



THE CATALYST

OFFICIAL NEWSLETTER OF THE HARVARD EXTENSION SCHOOL
MANAGEMENT & FINANCE STUDENT CLUB

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The Harvard Extension School Management & Finance Student Club (HESMFSC) is a dynamic community committed to expanding the boundaries of learning and leadership. Our mission is to cultivate a network of current and future professionals, scholars, and leaders in management and finance. Through a rich tapestry of in-person and virtual events, we offer networking, career development, and advisory support tailored to a variety of interests—from global economics to societal impact. Whether you're an aspiring entrepreneur, a researcher, or a changemaker in the political arena, HESMFSC is your platform for success. We pledge to provide invaluable resources and a supportive community to help our members achieve their highest potential.



President's Corner

by **Alex Ponce**

As we approach November, a month symbolically intertwined with gratitude, I find myself taking a moment to reflect on the strides we've made together in this club, our club. Each milestone we've reached, each event we've successfully executed, and each bond we've fostered within our community is a testament to our board's unwavering dedication and tenacity. Their collective hard work, vision, and commitment to excellence have been instrumental in shaping our club's trajectory; for that, I am profoundly grateful.

Another integral component of our success has been the collaborative spirit of other clubs and societies. Their willingness to work hand in hand with us, share resources, and brainstorm on collective initiatives has significantly enriched our programs and outreach. It's a genuine pleasure to operate within an ecosystem where unity and cooperative action are held in high regard. To the leaders and members of these sister organizations, I extend my heartfelt thanks for your ongoing partnership and camaraderie.

Furthermore, our journey would have been arduous without the steadfast support of the school administration. Their guidance, encouragement, and provision of resources have been foundational pillars for our endeavors. Their belief in not only our vision but also in the broader potential of student-led activities has allowed us to thrive, innovate, and make a difference. For their unwavering commitment and faith in our capabilities, I am deeply grateful.

Yet, this gratitude doesn't solely rest with our board's accomplishments. It extends to you, our esteemed members. Your continuous support, active participation, and faith in our leadership have been the backbone of our endeavors. The trust you've placed in me to steer this ship, to bring our collective vision to life, is a responsibility I hold dear. Your belief fuels my commitment to serve, innovate, and elevate our club to greater heights.

As we venture forward, let's use this season of gratitude as a reminder of our shared purpose and the incredible community we've built together. It is my sincere hope that our journey continues to be marked by growth, collaboration, and a spirit of gratitude that binds us all.



The Secretariat

by **Kasra Tavakoli**

Approaching Thanksgiving has given me the opportunity to reflect on the values I appreciate most. The relationships fostered through the events with the club and the new friendships made. The churning of these connections into lifelong family friends who create opportunities for growth. Most importantly, the sense of gratitude I feel for the increased collaboration that has given this club a sense of a new beginning is what I am most thankful for. The shared vision and relentless effort to bring the most valuable content to a group of peers every week has made me understand the true meaning of gratitude.

The gratitude that I most want to express is the shared responsibility I've experienced. Each individual has the belief in another that their work will be nothing but the best. Being able to not only put faith in an individual's actions but also go as far as to share the experiences that have led to accomplishments. This sense of collaboration is truly impeccable and should be treasured in any relationship.

As we look past November and towards December, we realize the importance of sharing gratitude. Expressing the thankfulness we deeply consider for others and for the efforts they've placed can go a long way. These shared beliefs create a sense of belonging that the individual can adhere to with time. The core values and principles are what bring us together despite the differences we may share. As we strive for greater growth, let us take the time to understand the role of gratitude on our journey.



Appreciation Drives Success

by Alex Ponce

Gratitude, often reserved for personal interactions, has made its way into the professional sphere, demonstrating significant impacts on workplace dynamics and productivity. Multiple studies have confirmed that expressions of gratitude have far-reaching effects that go beyond the conventional methods of compensation.

According to a study conducted by the University of Pennsylvania, when leaders express gratitude and recognize the efforts of their employees, the team's overall productivity increases by over 50%. This finding emphasizes the importance of emotional validation in addition to tangible rewards.

Another compelling statistic comes from a Glassdoor survey, which found that 80% of employees would be willing to work harder for an appreciative boss, and 70% said they'd feel better about themselves and their efforts if their boss thanked them more regularly. This data underscores the reality that gratitude can be a more potent motivator than monetary incentives.

