









CSC 2024
On IT services

4-8 November 2024 Ferney-Voltaire

### **School Closing Address**

Friday 8 November 2024



CSC 2024 On IT services

4-8 November 2024 Ferney-Voltaire



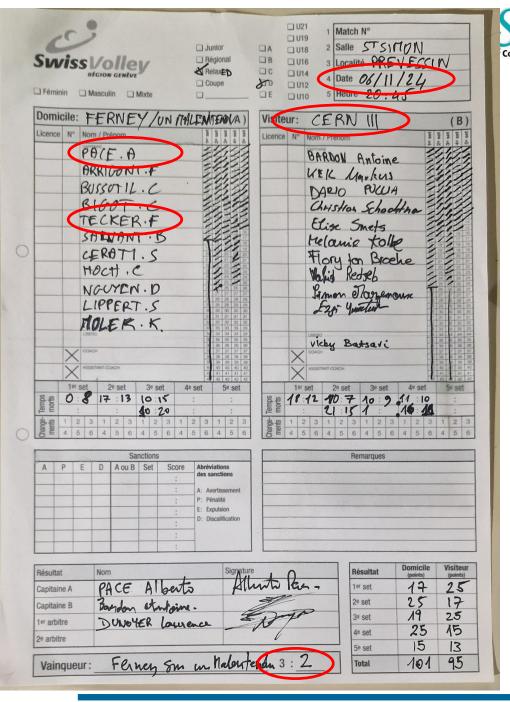
#### The new School on IT Services

- The school on IT Services aims to empower CERN members of personnel (including Students, Fellows, Origin, Quests, Staff, and Users) to get the most out of the computing services delivered by the CERN IT Department to the community.
- The school is for any person that use CERN IT services to deliver information, or analyzes data, or automates tasks or works in engineering projects.
- Participation is from both active users who would like to be more proficient and newcomers at CERN that would like to discover and get an introduction to the ecosystem of computing services available to all CERN users.

CERN School of Computing

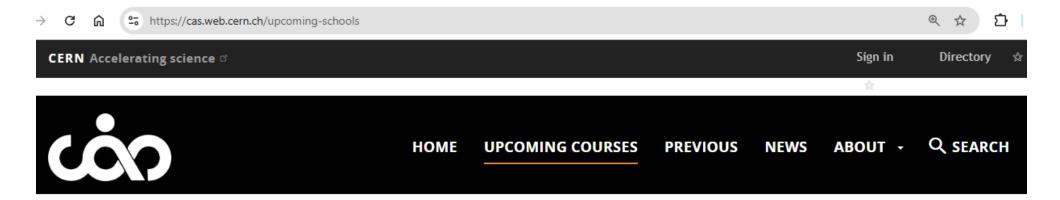
### This Wednesday ...







#### Our sister school ...



#### **Upcoming courses**

2024			
Advanced Accelerator Physics	10 - 22 November	Spa, Belgium	
2025			
Basics of Accelerator Physics and Technology	10 - 14 March	Ferney-Voltaire, France	
Intensity Limitations in Hadron Beams	15 - 27 June	Borovets, Bulgaria (registration will open soon)	
Introduction to Accelerator Physics	September	Will be announced soon	
Beam Instrumentation	November	Will be announced soon	



#### This is the first school on IT Services

- A pilot school
  - Your feedback will be extremely important
- Everything can be changed
  - ◆ Location: At CERN or outside ?
  - ◆ Topics: basic IT Services or advanced IT Services
  - Shorter school or longer school?
  - ◆ Speakers: More speakers on shorter presentations or less speakers fovering services in depth?
  - Repetita iuvant ◆ Exercises: Hands-on (need time)? Demos? Interactive?
  - ◆ More social activities ? More dinners together ?



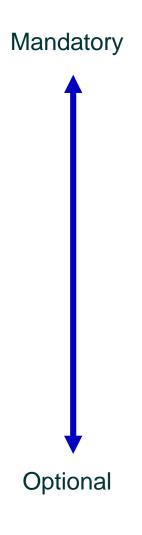
### Important: the feedback survey

- Feedback questionnaire
  - anonymous feedback about the School, lectures, exercises
  - details will come by e-mail
  - you must complete this feedback questionnaire
  - ◆ really, please do we need your input, so that we can evolve, and get even better!
- All slides are published on the school indico website
- All participants will receive a "certificate of attendance"



### The school learning process

- Learning process
  - Lectures
  - **◆** Exercises
  - ◆ Exam (Self Evaluation)
- Meet special persons, build trust with colleagues
  - ◆ Lunches, dinners, coffee breaks, (evenings)
  - ◆ Excursions
  - ◆ (Music events)
  - ◆ (Sport programme)





