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Step Up Program #1

# BUILDING YOUR JOB-READY TOOLKIT



# HELLO

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**INTRODUCING LIZ KINGSTON & ADAM BROADBENT**



**Kingston**  
HUMAN CAPITAL



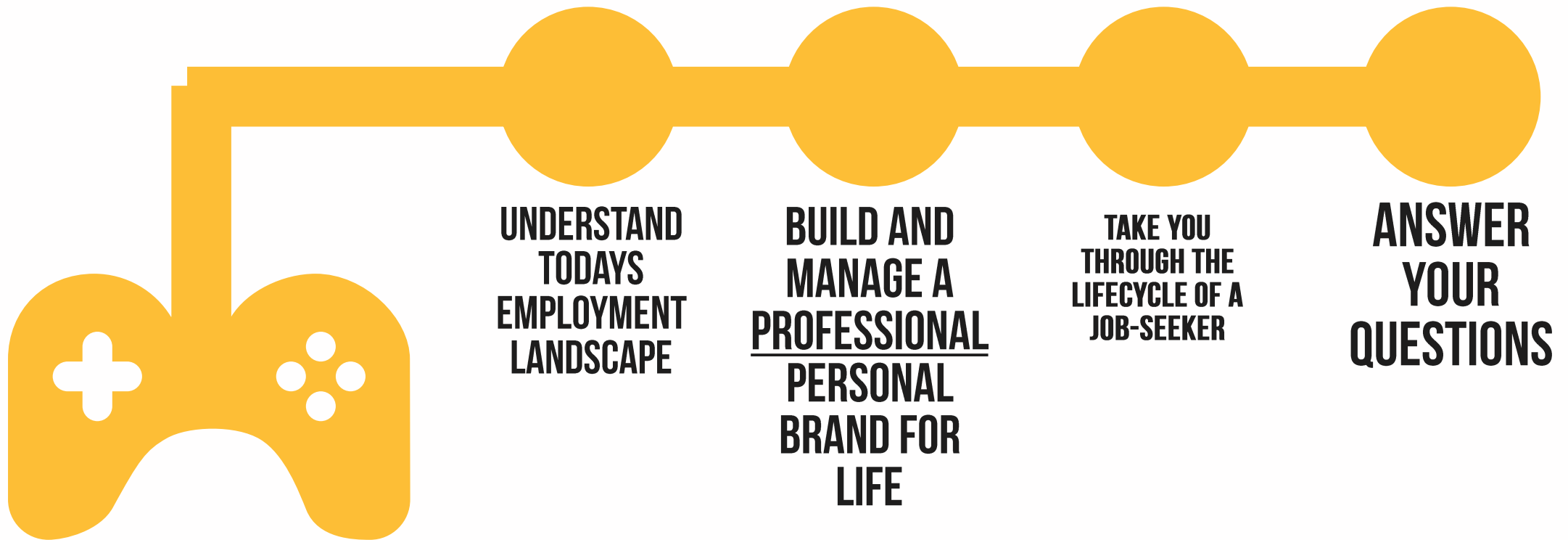
**COFFEE BREAK**

**EMERGENCY EXITS**

**FACILITIES**

# OUR GAME PLAN

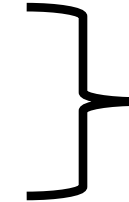
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# LET'S BREAK IT DOWN...

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MOTIVATION | RESUMES | SOCIAL MEDIA  
PERSONAL BRAND | LINKEDIN



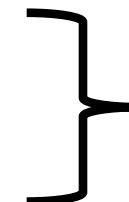
*Prepare*

DEALING WITH RECRUITERS | APPLICATIONS  
PREPARATION & RESEARCH



*Apply*

INTERVIEW QUESTIONS | GRAVITAS  
INTERVIEW SOFT-SKILLS



*Own it!*

# MOTIVATION

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# AREAS TO CONSIDER

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**WHY DO YOU WANT A NEW ROLE?**

