, connections, themed group mixers, sequenced training
- 3. Other inputs and volunteering to help
- ... And let us establish some priorities

Also share your ideas to mentoring@phmsociety.org





Open Discussion 2: Professional Development with Inclusion

Now- A broader look at needs, success stories and opportunities

- 1. How have technical communities and value chains been boosted by diversity, equity and inclusion action?
- 2. What diversity opportunities and best practices do you know about?
- 3. Where are the niches for the PHM community to contribute? What are the priority features of actions that can be led by the PHM Society?

And conclude with some prioritizations.