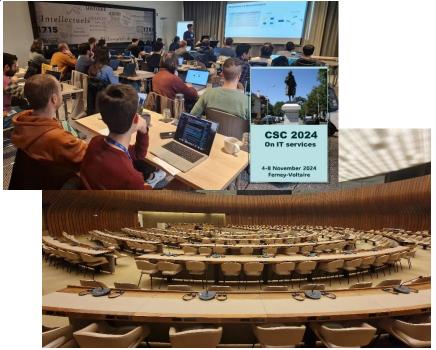
### The Programme – 28 hours of lectures

#### CERN School of Computing on IT Services 2024 from Monday 4 November 2024 (08:30) to Friday 8 November 2024 (18:00) Monday 4 November 2024 Tuesday 5 November 2024 Wednesday 6 November 2024 Thursday 7 November 2024 Friday 8 November 2024 Welcome coffee Welcome address from t... Project Management and documentation Database Services (part 2 of 4) - DBoD Data Analysis Techniques using SWAN 09:00 Lightning talks Opening Session - Alberto Pace (CERN) maintenance exercises and REANA (part 2 of 3) Core compute services (part 1 of 4) -Core compute services (part 2 of 4) - Ben Services for Machine Learning Data Analysis Techniques using SWAN Opening Lecture: The need for IT Service Giacomo Tenaglia (CERN) Jones (CERN) and REANA (part 3 of 3) in accelerator and particl... applications (part 1 of 3) 11:00 Break Core compute services (part 3 of 4) - Nils Student self presentation Modern Application Development & Database Services (part 3 of 4) - DBoD Core compute services (part 4 of 4) -Deployment (Part 1 of 2) maintenance exercises Høimyr (CERN) Giacomo Tenaglia (CERN) 12:30 Lunch 12:30 Lunch 12:30 Lunch 12:30 Lunch Database Services (part 4 of 4) - Oracle Database - Andrzei Nowicki (CERN) 13:30 Lunch Storage (part 1 of 2) - Abhishek Modern Application Development & Best practices for secure coding and Services for Machine Learning Lekshmanan (CERN) Deployment (part 2 of 2) applications (part 2 of 3) deployment - Sebastian Lopienski (CERN) Creation and maintenance of a website -Transport to UN Data Analysis Techniques using SWAN Services for Machine Learning 14:30 Self Assessment Vasvi Sharma and REANA (part 1 of 3) applications (part 3 of 3) 15:30 Break 15:30 Social Activity - Visit to the United Break Break Nations in Geneva Storage (part 2 of 2) - Abhishek Deploying applications (part 1 of 2) -Authentication and authorization -Lekshmanan (CERN) Alberto Pimpo Hannah Short (CERN) Closing Session - Alberto Pace (CERN) Database Services (part 1 of 4) -Deploying applications (part 2 of 2) -Authentication and authorization Introduction to DBoD Alberto Pimpo (Excercises) - Hannah Short (CERN) 19:00 Social dinner

- Storage
- Web content
- Databases
- ApplicationDevelopment
- Security and authentication
- Services for data analysis
- Services for machine learning projects