Of course, bonuses, raises, and other financial rewards play a crucial role in employee satisfaction. A 2019 SHRM report indicated that 63% of employees consider financial benefits as a significant factor affecting job satisfaction. However, it's essential to recognize that while financial compensation can provide a temporary boost in morale, consistent expressions of gratitude foster long-term job satisfaction and loyalty.

Furthermore, incorporating gratitude into the workplace can lead to reduced staff turnover rates. A study from the WorkHuman Analytics & Research Institute demonstrated that recognition-rich cultures have 31% lower voluntary turnover than those without such practices. Integrating gratitude into a company's culture doesn't require substantial investments. Simple acts like thank-you notes, public recognition during meetings, or even just a genuine verbal acknowledgment can make a world of difference.

In conclusion, while compensation packages remain integral in employee retention and satisfaction, gratitude and recognition stand as powerful tools in ensuring a motivated, productive, and loyal workforce. Modern businesses would do well to embrace both.

Gratitude in Business

by Kasra Tavikoli

Just how much does gratitude reflect in the business environment? Expression of gratitude leads to richer and more fulfilled lives in the workplace and in personal lives. A study by the American Psychological Association showed a whopping 93 percent of individuals are more motivated to work when valued at work. This is a testament to my personal life, as I've realized that the greater gratitude I've shown towards my colleagues has led to greater opportunities. Thanking coworkers for their extra effort leads to relationships that last a lifetime. The connections I've fostered with higher-ups would have been impossible without the appreciation that I've shown in response.

Meetings: Perhaps the most important moment to express gratitude is when the other party accepts a meeting request. This has a big personal impact, builds stronger rapport, and decreases the chance of cancellations or no-shows. From experience, the first few minutes should always be spent showcasing the hard work of individuals. Phenomenal workers that step out of their comfort zones, when rewarded, are known to be the best employees.

Management: The relationship that management holds with its employees and clients are pillars of successful business. Gratitude should be expressed at every stage. Showing thankfulness for stellar employee behavior shows thankfulness and recognition of the work accomplished. Personally, creating a welcoming environment has always made me feel at home. Great communication from management creates a family oriented leadership that leads to great success.

Professional Engagement: When planning an engagement session, a business can show gratitude in simple yet effective ways. Make it personal at all times during this process. When I worked at Northwestern, they would ask for the hours of availability from each individual. It was critical that our engagement process was cohesive and as one. The feeling of being included is a tremendous way to show gratitude.

Fostering a community of individuals who show gratitude towards success are the foundations of business. The acknowledgement leads to greater collaboration and communication alongside the personal benefits it has in people's individual lives. Working without recognition is a I know I wouldn't want to work for. It's not just about credibility, but how we feel when our achievements are shown. We must come together in the face of adversity to recognize our own accomplishments to navigate challenges in an increasing competitive landscape.



Career Spotlight - Private Equity Analyst

A private equity (PE) analyst operates within the realm of private equity, a sector of finance that focuses on investing in private companies or conducting buyouts of public companies to delist them from public stock exchanges. These analysts play a pivotal role in the investment process, tasked with identifying, assessing, and executing potential investment opportunities.

Key responsibilities of a PE analyst include conducting detailed industry research, building financial models to value prospective investments, assessing the competitive landscape, and assisting in due diligence processes. They often collaborate with senior team members in transaction execution and post-investment portfolio management.

In terms of remuneration, compensation varies widely based on the firm's size, location, and fund performance. Entry-level PE analysts can expect a total compensation (base salary plus bonus) ranging from \$100,000 to \$150,000 annually. After accumulating a few years of experience and demonstrating consistent performance, analysts can see a significant uptick in their earnings. Mid-level analysts, with about 3-5 years under their belt, can anticipate total compensation in the ballpark of \$200,000 to \$300,000, if not higher in top-tier firms.

A career as a private equity analyst offers a deep dive into the intricacies of company valuation and strategic investment, paired with the potential for lucrative financial rewards.

Transformational Leadership

In the realm of management, one pivotal concept is 'Transformational Leadership'. As future leaders progress through their master's in management, understanding this leadership style becomes crucial in fostering innovation and driving change.

