From audio4596707785

Renee [0:21]

Hey everyone! This is Renee from Accenture Philippines and welcome to the 6th episode of Pinays Talk Tech Podcast. The podcast for future-forward Filipinas. Join us as we have inspiring conversations with Pinays in tech. From young innovators to industry leaders, this podcast will show you how Pinays in Tech are leading through change. This is Pinays Talk Tech Podcast.

Renee [0:49]

Medicine plus e-commerce. A duo that's never been more essential than today. We're joined by our guest, the head of IT and design of MedGrocer an e-pharmacy service that offers cost-effective and convenient medicine delivery as a service. She's also a director and mentor at Women Who Code Manila, a non-profit organization that helps women advance in technology. Today, we get to talk about her journey in tech and how she's adapting to the dynamic shifts of the world. Let's welcome to the show Kim Morano.

From audio3596707785

Renee [0:03]

Hi Kim!

Kim [0:05]

Hello!

Renee [0:07]

Welcome to the show, kamusta ba?

Kim [0:09]

Uhm ayon. Okay naman. Medyo slowly getting back to normal na no. So nafefeel na natin yung traffic ganyan. Tas recently ano… Uh ano to, babawi na sa travels '

Renee [0:23]

Oh right.

Kim [0:24]

Diba?

Renee [0:25]

Yeah yun… sobrang excited ako. Uhm… So I… as I've told you no, you're actually in my wishlist of people to interview. Kasi [I think] we invited you at some point to an event but I don't think that was enough eh. I wanted to dive deeper into your story

Kim [1:00]

Renee [1:13]

So now that I've preempted your story, maybe you can tell our listeners uhm about yourself and how did you get into tech?

Kim [1:41]
Ayun. So lagi yan yung ano e, mga nagugulat sakin, "Oh pharmacist ka paano ka napunta diyan" yan, parang FAQ na sakin. (laughs) Oo, so uhm, siguro nagstart siya nung ano, nung college no, when applying to courses diba, ang pinipili ko talaga na courses non, , Architecture, Computer Science, Computer Engineering Uhm and then, … sa UP Dilliman yun. Uhm, and then, so tapos na yung UPCAT pumasa na ako uhm taga Cavite kami at that time. Tapos yung Mom ko sabi niya "Parang ang layo naman ng Diliman"ganyan ganyan. So sabi niya "Mag UP Manila ka nalang, hanap ka ng course sa UP Manila na pwede ka". So tinignan ko yung listahan ng courses ng nasa UP Manila. but at the back of my head alam ko na somehow gusto ng nanay ko na mag medical course ako kaya niya ako sinasabihan na mag UP Manila.

 Tapos parang, ayoko kasi magdoctor, takot ako sa dugo, takot ako sa needles. So ang dami kong parang "okay hindi pwede to, hindi pwede to" ganyan. So until nakita ko yung Pharmacy, sinilip ko yung curriculum nung course yung course ko actually isano e, industrial pharmacy, so … a bit of a mix ng medicine, engineering uhm ayun chemistry ganon, so parang ganon yung nature ng course. Pero nung nakita ko siya, unang-una maganda siyang pakinggan parang kakaiba industrial pharmacy ganon. Tapos may konting engineering na courses so sabi ko sige nga, mapilit na nga lang, eto na yun.

So first year ko, Industrial Pharmacy na yung course ko.

Renee:
Tech pa rin, kasi Industrial eh

Kim [4:22]
 feeling ko baka techy itong course na 'to kasi may "industrial" sa word niya 'di siya pharmacy So ayun, during nung college mahilig kasi ako magbuting-ting ng computers. So pag kunyari may mga lab experiments kami I would open my excel, automate calculations nung iterarions namin. So ang bilis ko magcompute

and then, actually college din na nag-active ako sa orgs so design naman. mahilig din kasi ako magdrawing hanggang sa natuto rin ako nung college ng Photoshop, AI ganyan. So may pagka-BS Org ako eh so (laughs) Taposat the same time, nagkaron ng opportunity na mag volunteer to edit yung website ng college namin. First time wala lang, tintry ko lang tas sabi ko "ah nakakatuwa pala gumawa ng website" ganyan.