### CERN School of Computing

# School pictures on CERNBOX











Ferney-Voltaire, France

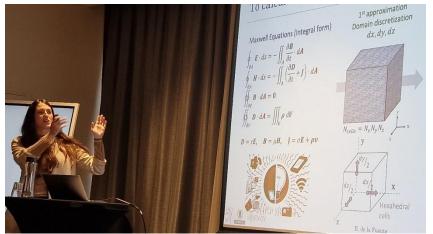






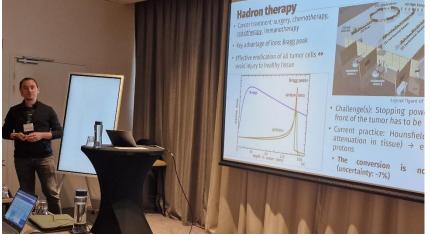


# School lighting talks









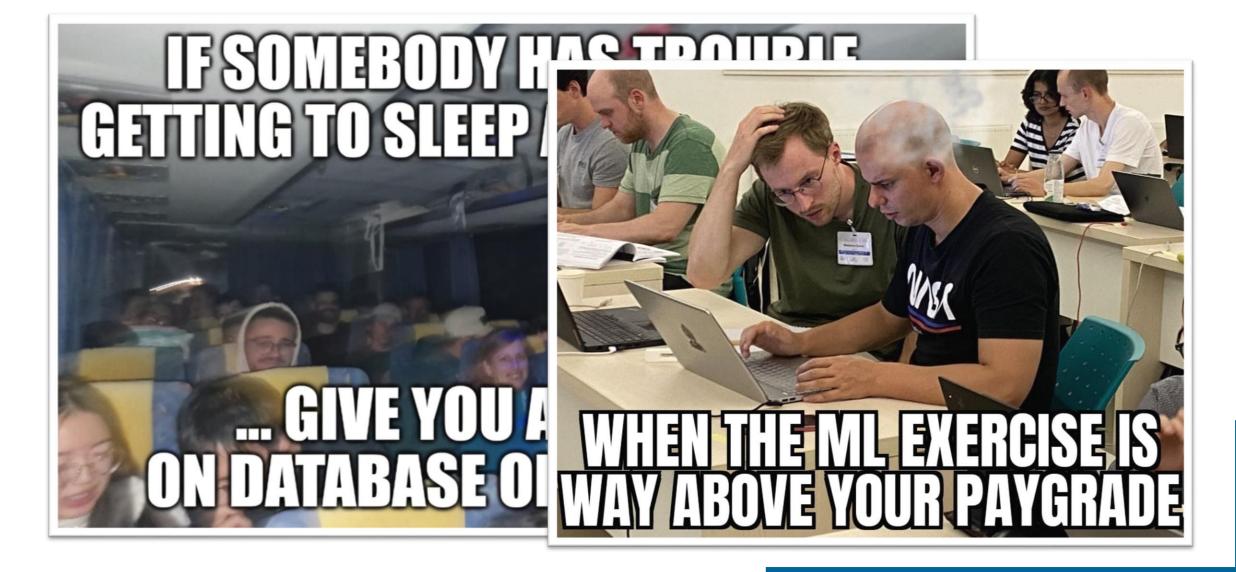








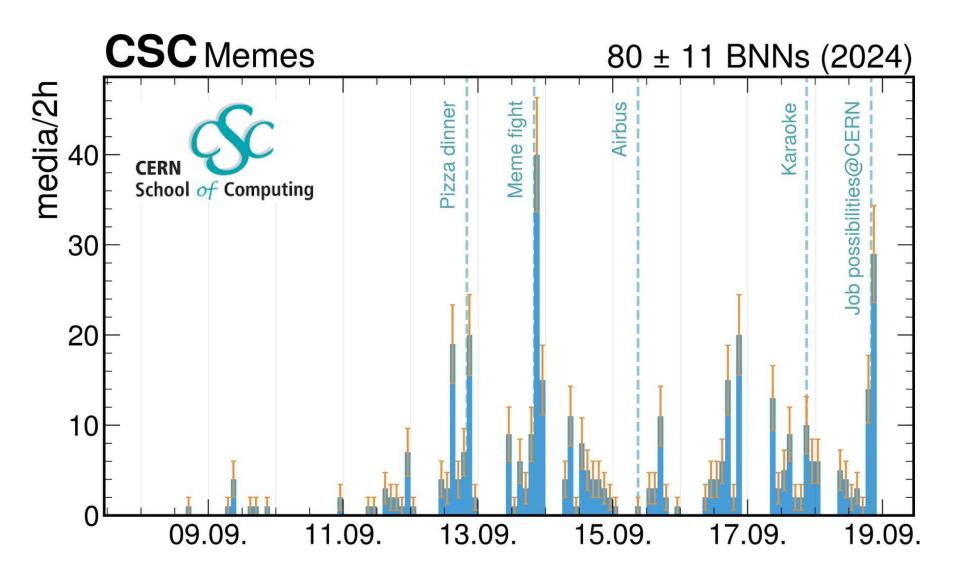
### We did not have memes ...





### Do we need a memes competitions also at IT Services CSC?

Increasing rate of memes at the last main school in Hamburg









# Now, what's next?



### Post-school networking

- You will meet at CERN
- You can ask questions to students of the same promotion
- You can support IT services within your working environment
- You can continue ask questions to the lecturers you have met after the school ...





### Upcoming CERN Schools of Computing

iCSC 2025 **Inverted School** 

March 2025

**Registration online** in February

**CERN**, Geneva

**sCSC 2025** Computer Security

**April 2025** 

**Subscription** opens in December

Abingdon, UK

tCSC 2025 **Machine Learning** 

**June 2025** 

**Subscription** opens in February 25

Malmö, Sweden

**CSC 2025** 

July / August 2025

**Subscription opens** In March 2025

Lund, Sweden

**Unconfirmed** | Unconfirmed

tCSC 2025 Heterogeneous

October 2025

**Architectures** 

**Subscription** opens in June 25

**TBD** 

tCSC 2025 **On IT Services** 

November 2025

Subscription opens in June 25

Ferney-Voltaire, France

Attend other CSCs ©

Advertise CSC to your colleagues

Advertise CSC to your management





### The inverted CERN School of Computing



### Why an inverted CSC ?

At every CSCs, the sum of the knowledge of the students often exceeds the one of lecturer teaching, and that it is frequent to find in the room real experts on particular topics. This is the idea behind iCSC.