Transformational Leadership is characterized by leaders' ability to inspire and motivate their teams by creating a future vision, setting clear goals, and providing support for individuals to surpass those objectives. Such leaders are often role models, exhibiting high moral standards. They stimulate their teams intellectually, pushing them to think outside the box, and give personal attention to each member, ensuring growth and achievement.

The benefits of transformational leadership extend beyond employee satisfaction. Organizations under transformational leaders often witness higher levels of performance and productivity.

The nuances of this leadership style, its applications, challenges, and methods of development are explored within a master's in management program. As the business landscape evolves, so does the need for leaders who can adapt, inspire, and lead their organizations toward success.

Phase One Complete

We are elated to announce the successful completion of our Phase One initiatives! This milestone signifies the collective dedication, perseverance, and hard work of our entire team. Each objective set out in this phase was met with enthusiasm and a steadfast commitment to excellence, leading us to this pivotal juncture in our journey.

As we close this chapter, we also bid farewell to our interim vice president, Dr. Patrick Hoyle. Under his astute guidance, our team navigated the complexities of our objectives and achieved the goals set for this phase. Dr. Hoyle's insights, expertise, and unwavering support have been instrumental in shaping the direction and outcomes of Phase One. As he steps down from his role, we extend our deepest gratitude for his contributions and wish him the very best in his future endeavors.

With Phase One now behind us, our sights are set on the horizon as we gear up for the challenges and opportunities that Phase Two will bring. Building on the strong foundation laid down in the initial phase, we remain committed to pushing the boundaries, innovating, and striving for excellence in all our endeavors.

To our dedicated team and all stakeholders, thank you for your continued support and trust. Together, let's embark on this next chapter with renewed vigor and a shared vision for success!

Inter-Club Collaboration

Attention HESMFSC members! We're excited to announce that we're actively exploring collaborations with other HES clubs and societies in line with our Phase Two initiatives. Our aim is to foster greater inter-club synergy and broaden our members' horizons. Stay tuned for potential guest appearances by other club presidents on our show, where they'll shed light on their organizations and discuss shared initiatives. We believe in the power of unity and cross-club collaboration. Don't miss these enlightening exchanges!



Multi-City Tour: San Francisco

Greetings HESMFSC family! Our Multi-City Tour is on the move again, and we're ecstatic to reveal our next destination: the beautiful city of San Francisco! This is an unparalleled opportunity for our members to establish and enhance connections with fellow Harvard alumni and Ivy League contemporaries in the Bay Area.

Event Details:

Date: Saturday, November 4th, 2023

Time: 9:00 PM - 1:30 AM PT

Location: Modernist One, 139 Steuart St, San Francisco, CA 94105. *Dive into a night of sophistication and style at Modernist One, a private club known for its chic interiors, enchanting ambiance, and curated experiences.*

This event is co-hosted with an array of esteemed institutions, including the Harvard Business School Association of Northern California, Harvard Club of San Francisco, Penn Club of Silicon Valley, Kellogg Alumni Club of San Francisco Bay Area, Columbia Alumni Association NorCal, and many others. This edition of our Multi-City Tour promises a night filled with invigorating conversations, lasting connections, and a collective spirit of camaraderie.

Special Note: Our very own Alex Ponce, President of HESMFSC, will also be in attendance, representing the club, and looking forward to meeting and connecting with fellow members while fostering new relationships on this West Coast jaunt.

Registration: While the memories will be priceless, registration comes with a fee. Ensure you don't miss out!

[Click here to register!](#)

San Francisco is ready for the HESMFSC glow. Represent our club, make an impression, and be a part of this landmark stop on our Multi-City Tour. We're looking forward to seeing our members illuminate the city by the bay!



Rowers Photo Campaign

Attention HESMFSC rowers! We're launching a marketing campaign and we need YOU. Don your Harvard apparel and snap a photo of yourself on a rowboat or an ergometer cranking it out. Extra kudos if you're on open waters! The ultimate snapshot? You rowing on the Charles River with our iconic buildings in the backdrop. Capture the essence of Harvard rowing and send your photos to hesmfc@hesa.dce.harvard.edu with the campaign extended to November 30, 2023. Let's showcase our collective spirit on the water and off!

December in Boston

Exciting Announcement! We're thrilled to share that a special Boston-based event is in the works for December. As we tailor this experience to best suit our community, we welcome any recommendations or insights you might have. If there's something or someone you'd love to see featured, please don't hesitate to reach out. Send your suggestions to hesmfc@hesa.dce.harvard.edu. Together, let's make this event a memorable one!