**CHANGING CAREERS?**

**WHY WOULD YOU LEAVE A ROLE/COMPANY?**

**WHY WOULD YOU WANT TO WORK IN THAT ROLE/COMPANY?**

**LIFE HAPPENS?**

**WHY WOULD YOU STAY?**

# BE HONEST WITH YOURSELF

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**TRY TO FIGURE OUT WHAT YOU REALLY WANT**

**IT IS KEY TO BE CLEAR AND CONCISE ABOUT YOUR MOTIVATION AT INTERVIEWS ESPECIALLY WHEN CHANGING FIELD OF WORK OR RETURNING TO THE WORKFORCE**

**UNFORTUNATELY, EMPLOYERS NEED TO BE CONVINCED ON REASON FOR GAPS IN EMPLOYMENT, OR CHANGE OF CAREER**



WHAT ARE **YOUR** MOTIVATING FACTORS AT THE MOMENT?

# TOP 9 REASONS FOR MAKING A CHANGE...OR NOT

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**TEAM / MANAGER**

**COMPANY BRAND**

**WORK:LIFE BALANCE AND FLEXIBILITY**

**TRAINING & CAREER PROGRESSION**

**LOCATION**

**LIFE CHANGE**

**CAREER CHANGE**

**MONEY**

**ROLE CONTENT — TECHNOLOGY / PROJECTS ETC**

# RESUMES

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# RESUMES

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**DESIGNED TO GET YOU TO THE INTERVIEW**

**RESUME STYLES – TECHNICAL, MANAGEMENT, SALES, GRAD, NEW JOB-SEEKER**

**RESUME ARCHITECTURE**

**SEND TARGETED APPLICATIONS QUICKLY  
RE-ORDER INFORMATION TO HIGHLIGHT SKILLS  
USE BULLET-POINTS  
CLEAN FORMATTING – USE WHITE SPACE**

# RESUMES

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**SIMPLY PUT:**

**PERSONAL DETAILS** INCLUDING MOBILE NUMBER

**SUMMARY** – KEEP IT BRIEF & TO THE POINT

**QUALIFICATIONS & EDUCATION**

**CAREER ACHIEVEMENTS**

**EMPLOYMENT HISTORY** (ROLE ACHIEVEMENTS => RESPONSIBILITIES)

**HOBBIES & INTERESTS**

**SPORTS/ARTS ACHIEVEMENTS OR VOLUNTEER WORK**

# RESUMES

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## SIMPLY PUT:

PERSONAL DETAILS INCLUDING MOBILE NUMBER

QUALIFICATIONS & EDUCATION

SUMMARY

ACHIEVEMENTS

**EMPLOYMENT HISTORY (ACHIEVEMENTS => RESPONSIBILITIES)**

HOBBIES & INTERESTS

SPORTS/ARTS ACHIEVEMENTS OR VOLUNTEER WORK

# IMHO, THIS IS AN IDEAL FORMAT...

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**POSITION TITLE, DEPARTMENT**

**COMPANY NAME & SHORT PARAGRAPH ON WHO THEY ARE (INDUSTRY/SIZE ETC)**

**DATES OF EMPLOYMENT (MONTH/YEAR)**

**ACHIEVEMENTS**

- USE
- SEVERAL
- BULLET POINTS

**RESPONSIBILITIES & TASKS**

- SAME

# THIS IS AN IDEAL FORMAT TECHNICAL

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Solutions Architect - IBM

June 2012 - Present

Brisbane, Australia

IBM is a global IT Services and Solutions Company with large enterprise customers across multiple industries including mining, construction, local and federal government. Working with sites of 500+ users responsible for Microsoft system engineering & solution design.