Renee [5:38]
Oo, ano yun eh, yun yung first sa instant gratification ng pagproprogram eh. Mabilis gumawa ng website, kita mo kagad pagbinago mo yung color.

Kim [5:44]
Oo… very visual since mahilig ako sa design, gusto ko yung visual din yung output ko

Renee [5:55]
Ang galing

Kim [5:56]
Oo. So eventually after that, grumaduate ako ng college, nagboards nagwork ako sa uhmcompany pero corporate yun and then, may isa akong batchmate na pinakausap niya yung CEO ng MedGrocer sakin. so intially at that time, kinukuha nila ako as a pharmacist and a designer. Kasi nga nakita na nung college ako parang, ang dami ko kasing orgs so medyo marami rin akong kilala. So nung kinausap ko yung CEO namin, uhm so parang yung work plan ko would be pharmacy operations, part of it, uhm part of it is design so I use yung branding ng MedGrocer uh mga post sa Facebook, stuff like that ganyan. Uhm paano yung colors natin ganon, So papano mo ibrabrand yung MedGrocer.

Renee [7:12]
Ang galing no?

Kim [7:15]
And then parang nagbigay siya ng wildcard sakin na parang "Ano gusto mong matutunan?"

Renee [7:21]
Oh nice.

Kim [7:22]
Oo. So siguro 20% of my time before nung nagstastart pa yung uhm MedGrocer, ano lang, nagbibigay siya ng random tasks na related to coding.

Renee [7:36]
Ang saya. So talagang nagkaopportunity ka na maintroduce sa coding because of the start up environment no?

Kim [7:44]
Yes yes.

Renee [8:14]
Uhm so, that's that's really interesting no? So you had this, is it a female or male mentor yung CEO niyo?

Kim [8:20]
Oh male, male.

Renee [8:22]
You had this male mentor who told you, do you want to expand your skills and pano yun, natakot ka ba? Was it an environment na open naman for mistakes? Ano yung environment that allowed you to dive into it?

Kim [8:34]
Ah yeah. Actually, yun ano kami Pareto principle. So, if you have 5 days a week diba? Yung sinasabi niya

before, kasi start up palang, actually sinasabi ko sa kanya before na "Oh thesis lang natin to". (laughs) Kase tatlo lang kami eh so parang ano, parang thesis lang ba. So pero para kasi yun–yung principle was 80% of your time you do your work but, you are allowed to explore something, learn something, fail on something 20% of the time.

Renee [9:15]
Mhmmm.

Renee [9:18]
So employee number 3 ka, tama ba yon?

Kim [9:21]
Not necessarily 3 eh kase pagdating ko don tatlo lang kami. Parang ganon, so merong mga nauna na sakin and–

Renee [9:30]
Oo. Ang galing. Ang galing no? So I think, I'm always interested in uh the pharmacy slash tech no? Uhm kasi lumaki tayo na, punta ako sa botika, bili ako ng gamot, inutusan ng nanay. Dibayan ang Filipino psyche no? So talking about the industry itself, did you have a hard time uhm na itawid yung concept ng via app na pharmacy? Ano yung challenges niyo as a… as a company? And you yourself no as one of the key employees there, especially if you are in-charge of like digital strategy, pano niyo natawid yun? Kasi kakaiba diba?

Kim [10:15]
Yeah. Actually, uhm well, one yung—one thing yung pharmacy another thing yung healthcare no. So first is uh pharmacy syempre yung immediate challenge would be regulatory syempre. Like parang—

Renee [10:31]
Yes.

Kim [10:32]
—Oo. So, allowed na ba magbenta ng medicines online. So ayun, eventually naman like ngayon during the pandemic diba ano pa ba yung uunahin mo, safety or health ng patient right? But I think yung bigger thing is healthcare kase eh. I'd say personal opinion ko eh, parang medyo tech averse yung industry itself, at least dito sa Pilipinas ahSo marami pa kaming matututunan from different industries I'd say but uhm I think, yung pandemic yan yung naging catalyst nung biglang naging tech accepting na yung industry as a whole diba?