### Reversing the roles





#### 2025: will be the 16<sup>th</sup> edition of the iCSC

2005



2006



2008



2010



2011



2013



2014



2015



2016



2017



2018



2019



2020



2023



- Performance tuning and accelerated computing
   Computer science and engineering
   Data science and machine learning





2024



> Machine Learning > HEP Computing

> HEP Simulations > Parallel Computing > Computer Networks

Registration is open until 12 April! https://indico.com.ch/e/iCSC-2024





#### The inverted CSC

At the end of each main school, we call students present to make proposals. When we receive sufficient proposals of appropriate quality, we organize an inverted school.



The students combine their skills and elaborate on CSC related subjects.



### The iCSC lectures 2024 selection process

- A tough competition
  - ♦ We have received 24 outstanding proposals
  - ◆ A total of 48 hours of lectures
  - Hard choices had to be made
- ◆ This provided an excellent school content!



### Selection process for iCSC lectures

- Discussions at the main / thematic school
- Lightning talks at the school
- Proposal after the school
- Review and selection by the CSC Advisory committee
- Lecture preparation and development with mentors
  - ◆ (1-2 mentors for each lecturer) (December, January)
- Finally, the presentation at the school

#### 2023 -> 2024 ...







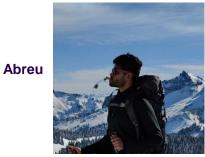


#### 2024 iCSC lecturers





Bernardo Figueiredo Karlsruhe HKA



Pratik Jawahar University of Manchester



Spyridon Trigazis CERN



Vlad-Andrei Badoiu University Politehnica Bucharest



Vlad Nastase University Politehnica Bucharest



Andrea Valenzuela Ramirez CERN



Florine de Geus CERN



Simone Rossi Tisbeni Universita e INFN Bologna



Francesco Vaselli Scuola Normale Superiore INFN, Pisa



Robin Hofsaess KIT



Cristian Schuszter CERN



Zenny Jovi Joestar Wettersten CERN



### The 2023 topics

- Cloud & Containers Everything you need to know
- Everything that can go wrong in a message passing system
- Authentication and Authorization for the WLCG
- Quantum Computing
- How a real-world C++ compiler works
- CPU Performance Profiling on Linux in the HEP Context
- Multiplatform Programming with Python
- A simple introduction to accelerated computing
- ◆ The most beautiful line you can draw with Kalman filter
- An introduction to Bayesian neural networks and uncertainty quantification in neural networks
- Graph Neural Networks: From fundamentals to Physics application
- MLOps Going from Good to Great
- A Crash Course on Reinforcement Learning



### The 2024 topics

- ◆ IPv6 adoption. How is it going?
- Computer Networks in HEP
- Networking for HPC
- Functional programming and its relevance for HEP computing
- Unraveling Grid Computing: From Basics to WLCG
- Revolutionizing HEP Simulations: A Comprehensive Introduction to Generative Models
- ◆ A Gentle Introduction to GPT Models and Their Impact on the HEP Community
- A Practical Guide to Modern Natural Language Processing
- Why do machines learn? Introduction to fundamentals and common misconceptions in ML
- The perfectly parallel program
- GPU Programming Made Easy with CuPy
- Advanced git course: How to git good!



#### Lecturers at the iCSC

- Many iCSC lecturers have become lecturers at various CSC schools
  - ◆ Sebastian Lopienski (2005), Brice Copy (2005), Zornitsa Zaharieva (2005), Andrzej Nowak (2008), Benjamin Radburn-Smith (2010), Thomas Keck (2016), Daniel Campora (2017), Eamonn Maguire (2017), Hannah Short (2018), Tom Dack (2023), Francesco Vaselli (2024)
- ... And one of them became director of the school