## Key Achievements

- Defined requirements for and assisted in solution design of a new private Cloud platform, including development of services and integration for IaaS and SaaS solutions saving over \$2.5m per annum for IT operating expenditure
- Migrated a Brisbane-based Energy company's existing multi-site vSphere, vCenter, and SRM environment from 4.1 to 5.1 during standard business hours and without any downtime

## Responsibilities

- Designing and planning IT infrastructure solutions, including AWS & Azure Cloud, on premise, and hosted solutions.
- Consulting with customers, owners, managers and sales teams to define requirements and solutions for clients including VMware, Hyper-V, Microsoft Exchange 2013 / 2016, Salesforce, SAP etc etc
- Consulting with clients at all levels to define business requirements and technical deliverables
- Define effort estimates and draft statements of work, including defining project scope, assumptions and exclusions
- Drafting managed services agreements ranging from prepaid services through to full managed services agreements



# ANOTHER EXAMPLE LEADERSHIP

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May 2016 – Present

NSW Health – Western Sydney Local Health District

IT Operations Manager

Western Sydney Local Health District (WSLHD) is part of NSW Health, serving a population of more than 800,000 people across the Western Sydney metropolitan area. It includes Westmead, Blacktown, Mt Druitt, Auburn and Cumberland Hospitals, along with mental health, drug health and community health centres.

This position encompasses overall management and leadership of the IT Operations and Infrastructure teams, providing desktop support and technology infrastructure services to 15000 staff, 5 major hospitals and over 30 community and Allied health locations in a fast-paced mission critical environment.

- Management of the Infrastructure and Operations group – team of 20+ technology professionals supporting 15,000 staff and 5 major hospitals
- Conducted team review and developed future state strategy utilizing hybrid sourcing model
- Developed and implemented short term tactical plans to improve team engagement, morale and productivity
- Develop and manage IT Operations & Infrastructure budget (\$5m+)
- Build IT Infrastructure operating model, attract and recruit highly performing staff

# THIS WORKS WELL FOR SALES

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Business Development Manager, Australian IT Company

May 2015 – Present

IT systems integrator and managed service provider delivering award-winning IT and cloud services and solutions throughout Australia.

- Instrumental in winning the Skype for Business Enterprise Voice migration for Redland City Council worth over \$180,000 per annum.
- Led entrance into the Queensland market. Won \$700,000 of professional and managed service contracts in first 12 months. Originally sole employee in Brisbane, I have grown this to a team of five individuals who support the clients and pipeline that has been generated.
- Generated new business from leading Australian companies; including Flight Centre, Suncorp, and Technology One. Representing professional service revenues of over \$250,000.

Major customer wins during this time:

- Cloud Managed Service – Flight Centre  
Won the ongoing management of Flight Centre's Amazon Web Services (AWS) platform. This was the first AWS project won - \$84,000 First Year Sale.
- Google to Office 365 migration – Technology One  
Successfully closed and managed the migration of one of Australia's largest Google mail environments into Microsoft's Office 365

# TIPS FOR NEW JOB-SEEKERS & GRADS

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**RECRUITERS AND HIRING MANAGERS ARE IMPRESSED BY ACTIVITIES THAT DEMONSTRATE:**

**TEAM WORK**

**ATTENTION TO DETAIL**

**COMMUNICATION & CUSTOMER SERVICE**

**EXPERIENCE WORKING TO DEFINED PROCESSES**

**OUTSIDE ACTIVITIES & INTERESTS THAT COMPLEMENT ROLE**

# A MAGIC STORY

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**YOUNG COMPUTER SECURITY ENTHUSIAST**

**HIGHLY MOTIVATED TO LEARN, DEADLY SMART YET HUMBLE ATTITUDE**

**SOUGHT OUT INDUSTRY EVENTS AND TOOK PART IN NUMEROUS 'BUG-BOUNTY' PROGRAMS – OODLES OF TIME & ZERO GUARANTEE OF REWARD**

**OVER SIX MONTHS, OBTAINED COMMENDATIONS FROM SONY, UBER, US ARMY, FBI, NASA, CISCO, OPTUS & MORE**

**THESE WERE BASIC VULNERABILITIES BUT HE HONED SKILLS, PERSEVERED AND HARD WORK PAID OFF.**

# A MAGIC STORY

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**HIGH QUALITY RESUME + GREAT INTERVIEW  
LED TO FIVE INTERVIEWS AND 3 JOB  
OFFERS**

**HE IS NOW AN ANALYST WITH A BIG-4 FIRM  
& LOVING IT.**

WHAT NON-WORK RELATED ACTIVITIES DO **YOU** THINK  
EMPLOYERS COULD BE INTERESTED IN?