Renee [11:36]
And the Filipino people as a whole no? Ma–one of my favorite anecdotes is uhm a friend of mine at the beach asking uh "manong", yung mga mangingisda lang na naghuhuli lang ng isda tas ibebenta at the beach, sabi niya "magkano po?", e wala siyang dalang cash, sabi nung manong, "okay lang ma'am GCash."

Kim [11:56]
Grabe. (laughs)

Renee [11:58]
So yung—yung pagkatech accepting ng Pilipino tumawid in all levels of society na normal na dapat yan biglang, diba very social media savvy tayo ngayon talagang tech savvy na talaga siya no? So uhm, a–I find it quite interesting and you yourself, your growth in the company, you started out as a designer, how are you gonna brand ourselves? How do you transform yourself within the company? Ano na yung role mo today?

Kim [12:30]
Uhm role… Currently, I'm head of IT and design so nandun parin yung design nadagdagan lang ng IT. (laughs)

Renee [12:36]
(laughs) Nagbunga na yung ano… yung uh 20% ng experiment mo tama ba?

Kim [12:41]
Yes yes.

Renee [12:42]
—galing, galing talaga. So how many people are you overseeing?

Kim [12:47]
Ah. Actually, very lean lang yung team ko eh. Uhm around 10?

Renee [12:55]
Oh malaki—So ilan yun? Dalawang scrumteam, parang ganon?

Kim [12:58]
Mhmm.

Renee [13:00]
Galing.

Kim [13:00]
Pero kasi (marami ring projects eh

Renee [13:05]
(laughs) Nako, hindi na matatapos yan dahil nagtawid na kayo to all—all kinds of Filipinos. Nako hindi na titigil yan and it's a really good sign no? Uhm are you guys because it's a start up, I've always been interested in kind of like the start up concept uhm how do you find it? Do you find na lagi dapat latest tech yung ginagamit niyo? How do you create the mindset of fast and lean, delivered quickly sa ano—sa development team mo? Anong finofollow niyong methodology?

Kim [13:38]
Uh yung sinasabi ko lagi pagtinatanong, "anong methodology niyo?" sasabihin ko "hyperagile" (laughs) ang ganda!

Renee [13:45]
Bakit hyper? Ang ganda non ah!

Kim [13:47]
'Di kasi usually diba pag nagiinterview ako ng project manager tinatanong ko sila like how long usually yung duration ng projects na hinahandle mo? So ang sinasabi nila usually, it spans from a month to 3 months Pero kasi in our case, I'd say parang lagi kami may hackathon pero hindi naman 3 days or hindi naman 24 hours. Parang ang sprint namin usually is a week ganyan, so sobrang na—mas maikli siya than usual

Renee [14:26]
Yeah, yeah.

Kim [14:27]
So yun medyo halftime So very iterative yung process namin and then dumami na yung projects mas na streamline namin yung process of development because of that.

Renee [14:44]
Ang ganda. So you've created you're own methodology essentially that would fit the needs of the business. Hindi lang just follow scrum, parang ganon?

Kim [14:53]
Yes, kase parang with project management—pero imbento ko lang talaga yung hyperagile eh. (laughs)

Renee [15:01]
'Di kaya nga eh. but this is good because that's what you want eh. like sino ba nag-imbento ng scaled agile, scrum diba? Idagdag mo na yan magTedtalk ka na Kim. (laughs) Gumawa ka na ng paper para legit tapos non i-own mo na yan, game na yan kase—

Kim [15:19]
Oo.

Renee [15:20]
—Uhm like even for me no, in my team we follow scaled agile pero because it's scaled essentially, at

our peak I had 12 scrum teams eh. kaya interested ako in how you guys do it because interested ako, how do we now—kase diba dati waterfall alam natin matagal talaga, pero yung agile, it's also not as quick as I dreamed it to be so kung hyperagile kayo parang feeling ko kayo yung totoong naka check ng box sa agile talaga.

