

# W O M E N I N T E C H

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## Q & A

### Rebecca Moore

Business Learning Advisor

#### What does a 'day in the life' look like in your role?

Every day is different in Learning & Development, but the goal is the same—to set up our sales teams for success. I frequently meet with multiple departments and subject matter experts within the organization to determine the best strategies for training rollouts, content, and tools given the goals of the Leadership Team. Woven throughout a week you can find video and audio recording, editing and design work, project management, facilitation, coaching, and of course collaborating with different teams to ensure we are pulling the right levers to get the desired results. It's an exciting and fast-paced role!

#### What are the ways that CompuCom empowers you as a woman in tech?

CompuCom's culture helps me feel empowered to do my best work and collaborate with other very talented women and men in the organization. I feel I have every opportunity here to accomplish my goals, and I also appreciate the relationships and training opportunities that have been cultivated by being part of our ARG Women in Technology. The support here is incredible.

#### What advice would you give to young professionals starting in tech?

Well, first of all, you're in the right place! Technology is no longer a luxury—it's a necessity. Commit to lifelong learning and remember to adapt to the ever-changing landscape that is tech. Also, be



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# WOMEN IN TECH



scrappy. Be hungry. Ask for mentors! How far you take your career and development is up to you. Don't wait for someone else to tell you to invest in your development. Invest in yourself from the beginning.

**Imposter syndrome is very common for young professionals, often doubting their abilities and shying away from accomplishments. If a young woman asked you, "How do I know that I'm good enough to sit at the table?" what would you tell her?**

I would say come sit next to me! And that you're already at the table. Be confident in your skills, knowledge, and ability to learn and grow. Share what you can, learn even more. You've got this. And you have support.

**If you don't have a tech-savvy support system, how can you find good mentors or the help you need?**

It's been my experience that CompuCom associates want to see their colleagues succeed. Joining an Associate Resource Group can be a great way to get to know people and ask for mentoring. Don't be shy to ask your manager to assist you in finding an appropriate mentor given your career aspirations. You may find that more people than you even realize would love to help you grow. There are also professional social media sites and local industry groups that you can tap into to leverage mentors and industry knowledge. Take the initiative and seek them out.

**What is one trait you need to be a great leader?**

The ability to give and receive feedback in a way that inspires others, builds trust, and shows you care. If you can help your team grow, it drives the results you're looking for—performance and retention.

**What is the best question you've asked a mentor?**

What do I do if I don't know the answer? Get honest with it! It's ok (and necessary) to say I don't know. But then promptly do your research, and follow up ASAP. You'd be surprised at how much the follow-up gets dropped. Set yourself apart quickly with something so simple as being honest and then diligent with follow-through.

**Research suggests women can face different challenges in the workplace. What are some of the challenges you have faced and what advice would you offer to help someone overcome such challenges?**

It's been my experience that things have improved over the last 20+ years. That said, one thing we can all learn is to be aware of unconscious bias. For example, if you're the only woman in a meeting and a note-taking volunteer is requested, you don't have to volunteer just because you are a woman and other attendees may expect you to do it. We've come a long way, but unconscious bias is still something that we all need to be aware of so we aren't helping to perpetuate the issue. If you do find yourself in a situation where you experience such a challenge, ask your manager or mentor for guidance and, if appropriate, actionable help.

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