# RESUMES

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WE'VE ALL BEEN THERE....



# THE NOTEPAD TRICK

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**GREAT WAY TO BUILD GOOD QUALITY CONTENT FOR YOUR RESUME, PARTICULARLY ACHIEVEMENTS**

**PUT A NOTEPAD & PEN IN YOUR POCKET FOR 3 DAYS**

**WRITE DOWN ANY TASK, SUCCESSES AND ACHIEVEMENTS THAT COME TO MIND**

**MAKE ACHIEVEMENTS MEASURABLE — I.E. HARD DATA**

**START WRITING!**





# HARD DATA & WHAT IS IT?

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**MEANINGFUL INFORMATION**

**AWARDS & COMMENDATIONS**

**TARGETS ACHIEVED & EXCEEDED**

**USE NUMBERS, DON'T BE VAGUE**



# LET'S GIVE IT A TRY

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**THINK OF 3 ACHIEVEMENTS YOU HAVE HAD IN YOUR LIFE & CAREER  
PERFECT FOR YOUR NEW RESUME AND WE'LL DISCUSS AFTER.....**



**COFFEE!**



# SOCIAL MEDIA & PERSONAL BRAND

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# PERSONAL BRAND


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MANAGE PERSONAL AND BUSINESS SOCIAL MEDIA CAREFULLY

THINK BEFORE YOU POST. THEN THINK AGAIN. SLEEP ON IT.

ONCE POSTED, IT'S OUT THERE AND HARD TO RETRACT

BUSINESS = **Linked in**

BOTH =   
twitter

PERSONAL =  

**REPEAT AFTER ME....**

**THINK BEFORE YOU POST**

**THEN THINK AGAIN**

**SLEEP ON IT.**

# PERSONAL BRAND & ONLINE SAFETY

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**WILD PERSONAL LIFE? CONSIDER NAME VARIATIONS  
....DO WHAT THE PROFESSIONALS DO**

**BE SMART ABOUT WHAT YOU PUT  
ONLINE**

**PERSONALLY IDENTIFIABLE INFORMATION**

**PRIVACY**



# LinkedIn







**FANTASTIC PLATFORM TO CONNECT, RESEARCH AND BUILD A PROFESSIONAL NETWORK**

**KEEP YOUR PROFILE CURRENT, HONEST AND FREE FROM ERRORS**

**ENSURE EXACTLY MATCHES YOUR CV – COPY SECTIONS FROM YOUR RESUME**

**REMEMBER, YOUR ONLINE BRAND IS CUMULATIVE**



**A PROFESSIONAL PROFILE PHOTO GOES A LONG WAY & IS NOT EXPENSIVE  
ME AFTER:**





**LIGHTING CAN MAKE A HUGE DIFFERENCE.**

**ME BEFORE:**





Adam Broadbent | LinkedIn

Secure | https://www.linkedin.com/in/adambroadbent/

CA Program 2017 - Be In Demand As A Highly Qualified Difference Maker. Become a CA. Apply Now Ad ...