Kim [16:03]
(laughs) Hindi kasi siguro mostly nung ginagawa namin like as—sa IT team no, parang lego blocks yung—yung dating nung mga features tas parang alam na nung ibang teams. Actually siguro malaking help yung communication with other teams no? Or yung business units na okay kung gusto namin ng similar to this feature ganyan. So may mga pangalan yung mga features namin tapos sasabihin nila eto yung lego blocks ng gusto kong gawin tapos anong masusuggest niyo na pwede nating gawin dyan ayon.

And then another thing is, uhm eto fairly recent no, siguro in the past 6 months, uhm nagsimula kaming mag-introduce ng low-code and no-code which uh drastically increased speed in building websites.

as a Director of Women Who Code, ah I know you know that it's been tough for other women to get into tech and certainly when you and I met years ago that seemed to be the case, do you feel it's changed? Mas open na ba? Mas madami na bang opportunities for women? Has it shifted? What are your views?

Kim [18:54]
Mmmm. Honestly yung opportunities, andyan lang yun. Alam mo uh—sa team ko, ako lang yung babae Sabi ko nga sa HR, "pwede bang babae naman please?" Oo, so andun yung opportunities eh, siguro sa women, yung iba hesitant pa sila magtry or konti lang nagtatake ng degree para sa akin at least sa company namin kailangan namin ng women eh

Kim [20:04]
(laughing) Ang tawag nila sakin "Mother Duck". (continued laughter)

Renee [20:48]
Oh my God you're "Mother Duck". Nako 'di ko na makakalimutan yan Kim pag nakita kita. (laughs) Uhm, so going back to yung tanong mo no, madami bang nagtatake ng course or konti? kasi we talked to, you know as you know no Accenture Philippines has a lot of partners we talk to a lot of groups and the data that comes back to us really is na uh specially with kids, mas kumokonti yung nagiging interested sa—sa tech and one of the ways, you know, we feel we can change that is to continually show strong women technologist kaya nga that's why this podcast was created so we can feature them no and really talk about topics na uhm kunyare medyo mahirap uh pag-usapan in like a normal conversation

Now ako I'm—I'm so inspired by your story because even if very very far, pharmacy, even in college, you found ways to go back to tech. where do you think this is headed? This career is headed for yourself.

Kim [22:19]
Pwede na. Pwedeng jump to retirement na joke! (laughs)

Renee [22:22]
Sana no kung—

Kim [22:23]
Oo nga eh no.

Renee [22:24]
Kung pwede lang diba? Anong stock ba tayo mag-eengage para—para jump to retirement. Pero i—ikaw, ano yung—ano yung gusto mo pang gawin na hindi mo pa nagagawa ngayon?

Kim [22:35]
Hmmm. Actually hindi—hindi sa hindi pa nagagawa

pero like I'm trying, kasi ngayon diba namention ko kanina low-code at no-code ganyan. Ang ibig sabihin it doesn't limit to the tech team diba, kasi sa future I—I think ano eh, marunong ka na magcode agad or baka parang MS Excel nalang sa resume natin yung coding so—so feeling ko ganon. so I'm working on like teaching people, actually sa—sa company namin nagtuturo ako ng uhm automation so parang may sessions sa mga non-coders pero gustong magpa uhm shorten ng time ng processes nila, so tinuturuan ko sila ng small automations. Tapos ano yun eh, usually one-on-one, two-on-one sessions. So I'd see myself na nag nagtuturo? Nag guguide ng mga tao, non-developers going into tech or uhm people from non-IT departments like teaching them how to make their lives easier using technology ganyan, without actually learning how to code.

Renee [24:00]
Ano yan eh, that's democratizing technology that they have it in their hand no. Ang ganda. Ang gandang goal niyan. Hindi mo matanggal na teacher ka no? Yan—isa—isa pa yan, teacher ka talaga. Diba sa study groups, anong nilelead mo na ano na topics? Sa study groups ng Women Who Code.

Kim [24:18]
Ah before, React.

Renee [24:21]
React.