CERN School of C

### **Inverted School 2024**



### Where students become teachers

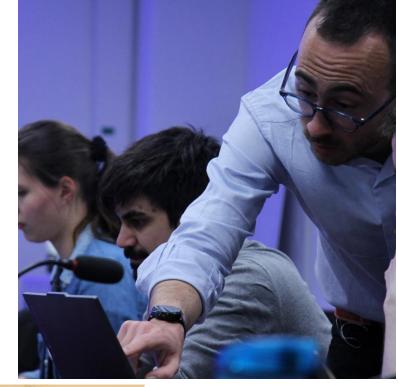


The dark ages - rule-based system

Welcome to Eliza is a moch The original Pr This implements	EEEEEE LL EE LL EEE LL EEEEE LL EEEEEE LLLLLLL ROOgerian psychotl ogram was describ	IIII ZZZZZ II ZZ II ZZ III ZZ IIII ZZZZZZZ herapist. ed by Joseph W	Z AA AA AAAAAAA AA AA AA AA	551 552 553 554 555 556 557 558	
YOU: Men are a ELIZA: What is to YOU: They're a ELIZA; Can you to You	ing troubling you il alike. he connection, do lways bugging us a hink of a specific boyfriend made me ortant to you that	you suppose ? bout somethin : example ? .come here.	g or other		

ELIZA: Can you explain what made you unhappy ? YOU:

Contraction and Contraction of the Contraction of t







### Where teachers become students ....







# tCSC in Belgrade (Heterogeneous Architectures)





CERN School of Computing

# Main CSC, Hamburg







# tCSC (Machine Learning), Split



CERN School of Computing

## Check the dress code ...











# Thanks



#### We had 20 lecturers!

- The CSC speakers put in a lot of effort to prepare relevant lectures and exercise
- Without lecturers... no school!

It is a major commitment to come and lecture at the school

Francisco Borges	IT-PW-WA	Andrzej Nowicki	IT-DA-DB
Diogo Castro	IT-SD-GSS	Alberto Pace	IT-GOV
Raulian-Ionut Chiorescu	IT-CD-PI	Alberto Pimpo	IT-PW-WA
Marco Donadoni	IT-CA-OSR	Sebastien Ponce	EP-LBC
Diana Gaponcic	IT-CD-PI	Ricardo Rocha	IT-CD-PI
Ben Jones	IT-CD-CC	Vasvi Sharma	IT-PW-WA
Nils Høimyr	IT-CD-CC	Hannah Short	IT-PW-IAM
Abhishek Lekshmanan	IT-SD-PDS	Tibor Simko	IT-CA-OSR
Sebastian Lopienski	IT-PW-WA	Enric Tejedor	IT-DA-ASM
Pedro Miguel Esteves	IT-DA-ASM	Giacomo Tenaglia	IT-CD-CC



# And a special thanks to ... Andzrxey, Annjay, Andrzej





# And ...

Kristina!





# Finally ...

## ◆ Thanks to you, the 31 participants!





# Finally ...

## ◆ Thanks to you, the 31 participants!

Shahzaib Aamir	IT-RM
Berk Balci	IT-PW-IAM
Nayana Bangaru	EP-DT
Gábor Bíró	EP-UAI
Abhishek Bohare	EP - LHCb Experiment
Marco Buonsante	EP-UCM
Gianluca De Bonis	CD-CC
Elena de la Fuente Garcia	BE-ABP-CEI
Jesse Geens	IT-SD-GSS
Ediz Genc	EP-CMG
Panagiotis Georgopoulos	IT-DA-DS
Daniel Goncalves Portovedo	IT-PW-ARW
Panagiotis Gkonis	IT-CD-CC
Dmytro Gruzdo	IT-DA-DB
Hannes Jakob Hansen	PW-PI
Musa Kaymaz	EN-AA-AS

Idriss Larbi	IT-SD-TAB
Manuel Ramirez Garcia	LHCb
Rimsky Alejandro Rojas Caballero	EP-ADT-TR
Jonathan Samuel	IT-CD
Nikolaos Smyrnioudis	IT-DA-DB
Lorenzo Valentini	IT-CD-CC
Jan Hauke Voss	EP-UCM
Julian Weick	EP-DT
Joao Ramiro	RCS-SIS-TS
Lorenzo Ventura Vagliano	RCS-SIS-TS
Pascal Egner	RCS-SIS-TS
Jakub Jelinek	IT-CD-CLI
Luis Pelaez Bover	IT-PW-WA
Franciska-Leonora Toeroek	IT-PW-WA



# Finally ...

## ◆ Thanks to you, the 31 participants!





# A last message as School Director

- ◆ Each school is a Marathon and takes between 1 to 2 years to organize
- ◆ Some take-home messages ... about the school