# Harvey Broadbent

**Adam Broadbent**  
Principal Consultant - Technology | Risk | Audit | Consulting & Advisory | Information Security  
Harvey Broadbent • Huddersfield Technical College  
Brisbane, Australia • 500+ 🌐

Adam has over 10 years recruitment experience within global and boutique Technology recruitment agencies in Australia. In this time he has built an impressive national network of contacts and talent throughout the ... [See more](#)

★ All-Star profile    1,128 Who's viewed your profile    62 Views of your post in the feed

### Your Articles & Activity

- **Kinzett Simes Motorsport Race Rep...**  
Adam Broadbent on LinkedIn  
[See 3 more articles](#)
-  Just witnessed someone calling to offer a candidate a position; their response was...  
Adam replied to a comment
-  Fake LinkedIn emails phishing job seekers  
Adam liked a comment
-  Second Wednesday Of The Month club  
Adam replied to a comment

[See all activity](#)

**Add new profile section**

- Edit your public profile
- Add profile in another language

Get the latest jobs and industry news

Adam, explore relevant opportunities with **Design & Construct**

[Follow](#)

**See connections (500+)**

**Contact and Personal Info**  
Adam's Profile, Websites, Phone, Address, Email, Twitter, and IM  
[Show more](#)

People Also Viewed



SEARCH OPTIMIZATION

WHEN ENTERING COMPANY,  
MAKE SURE TO CONNECT UP  
WITH YOUR EMPLOYER

PICKS UP LOGOS  
AUTOMATICALLY

KEEP IN TOUCH WITH OLD  
COLLEAGUES & MANAGERS

The screenshot shows the 'Experience' section of a LinkedIn profile. At the top right, there is a blue button that says 'Add new profile section'. Below this, five job entries are listed, each with a company logo on the left, a job title, company name, dates, location, and a description. The first entry is for 'Principal Consultant' at 'Harvey Broadbent' (Oct 2016 - Present, 7 mos, Australia). The second is 'Partner' at 'Just People' (Oct 2013 - Sep 2016, 3 yrs, Brisbane). The third is 'Consultant at Davidson Technology' at 'Davidson Recruitment' (Jan 2013 - Sep 2013, 9 mos, Brisbane, Australia). The fourth is 'Business Manager' at 'Hays' (Oct 2006 - Oct 2012, 6 yrs 1 mo, Brisbane, Australia). The fifth is 'Project Coordinator (secondment)' at 'ARUP' (Dec 2005 - Oct 2006, 11 mos, Brisbane, Australia). At the bottom of the list, there is a link that says 'See more positions' with a downward arrow.

Experience +

**Principal Consultant**  
Harvey Broadbent  
Oct 2016 – Present • 7 mos  
Australia

Principal Consultant & Founder of Harvey Broadbent personally accountable for hands-on, end-to-end recruitment and technical search across key specialist domains:

IT Infrastructure & Cloud Engineering  
Technology Consulting & Advisory  
Risk Assurance  
Audit  
Information Security  
Enterprise & Solution Architecture

See less ^

**Partner**  
Just People  
Oct 2013 – Sep 2016 • 3 yrs  
Brisbane

See description ∨

**Consultant at Davidson Technology**  
Davidson Recruitment  
Jan 2013 – Sep 2013 • 9 mos  
Brisbane, Australia

See description ∨

**Business Manager**  
Hays  
Oct 2006 – Oct 2012 • 6 yrs 1 mo  
Brisbane, Australia

See description ∨

**Project Coordinator (secondment)**  
Arup  
Dec 2005 – Oct 2006 • 11 mos  
Brisbane, Australia

See description ∨

[See more positions](#) ∨

[Add new profile section](#) ∨



**COMMENT ON GROUP DISCUSSIONS AND POSTS FROM YOUR CONNECTIONS**

**WRITE INTERESTING, POSITIVE SNIPPETS OF INFORMATION — BE PROFESSIONAL**

**EVEN WHIMSICAL THOUGHTS CAN GET GREAT TRACTION**



**Adam Broadbent**

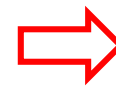
Principal Consultant - Technology | Risk | Audit | Consulting & Advisory | Information Security  
2w

Does anyone find working from busy cafes productive? I often walk past heaving coffee shops and see people with their fancy Macbook Air's working away. 9 times out of 10 they are flicking through Facebook, Twitter or shopping (damn the lack of privacy screens :). Personally, I tried once or twice but couldn't get into the zone and focus for long enough to get anything more complex done than responding to a few emails. Might be because I was working on a Windows 10 laptop. Yes, that must be it.