Renee [24:43]
Yun na yung pinaka ano eh—pinaka modern at the time na okay investan eh so—so React yan. Sige so uhm, meron ka bang advice sa career shifters kasi I feel your story is more of you've always wanted technology but then kailangan mas malapit sa bahay at mapasaya yung nanay mo. Pero ngayon na blend siya—teka lang, ano palang reaction ng nanay mo na actually nagawa mo parin yung gusto mo in the end? Anong sabi niya?

Kim [25:12]
(inaudible) Ah well okay naman siya, proud naman siya. (laughs)

Renee [25:18]
Kasi ang galing eh. Alam mo I think and I've always had this theory na the best leaders are the ones who understand all aspects. Eh ikaw pharmacist ka na, nagdedesign ka pa, ikaw pa yung tech lead diba? So okay yun kasi rounded.

So uhm, the future for you is to help democratize technology for more people. I love that. Uhm ano naman ang masasabi mo sa mga young people, let's say there are students who listen to this, how do you convince them to do technology?

Kim [26:12]
Mmmm. Actually marami ngayon mahilig sa games. kung interest at interest nalang din, why not use like yung mga gamified na learning apps? usually kasi yung interest mo suddenly exponential increase pagka ginamefy mo yung isang bagay eh. So ayun one piece of advice for them to try or meron ding mga tools ngayon na drag and drop lang and then you create your own game

Renee [26:55]
Oo sak—gusto nila magpractice code.org dun lang dami na eh.

Kim [27:00]
Mmmm dami na. So, yeah even me eh, kasi parang nung—nung college hindi pa uso yung coursera at that time eh tinake ko yung CS50X na course sa Harvard X. Yung una nilang pinagawa nila samin is create a game using Scratch.

Renee [27:27]
Anong game ginawa mo?

Kim [27:31]
ang effort ko pa non nagawa pa ako ng assets non. Parang may monkey na sumasalo ng buko So magkakascore ka pag nasalo mo yung buko.

Renee [27:47]
Ang ganda non.

Kim [27:49]
parang madali siyang i-integrate sa mga kabataan ngayon kasi paranggamified siya and you get to create your games

Renee [28:02]
Para maremove yung fear no. I think it's really the fear of ay pero sa totoo naman ang daming Math ng ComSci diba? Pero the world of tech is not just the heavy data science, computer sciences.

Kim [28:17]
Yes.

Renee [28:18]
Actually yung design didn't that blow up? Yung UX in the last few years.

Kim [28:21]
Mmmm kaya nga eh. Kaya nga parang wow like meron din pala silang intersections. So lahat naman kaya magsalihan ng tech eh. kasi yung tech for me is a tool that amplifies things eh diba?

Renee [30:15]
I–I appreciate that point of view no that you—it's—you know, applicable to everything and I appreciate the view that it's democratizing everything. So in Accenture, this year kase diba kakatapos lang ng Women's month and you know we—we talk about what is our commitment to equality, is that something that is top of mind to you? Meron ka bang goal for commitment to equality you know as—as you yourself, as a Director of Women Who Code, as a head of IT and design?

Kim [30:58]
Uhm, well equality, ang dami kasing aspects diba actually beforethis recording session no, I met with someone online I asked him if I could be a coach of like technology from the provinces. So that's one part of equality diba? equal opportunities for all. So I

think ayun nga talaga yung commitment ko magturo at kumausap ng tao.

Renee [31:48]
Ganda non. Ganda non Kim, pag kailangan mo ng tulong sabihan mo ako. (laughs)

Okay so, Kim sobrang thank you for joining us today I'm so so thrilled that you made time for us today uhm and seriously uhm I appreciate your—your insights hindi lang about your journey but you also shared uhm yung methodology na gamit niyo tsaka tech na gamit niyo na I'm sure those who are listening na techy talaga kinikilig. Ano daw yung hyperagile they'll wait for the white paper. (laughs) Isingit, isingit na yan sa schedule. Alright thank you so much Kim!

Kim [32:42]
Thank you! Thank you!