### It was a dense week!

#### CERN School of Computing on IT Services 2024 from Monday 4 November 2024 (08:30) to Friday 8 November 2024 (18:00) Monday 4 November 2024 Tuesday 5 November 2024 Wednesday 6 November 2024 Thursday 7 November 2024 Friday 8 November 2024 08:30 Welcome coffee Welcome address from t... Data Analysis Techniques using SWAN 09:00 Lightning talks Project Management and documentation Database Services (part 2 of 4) - DBoD Opening Session - Alberto Pace (CERN) and REANA (part 2 of 3) maintenance exercises Opening Lecture: The need for IT Service Core compute services (part 1 of 4) -Core compute services (part 2 of 4) - Ben Services for Machine Learning Data Analysis Techniques using SWAN in accelerator and particl... Giacomo Tenaglia (CERN) Jones (CERN) applications (part 1 of 3) and REANA (part 3 of 3) Break Break Break Break Break Student self presentation Modern Application Development & Database Services (part 3 of 4) - DBoD Core compute services (part 3 of 4) - Nils Core compute services (part 4 of 4) -Deployment (Part 1 of 2) maintenance exercises Høimyr (CERN) Giacomo Tenaglia (CERN) 12:30 Lunch 12:30 Lunch 12:30 Lunch 12:30 Lunch Database Services (part 4 of 4) - Oracle Database - Andrzei Nowicki (CERN) Storage (part 1 of 2) - Abhishek Modern Application Development & Best practices for secure coding and Services for Machine Learning 13:30 Lunch Lekshmanan (CERN) deployment - Sebastian Lopienski (CERN) Deployment (part 2 of 2) applications (part 2 of 3) Creation and maintenance of a website 4:30 Transport to UN Data Analysis Techniques using SWAN Services for Machine Learning 14:30 Self Assessment Vasvi Sharma and REANA (part 1 of 3) applications (part 3 of 3) Break 15:30 Social Activity - Visit to the United Break Break Nations in Geneva Authentication and authorization -Storage (part 2 of 2) - Abhishek Deploying applications (part 1 of 2) -Break Lekshmanan (CERN) Alberto Pimpo Hannah Short (CERN) Closing Session - Alberto Pace (CERN) Authentication and authorization Database Services (part 1 of 4) -Deploying applications (part 2 of 2) -Introduction to DBoD Alberto Pimpo (Excercises) - Hannah Short (CERN) 19:00 Social dinner