40 Likes · 21 Comments

Like Comment Share



5,456 views of your post in the feed

Likes



Clayton Price The barista always assumes "activated almond milk" when I pull out a MacBook Air. Never assume, I'm a double shot half long black kinda guy !! ;-)

Like Reply 2 Likes

Rohan Milne I used to do it really often, I found it good when I had big proposals to write.

Like Reply

Benjamin D Reeves It's definitely because you're using Windows 10 ;)

Like Reply 1 Like



**ENCOURAGE YOU TO SEND CONNECTION INVITES OUT TO INTERESTING AND RELEVANT CONTACTS**

**ALWAYS ADD A NOTE** E.G “SAW YOUR COMMENT ON A POST AND...”

**SEARCH OUT RECRUITERS AND POTENTIAL MANAGERS AND CONNECT UP**

**FIND A MENTOR & MENTOR OTHERS**

**DON'T GO NUTS.** TOO MANY DECLINED INVITES CAN BRING RESTRICTIONS ON YOUR ACCOUNT.

# NETWORKING & GETTING NOTICED

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**CONSIDER WRITING BLOGS RELEVANT TO YOUR FIELD OR AREAS OF INTEREST – KEEP THEM SHORT TO A 3-4 MINUTE READ AT MOST**

**SEARCH OUT MEET-UPS ([WWW.MEETUP.COM](http://www.meetup.com) IS A GREAT PLACE TO START)**

**CHECK YOUR NEWSFEED REGULARLY – YOU NEVER KNOW WHAT YOU MAY SPOT**

**PLAY NICE. ARGUMENTATIVE FOLKS ARE NOT TAKEN SERIOUSLY.**



# DEALING WITH RECRUITERS

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# DEALING WITH RECRUITERS

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**TRY TO IDENTIFY GOOD ONES, RELEVANT TO YOUR FIELD  
YOU WILL BENEFIT TIME & TIME AGAIN**

**HOW TO CONTACT, ENGAGE & STANDOUT**



**RECRUITER TRICKS TO AVOID**

**SALARY & RATE NEGOTIATIONS**

# PREPARATION

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# RESEARCH

IT'S ALL ABOUT WHAT YOU KNOW



**WHAT FUNDAMENTAL RESEARCH DO YOU DO ON A COMPANY OR ROLE?**

# PREPARATION & RESEARCH

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WHAT ABOUT [WWW.GLASSDOOR.COM.AU](http://WWW.GLASSDOOR.COM.AU)?



# PREPARATION & RESEARCH

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**WHAT ABOUT REVIEWING ANNUAL REPORTS? - ASX + GOVERNMENT MAKE THEM PUBLIC**



**LOOK FOR THEMES IN THE ROLE BRIEF IT WILL HELP YOU PREDICT INTERVIEW QUESTIONS**

**DEVELOP MOCK INTERVIEW QUESTIONS**

**PRACTICE CONTEXTUALLY RELEVANT ANSWERS**

**PRO TIP!**



**SMART PHONE**



# ESSENTIAL

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**CHECK YOUR  
COMMUTE IS  
FLAWLESS**

**READ THE JOB  
DESCRIPTION**

**SHOW UP**

# ADVANCED PREP

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Check your  
commute is  
flawless

Read the  
job  
description

Analyze  
For  
Themes

ID Behavioral  
Questions  
Related to  
Themes

Develop great  
Questions

Visualize  
Practice  
Video

Show up  
Be Authentic  
Enjoy the  
meeting

# APPLICATIONS

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# APPLICATIONS

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**CAREFULLY CONSIDER WHICH ROLES YOU ARE APPLYING FOR (AND WHAT LEVEL?)**