Holidays

Thanksgiving Break November 22-26, 2023

No classes. Campus offices closed.

Volunteer!

As the Harvard Extension School Management & Finance Student Club (HESMFSC) continues to grow, we're grateful to our board for their tireless effort. Yet, as we expand our horizons, we're in need of enthusiastic volunteers, such as to help with advising, the newsletter, potential events, or our club website. Your involvement will not only elevate our presence but also offer a rewarding experience in logistics and management. If you're eager to play a part in fostering a vibrant community, please reach out to us at hesmfc@hesa.dce.harvard.edu.

Shape Our Future

We want to hear from you! As we continue to evolve and enhance our community, your voice is crucial in shaping our path forward. Do you have specific initiatives or topics you're passionate about that you'd like us to focus on? Whether it's career development seminars, community outreach programs, or something entirely new, your ideas can make a difference. By sharing your thoughts, you're helping us tailor our activities to better serve your interests and needs. Don't miss this chance to contribute to our collective success—please email your suggestions to us as soon as possible. Your input is invaluable!

Please contact us at hesmfc@hesa.dce.harvard.edu

Scrapbook: We Loved You, Miami!



To Our Past Guest Speakers... Thank You!



Dr. Liria M. Litano

Dr. Liria M. Litano is a maestro in international business. With a rich history spanning two decades in the fashion retail sphere and over half a decade in retail software solutions, Dr. Litano is an industry expert whose most recent role was that of Principal Consultant at Aptos Retail. She's not just about business, though; she's about shaping minds, serving as an adjunct professor of business management at Florida International University and St. Thomas University.

Whether you're interested in sales strategy, retail's evolving landscape, or hearing a seasoned professional share her insights, this was a conversation you didn't want to miss. From her prowess in storytelling and RfX response to her mission of driving sales growth by delivering high-impact solutions, Dr. Litano shed light on the intricacies of the retail world and the transformative power of effective business management.

[LinkedIn Profile - Click Here](#)



Dr. Walter I. Diaz

Dr. Walter "Wally" Diaz is a beacon in the realms of strategic leadership and management within military operations, and its relevancy to the business world at large.

As the Deputy Command Surgeon for United States Southern Command (USSOUTHCOM), Dr. Diaz oversees healthcare delivery for military and civilian personnel deployed throughout Latin America and the Caribbean, while also providing strategic vision for global health engagement activities. Dr. Diaz has held a myriad of diverse roles in his career, from Medical Logistician and Deputy Director of Congressional Affairs to Special Assistant to the USSOUTHCOM Commander. Furthermore, his global imprint is evident in his roles as a United Nations Inspector for the Iraqi Missile Technology Program and an ICBM START Treaty Inspector in Russia, showcasing his deep involvement in international diplomacy and inspection. These multifaceted roles, intertwined with leadership, strategy, and human resources, offer a glimpse into his profound expertise.

His doctorate in Business Administration, paired with a focus on human resource management and financial operations, makes him a standout figure in the nexus of military and business worlds. With academic foundations at Auburn University and Florida International University, his journey surely resonated with many of our members passionate about management and finance.



Dr. Rafael A. Lugioyo

Dr. Rafael "Tony" Lugioyo is an esteemed executive with over 35 years in international sales and marketing, and a subject matter expert in global entrepreneurship.

Dr. Lugioyo's journey spans from pivotal roles at The Goodyear Tire & Rubber Company to transforming a near-bankrupt firm into a thriving enterprise. With a rich academic foundation from institutions like Florida International University and Boston University, Tony has cemented his reputation in finance, technology, manufacturing, and global supply chain solutions, leading teams across 50 countries. Beyond the corporate realm, Tony's entrepreneurial spirit shines, having founded over 12 companies, many of which continue to influence their respective industries. As an advisor to hedge funds and private equity firms, his insights have shaped global investments. Fluent in multiple languages and with a decorated Marine Corps tenure, Dr. Lugioyo brings a diverse perspective to the table. Our members benefited from this opportunity to delve into the mind of a global sales and entrepreneurial maestro.

[LinkedIn Profile - Click Here](#)

Our Next Guest Speaker: Emmy® award winner Dr. Ligia Trejo

Join Us for a Fireside Chat!