# Beware ... it could be two weeks!

Monday, September 9, 2024	Tuesday, September 10, 2024	Wednesday, September 11, 2024	Thursday, September 12, 2024	Friday, Sep	tember 13, 2024	Saturday, September 14,	2024							
						8:15 Al Airbus Visit or free time								
	8:45 Al Introduction to Physics Computing L2:	8:45 AN Data Science L1: Tools for interactive	8:45 AN Data Management L1: Setting the	0.45 AM Coffman Do	sign L4: Patterns for	_								
Opening Ceremony	Digital Data, Sim	data exploration	scene: Storage technolo		ware Development									
The DESY laboratory	Digital Data, Silli	data exploration	scene. Storage technolo	Parallel 3011	wate Development									
All Welcome address fr														
AN Research at CER	9:45 AN Software Security L1: Introduction	9:45 Al Software Design L2: Base Concepts of			ement L3: Cryptography	<mark>y,  </mark>								
AM70 years of Physics		Parallel Programm	security, exercise d	authenticati	on, a									
5 Al Computing Infras														
A The CERN School	10:45 A Announcements	10:45 A Announcements	10:45 A Announcements	10:45 A Announcem										
5 A Break	11:00 A Coffee break	11:00 A Coffee break	11:00 A Coffee break	11:00 A Coffee breat										
	11:30 A Software Design L1: Parallelism in a	11:30 A Software Design L3: Understanding,	11:30 A Data Management L2: Cryptography,	11:30 A Exercises 1:	Software Design	Sunday 15 September 2024	M	onday 16 September 2024	Tuesday 17 September 2024	Wednesday	y 18 September 2024	Thursday 19 September 2024	Friday 20 Sep	tember 20
A Announcements Introduction to Phys	Modern HEP Data	Debugging and Prof	authentication, a											
0 P Tools and Techniques L1: Introduction	12:30 P Software Security L2: Security in	12:30 P Data Science L2: Interactive	12:30 P Exercise 4: - Bob Jacobsen Giulio	12:30 P Exercises 2:	Software Design		08:45	Data Analysis L3: Parameter	08:45 Introduction to machine	08:45 Introd	uction to Machine	08:45 Introduction to Machine		
- Bob Jacobsen	different phases of softwar	exploration of non-numeric data	Eulisse (CERN)					estimation	learning 2 - Judith Katzy (DESY, HAMBURG)	Learni HAMB	ing 4 - Judith Katzy (DESY, URG)	Learning 5 - Judith Katzy (DESY, HAMBURG)	09:30 Exam	
Ph Lunch	1:30 PN Lunch	1:30 PN Lunch	1:30 PN Lunch	1:30 PN Lunch			09:45	Introduction to Machine	09:45 Introduction to Machine	09-45 Data A	Analysis L5 - Hypothesis	09:45 Machine Learning exercise 3 -	UJ.SU EAGIII	
					10:00 10:15	Announcements Data Analysis L1: Introduction -		Learning 1 - Judith Katzy (DESY, HAMBURG)			g and p-value	Peter Steinbach		
PM Tools and Techniques L2: Tools for	2:30 PN Study or sports time	2:30 PN Study or sports time	2:30 PN Photo	2:30 PN Study or spe	orts time	Toni Sculac (University of Split	40-45	Announcements	10:45 Announcements	10-45 Appor	uncements	10:45 Announcements		
Collaboration, So			2:45 PN Transport to Hamburg			Faculty of Science (HR))	10.45	Coffee break	11:00 Coffee break	Alliot	break	11:00 Coffee break	11:00 Coffee brea	ak
					11:15	Data Analysis L2: Probability	11.00	Collee bleak	TI.00 Collee bleak	11.00 Collec	Ulean	Collee Break	United British	7
PN Exercise 1: Tools and Techniques	4:00 PN Coffee break	4:00 PN Coffee break	3:45 PN Hamburg hafenrundfart visit excursion	4:00 PN Coffee breal		density functions and Monte Carlo methods	11:30	Data Analysis L4: Confidence intervals - Toni Sculac (University	11:30 Sustainable computing 2 - Ana Lucia Varbanescu (University of		ises 3: Data Technologies eas Joachim Peters	11:30 Exercise 3: Data Analysis - Toni Sculac (University of Split Faculty	11:30 Traditional	football n
	noor a conscionation	Solido Broak		Donos broad	42.40			of Split Faculty of Science (HR))	Twente)	(CERN	V)	of Science (HR))		
Coffee break	4:30 Ph Speeding up Ma	4:30 PN Downstream and		4:30 PN Developing		Sunday Excursion (incl lunch)	12-20	Sustainable computing - Ana	12:30 Data Management L4:	12-20 Everei	ises 4: Data Technologies	12:30 Exercise 4: Data Analysis - Toni		
Francisco Or Tools and Tools in the	4:38 PI The search of mag	4:38 PN Error underestimatio		4:38 PN Primer to CI			12.50		_					
PN Exercise 2: Tools and Techniques	4:45 PN Exercises 1: Software Security	4:45 PN Exercise 3: Tools and Techniques		4:45 PN Exercise 3:	Software Design			Lucia Varbanescu (University of Twente)	Distributed Hash Tables, Data Replication, Caching, Monit	(CERN		Sculac (University of Split Faculty of Science (HR))		
-	5:45 Pt Exercises 2: Software Security - Sebastian Lopienski (CERN)	5:45 PN Exercise 3: Software Security - Sebastian Lopienski (CERN)		5:45 PN Exercise 4:	Software Design		13:30	Lunch	13:30 Lunch	13:30 Lunch	1	13:30 Lunch	13:30 Lunch	
					_									
Ph Transport to dinner venue (bus)			7:00 PN Transport to restau				14:30	Study or sports time	14:30 Study or sports time	14:30 Study	or sports time	14:30 Study or sports time	14:30 Graduation	ceremon
PMWelcome dinner at Cap Polonio	7:30 PM Dinner at DESY	7:30 PN Dinner DESY	7:30 PM Pizza Dinner	7:30 PN Dinner DES										
	8:30 PN Pub quiz at DESY				_		16:00	Coffee break	16:00 Coffee break	16:00 Coffee	e break	16:00 Coffee break	16:00 Free time	
							16:30	The Detector Safety Syste	16:30 Negative Weights in Monte C		nced Text Analysis fo	16:30 Machine Learning exercise 4 -		
			9:30 PN Return to DESY or e				16:38 16:45	Machine Learning Methods i HHFramework - A common	16:38 FLUKA simulation for a 10 16:45 Exercice 1: Data Technologies -	16:45 Machi	learning metrics for pr ne Learning exercise 1 -	Peter Steinbach		
F Transport back to							16:53	Exercises 1: Data Analysis	Andreas Joachim Peters (CERN)	Peter S	Steinbach	17:30 Spare / DESY visit		
							47-50	Exercises 2: Data Analysis -	17:45 Exercises 2: Data Technologies	17:45 Machi	ne Learning exercises 2 -			
							17.33		- Andreas Joachim Peters	Peter 9	Steinbach			
					40.00	Headerson and		Toni Sculac (University of Split	(CERN)				40-20 T	
					18:30	Hamburger party		Faculty of Science (HR))					18:30 Transport to	o dinner i
										19:00 CERN	, Computing and talent			
							19:30	Dinner DESY	19:30 Dinner DESY	aquisi		19:30 Dinner DESY	19:30 Closing Din	nner Partv
									20:30 Karaoke evening	20:30 Netwo	orking dinner at DESY			