**SINCE GFC, AUSTRALIAN EMPLOYERS WANT “HAVE-DONES” NOT “CAN-DOs”**

**SEND RESUME AND FOLLOW UP WITH A PHONE CALL**

**SELECTION CRITERIA AND OTHER FIERY HOOP-JUMPING**

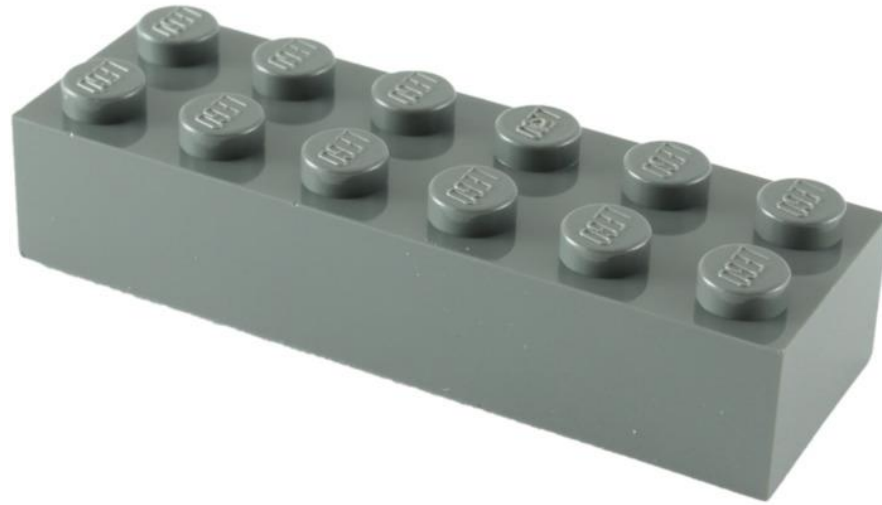
**REALITY**



**WHAT DO YOU FIND FRUSTRATING ABOUT APPLYING FOR JOBS?**

# INTERVIEW QUESTIONS

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# INTERVIEW QUESTIONS

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**WHO ENJOYS AN INTERVIEW?**

**WHO PERFORMS WELL? WHY?**

**WHO GETS NERVOUS? ITS A SKILL. ITS OK TO BE NERVOUS**

**IF YOU KNOW WHAT TO EXPECT YOU CAN PREPARE!**





**WHO KNOWS WHAT THE FOUR MOST COMMON INTERVIEW FORMATS ARE?**



# BEHAVIORAL INTERVIEW QUESTIONS

---

**CAN ANYONE DESCRIBE WHAT THESE ARE AND WHY THEY ARE USED?**

**#1 FAIL** – WHEN ANSWERING BEHAVIOURAL QUESTIONS

**THE GOOD THING ABOUT BEHAVIOURAL INTERVIEW QUESTIONS?**

**75 MOST COMMONLY ASKED BEHAVIOURAL INTERVIEW QUESTIONS**

**(HAND OUT)**



**S.T.A.R**

**PROTIPS!**



**HOW TO PIVOT ON A BEHAVIOURAL INTERVIEW QUESTION?**

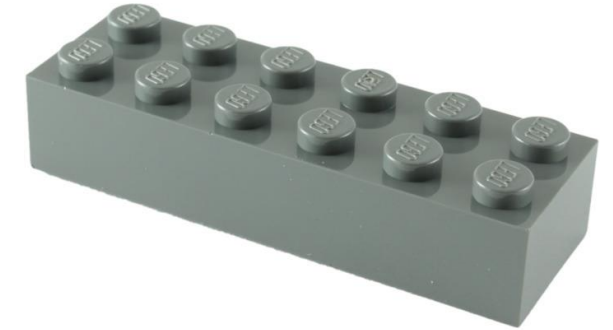
**HOW TO USE A BEHAVIOUR INTERVIEW QUESTION AS A LEAD-IN TO  
RETURN A QUESTION?**

# 20 MOST COMMON INTERVIEW QUESTIONS

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**YOU WILL ENCOUNTER AT LEAST ONE OF THE TOP 20**