Date: Wednesday, November 1, 2023

Time: 12:00 PM EDT

The Pulse – the weekly live segment of HESMFSC – is ready to dive deep into the dynamic world of Dr. Ligia Trejo. A trailblazer in the sports media landscape, Dr. Trejo’s story is a testament to tenacity, resilience, and visionary leadership, particularly in a traditionally male-led industry.

Born in Honduras and migrating to the U.S. in the mid-'90s, Dr. Trejo rapidly ascended the echelons of the sports media world. With a foundation from Florida International University (ranked #2 for International Business), she sculpted a two-decade-long illustrious career, developing programming strategies for major global sports events like the FIFA World Cup 2014 and UEFA Champions League 2018-19. As the Senior Director of Sports Programming at Univision Deportes/UDN, her strategies not only amplified audience engagement but have indelibly marked her as an industry luminary.

Yet, beyond her achievements lies a narrative steeped in resilience. Dr. Trejo’s experiences offer a masterclass in navigating team dynamics, leadership quandaries, and the intricate maze of office politics. From steering programming at Univision Deportes and GOLTV to her acclaimed win – the Sports Emmy® for Outstanding Live Sports Coverage in 2016 – her narrative is both captivating and instructional.

Moreover, as a woman steering the helm in a domain historically male-centric, Dr. Trejo’s insights into leadership, collaboration, and the delicate balance of assertiveness and diplomacy are lessons every budding professional should imbibe.

Coupled with her academic prowess – an MBA, a Doctorate in Business Administration, and a slew of executive education from renowned institutions – Dr. Trejo now shapes future minds at Florida International University, bridging the gap between theoretical knowledge and real-world acumen.

Set a reminder, grab your coffee or tea, and join us in this captivating rendezvous with Dr. Ligia Trejo. Dive deep into a narrative where production prowess meets leadership genius, and where every challenge is but a stepping stone to greater heights!

[Click Here to Join Zoom Meeting](#)



The Pulse - Weekly Show

Mark your calendars for our weekly streaming show, every Wednesday at 12 PM (ET)! Hosted by President Alex Ponce and Secretary Kasra Tavikoli, these sessions are your go-to for everything HESMFSC and beyond. We'll be diving into club updates, campus buzz, and global happenings, ensuring you're always in the loop. But that's not all! We'll also feature interviews with compelling guests who bring fresh perspectives and insights. Whether you're looking to stay informed, network, or just take a break from your busy day, these chats are your weekly touchpoint for all things relevant and inspiring.

[Click Here for the club's Upcoming Events webpage.](#)

Tips? Ideas? Suggestions?

If you have an idea for a newsletter story or guest speaker, or you heard something that needs to be shared or looked into, please drop us a line at hesmfc@hesa.dce.harvard.edu.

Club & Society Spotlight: HES Industrial-Organizational Psychology Student Society (HES IOPSS)

Welcome to a realm where psychology meets business and change manifests from the core. Introducing the HES Industrial-Organizational Psychology Student Society – an innovative congregation of thought leaders, students, and professionals dedicated to revolutionizing the dynamics of contemporary workplaces.

Why Join HES IOPSS?

HES IOPSS isn't just a society; it's a movement. A movement that envisions creating a global impact on both business and society by sharing invaluable insights, proven methodologies, and best practices. Their commitment is evident in their aspirations to promote professional development, encourage continuous learning, and foster connections amongst HES students across different timelines and fields. With its roots firmly planted in values like community, connection, adaptability, and integrity, the society beckons all like-minded individuals aiming to contribute positively to business environments and societal structures.

Meet The Visionaries Behind HES IOPSS:

President & Founder - Heather Fife: With a dynamic journey that spans from private equity to setting the gold standard in dermatology practices in Las Vegas, Heather is now on a mission. A mission to redefine the realms of Industrial and Organizational Psychology. Through her consulting practice, she assists executives in forging conscientious working environments.

Vice President & Founding Member - Lauren Jerozolim: Lauren's story is one of passion and transformation. From shaping young minds as an educator to building formidable businesses, she now pursues her ALM in IO Psychology. Her vision? Helping organizations thrive with a people-centric ethos.

Director of Social Media Platform & Founding Member - Milan Babu: With a legacy of over 25 years in event management and board participation, Milan brings a rich tapestry of experience. A prospective doctoral candidate, she believes the ALM in IO Psychology will be a pivotal step in her journey.