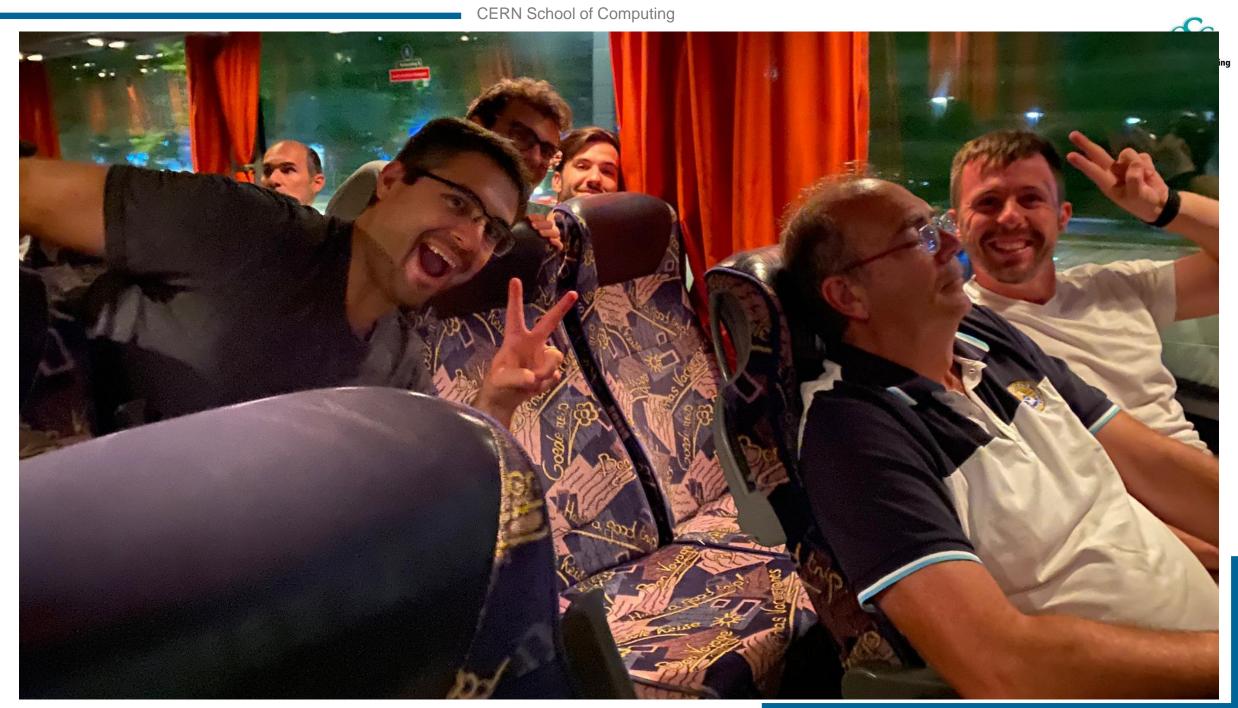


#### Sometimes we hear ....

- ◆ There is too much to do, not enough time to rest or study
  - ◆ Reminder: Several activities are optional
  - ◆ Choice is freedom
- Any opportunity can be taken to rest ....

















#### The School Academic Dimension

- ◆ The school ...

  - ... is not a place for lecturers to present their work, promote their projects
  - ◆ Does not replicate of common training available at home institutes, or in member state's universities
  - ◆ Does not deliver "technical training" courses
- Focus on persistent knowledge, less notions and knowhow



Norfolk, Virginia, USA • May



## Global Values versus Local Values

- Global Values
  - ◆ Science, Sports, Music, Literature, ...
- Local Value
  - ◆ Religion, Language, Literature, Music, ...



# Becoming a Science ambassador

- Science is universal, and the scientific approach to problem, in many fields, could resolve many conflicts and misunderstanding
- Go beyond the pure science or computing skills
  - Bridging different domains is a rare skill
- Learn and improve also
  - ◆ Your communication skills
  - ◆ Teamwork
  - ◆ Leadership
  - Professionalism
  - ◆ Respect for diversity







# Be ambitious, be brave

Be just and fear not