**EVEN CASUAL QUESTIONS ARE INTERVIEW QUESTIONS**



**KNOWING THE 20 MOST COMMON QUESTIONS ENABLES YOU TO**

**CRAFT A STRONG ANSWER THAT ISN'T JUST OFF THE CUFF**

**CRAFT A STRONG ANSWER THAT REFLECTS YOUR PERSONAL BRAND**

**REMOVE THE RISK OF AUTOPILOT WAFFLE**

**OPPORTUNITY TO PROVIDE POWERFUL KEY MESSAGES THAT ALIGN  
WITH YOUR PERSONAL BRAND**

**PROTIPS!**



**DON'T SCRIPT**

**INTERVIEW STARTS THE SECOND YOU WALK IN THE DOOR** SOMETIMES EARLIER

# GRAVITAS

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# GRAVITAS

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**WHAT IS IT?**

**WHO PRACTICES IT?**

**HOW IT AFFECTS YOUR PERSONAL BRAND & IMPRESSION**



# GRAVITAS

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**PRO TIPS!**

**SPACE**

**VOICE, SPEED, SILENCE**

**POISE & POSTURE**

**INITIATING & TAKING THE LEAD**



*RESOURCE: GRAVITAS: COMMUNICATE WITH CONFIDENCE INFLUENCE & AUTHORITY, BY CAROLINE GOYDER*



# INTERVIEW SOFT-SKILLS

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# INTERVIEW SOFT-SKILLS

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**WHAT ARE INTERVIEW SOFT SKILLS?**

**CONSIDER IT A CONVERSATION — NEED VS WANT**

**OWN YOUR NERVES — INFLUENCE THE INTERVIEWER**

**COUNTER QUESTIONS**

# INTERVIEW SOFT-SKILLS

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**THE SECOND MOST IMPORTANT MOMENT AT INTERVIEW?**

**CAPITALISE ON THE THREE THINGS EVERY HIRING MANAGER IS ASKING THEMSELVES**

**EVERYONE IS HIRING TO SOLVE A PROBLEM – LISTEN DEEPLY AND APPEAL TO IT**

*RESOURCE; 201 BEST QUESTIONS TO ASK ON YOUR INTERVIEW, BY JOHN KADOR*

# FAIL ALERT

ALL OF US, WILL TANK AN INTERVIEW AT ONE STAGE IN OUR CAREER

EVERYONE DOES IT

ITS NORMAL. YOU ARE GOING TO BE OK. LEARN FROM IT & LET IT GO

# GET OVER A BAD INTERVIEW

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**WHO'S TANKED AN INTERVIEW? ACKNOWLEDGE IT**

**THANK THE INTERVIEWER**

**HAVE A BREAK**

**AUTOPSY**

**DON'T LET IT DEFINE YOU**

**REMEMBER IT IS NOT YOUR PERSONAL BRAND**

**QUESTIONS?**



**READY TO FLY?**

**Kingston**  
HUMAN CAPITAL



**You Thank**  
Gracias  
Merci  
Grazie  
Biyan  
Juspaxar  
Dankscheen  
Arigato  
Mehrbani  
bolzjin  
shuksama  
Shukria  
Tashakkur  
Shukuria  
Paldies  
Maake  
gozaimashita  
Ekhmet  
Nenachalhya  
Yaqhanayelay  
Efcharisto  
Gui  
Shukria  
Dhanyabaad  
Chaltu  
Merastawhy  
nuhun  
Snachalhuya  
Maketai  
Tavtapuch  
Maketai  
ekoju  
Sikomo  
Balka  
Yinspogarakam  
Mimmondar  
Ato  
Gaeplho  
Santoo  
hul  
Hatur  
aniba  
Denkauje  
Fakaraue  
Spasibo  
Agyuje  
Spasibo  
Medawegse  
Morsi  
undachest  
Tingki  
Wabejia  
Komapsumnida

 **WIT** women in technology

Harvey  
Broadbent