Director of Digitization & Founding Member - Kathrin Hoelzel: Kathrin's expertise is an amalgamation of strategic leadership, digital literacy, and organizational development. As she navigates her I/O Psychology ALM program, she indulges in her passions – traveling and photography.

Director Operations & Finance and Founding Member - Vegas Ho: Vegas's narrative is about unlocking potential. As a talent development professional, her journey spans 12 years, culminating in founding Roots & Ripples, a consultancy guiding individuals and startups globally.

Join The Movement!

The HES IOPSS beckons all Harvard Extension School students, past, present, and prospective, along with the general public. Whether you're rooted in Industrial Organizational Psychology, Management, Business, or any other discipline, if you have a burning desire to bring about transformative change in organizational environments and wish to learn from and contribute to this dynamic society, this is your call to action.

The Society is actively preparing for a series of enriching events, seminars, and interactive sessions. Don't miss out on this incredible opportunity to be a part of a society that is set to leave an indelible mark on the business world.

Special Invitation:

Mark your calendars for their fascinating podcast series. Engage, learn, network, and, most importantly, be a part of this transformative journey.

[Click here to become a member of HES IOPSS!](#)

For inquiries or recommendations, reach out to hesmfc@hesa.dce.harvard.edu. Let's collectively shape the future of business with psychology at its heart."

Upcoming Webinars & Other Resources

CARC - <https://carc.extension.harvard.edu/upcoming-webinars/>

Focus on the Draft: The Drafting Process and How to Master It

https://carc.extension.harvard.edu/calendar_event/focus-on-the-draft-the-drafting-process-and-how-to-master-it/

Is sitting down to write a draft of your paper something you're dreading and putting off?

Join us to learn more from a Signet Education academic tutor about some strategies that can help you in the drafting process, including how to get started, avoiding procrastination, how to structure the writing of your paper, tips on making effective revisions, and putting the final polish on your draft.

On November 1, 2023 at 12:00 PM ET

Innovate Your Career with Design Thinking

https://carc.extension.harvard.edu/calendar_event/innovate-your-career-with-design-thinking-4/

Learn to leverage design-thinking principles to level-up your career and life goals.

On November 1, 2023 at 1:00 PM ET

Career Path Spotlight: Social Intrapreneurship and ESG Consulting

https://carc.extension.harvard.edu/calendar_event/career-path-spotlight-social-intrapreneurship-and-esg-consulting/

Join us for a webinar featuring Laura Corrales, 2019 graduate of the ALM in Sustainability at Harvard Extension School. With an Industrial Engineering background and a Master's in Sustainability, Laura enjoys the entrepreneurial nature of corporate sustainability, and considers herself a social intrapreneur who uses empathy as a tool to influence and drive change at different hierarchical levels. She has led grassroots sustainability initiatives within different corporations, and is currently an ESG and Climate Change Consultant at PwC.

She is an alumni of the Global Shapers Community, an initiative of the World Economic Forum, where she served as Canada's first Community Champion and Montreal Hub Curator. She is also an Action Canada Fellow'22, Canada's top accelerator of emerging leaders, and is also involved in other initiatives like the Climate Reality Project, Leading Change Canada, and One Young World Montreal 2024. Originally from Colombia, she loves reading, and spending time outdoors with her dog and husband.

On November 2, 2023 at 1:00 PM ET

iLab - <https://innovationlabs.harvard.edu/events/>

Understanding Investors

<https://innovationlabs.harvard.edu/event/understanding-investors/>

Come learn about what investors look for and how to impress them!

On November 1, 2023 at 5:30 PM ET

The PIC Experience: Overview & Founder Panel

<https://innovationlabs.harvard.edu/event/the-pic-experience-overview-founder-panel/>

Do you have what it takes to pitch your venture to expert judges, receive valuable feedback, and get a chance at winning \$75,000 for your startup?

Join us for an overview of the President's Innovation Challenge application and selection process, and the many venture-building resources available to Harvard student founders. Then, hear a panel of past PIC finalists and winners share their experience participating in the pitch competition and offer advice for this year's founders.

On November 6, 2023 at 5:30 PM ET



HBR Webinars

<https://hbr.org/webinars>



<https://careerservices.fas.harvard.edu>