

# WOMEN IN TECH

## Q&A

### Ebany Robledo

Training Manager

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

I am in charge of developing training programs and other types of workframes. I specialize in eLearning content development. I also have the privilege of leading a team, integrated by Cesar Tejera and Alejandro Gomez, who are assisting CompuCom's Service Desk and Field Services associates with their training needs.

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

CompuCom provides equal opportunities to both men and women. At the end of the day, what they focus on is the results; and, in my case, my work and outcomes have been valued, and my leaders have been supportive and willing to assist in my career growth. On a more general level, I have noticed that programs and additional support are given to women so that the education and skills gaps between men and women close.

Also, compared to other places where I have worked, at CompuCom I have found some of the most fearless, committed, and inspiring leaders who happen to be women.

#### **What top skills do you believe are needed to thrive in a career in technology?**

Technology-related fields are always evolving and innovating. Therefore, resilience, flexibility, and willingness to learn are key skills that will help anyone succeed in this career.



BEFORE WAITING FOR A SEAT "AT THE TABLE," A WINDOW, OR OTHER TYPE OF OPPORTUNITIES, YOU MUST BELIEVE IN YOURSELF FIRST AND THAT YOU ARE CAPABLE ENOUGH TO FACE ANY CHALLENGES YOU MAY ENCOUNTER.



# WOMEN IN TECH



## **What sparked your interest in choosing technology as a career?**

Considering the world we live in, technology is everywhere. Education, health, entertainment, economy, communications and basically every aspect of our lives are directly impacted by new technologies. Being part of this, enhancing processes, ensuring quality of service, and knowing that I make a difference is one of the most satisfying sensations I have ever had. I didn't want to be left out, therefore, I chose to be part of this constantly changing business.

## **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?**

You are as good as you think you are. Before waiting for a seat "at the table," a window, or other type of opportunities, you must believe in yourself first and that you are capable enough to face any challenges you may encounter. Once you are there, you will see that you can do it on your own.

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

Empathy. Placing yourself in the other person's shoes ensures success. Sometimes we just need to listen and acknowledge certain situations from another point of view to come to a positive result.

## **What do you think needs to change to improve the conditions and number of women entering technology?**

We need to get rid of the stigma that technology is only a man's world. Supporting each other as women, encouraging other women to pursue new roles, and getting out of our comfort zone should positively impact the situation. Also, we need to reeducate men, both men and women have the same chance of being capable of succeeding in this business.

## **What role does education play in promoting technology as a great career for women to pursue?**

As part of the Learning & Development team, all I can say is that education, training, and acquiring new knowledge is key to successfully promoting technology. Sometimes technology can be scary and overwhelming, but with the correct education and guidance it can be easily mastered.

WE NEED TO GET RID  
OF THE STIGMA THAT  
TECHNOLOGY IS ONLY  
A MAN'S WORLD.  
SUPPORTING EACH  
OTHER AS WOMEN,  
ENCOURAGING OTHER  
WOMEN TO PURSUE NEW  
ROLES, AND GETTING OUT  
OF OUR COMFORT ZONE  
SHOULD POSITIVELY  
IMPACT THE SITUATION.