



# More than Words

## from Women in BICSI

### “Make a Plan, Never Give Up”

By Nidia Tenorio, RCDD, Inside Sales Manager, Power & Tel

For me, it all started with a dream – to be what I wanted to be, to develop my potential, to be the owner of my destiny, and to make my own decisions. But unfortunately, gender equality is lagging behind in some developing countries like Mexico. I decided to break the rules and studied Communications Engineering and Electronics in the 1990s. The road was not easy. In fact it was downright difficult, but I never gave up and always looked for a way to overcome the obstacles in my way.

After finishing school, a more complicated path began for me in the information and communications technology (ICT) industry. I searched for a job opportunity that would allow me to grow and develop professionally. After several attempts, I achieved that long-awaited opportunity in an excellent French company that changed my life forever. They encouraged me to prepare myself every day, value myself, and develop a passion for the industry. That was a watershed moment in my life that I carry in my heart to this day.

I heard about BICSI and the Registered Communications Distribution Designer® (RCDD®) certification for the first time in 1998. I became interested in finding out what an RCDD was and could be. I knew that the RCDD certification would make the professional difference I was looking for, but for a moment, it felt far from my reach. So, I set a plan to reach a new goal – become the first woman RCDD in Mexico.

I was finally able to achieve my RCDD certification in 2002 with discipline and lots of effort. Today, I continue to grow as a sales manager for an American company, which is a constant challenge but one that makes me feel like an essential part of a team. I can now say that all the sacrifices were worth it. Following is the plan I followed to achieve my RCDD certification, and I hope my experience is helpful for other women looking to achieve their goals in the ICT industry:

- **Step 1:** Become a BICSI member.
- **Step 2:** Make the DECISION to become an RCDD.
- **Step 3:** Acquire the *Telecommunications Distribution Methods Manual (TDMM)*.
- **Step 4:** Set a rigorous study plan. My plan consisted of three hours per day, Monday through Friday, and seven hours on Saturdays and Sundays for a period of six months.
- **Step 5:** Present my own exam that did not accredit on the first attempt.
- **Step 6:** Seek out additional study tools and refuse to give up.

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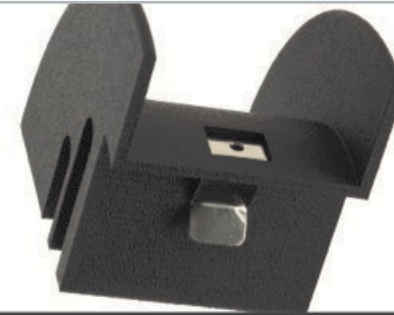
- **Step 7:** Buy BICSI flash cards to help reduce my response time and return to the vigorous study schedule for another three months.
- **Step 8:** Take the DD102 course (Applied Best Practices for Telecommunications Distribution Design) days before my exam to reaffirm my knowledge.
- **Step 9:** Rest a day before my exam; I felt assured that I had the knowledge and preparation.
- **Step 10:** Take the RCDD exam and pass!

After obtaining my RCDD credential, the need arose within me to transmit my experience and bring the vision of BICSI to others. I started participating as a BICSI volunteer, serving as District Secretary, Vice Country Chair, and later Country Chair in Mexico. I am now extremely fortunate to be Chair for Central and Latin America (CALA). I define myself as a woman, intelligent and brave, passionate about what she does, and always seeking the professionalization of my colleagues so that our Spanish-speaking countries adopt the technology standards and best practices that will allow them to progress.

The greatest wisdom I can bestow on other women in the industry is to always look for the best version of yourself, never accept "no" as an answer, and remember that perseverance, discipline, and never giving up are keys to success!

## Share Your Story with Women in BICSI

We want to hear from women in the ICT industry. Please consider submitting your brief story, anecdote, or advice for a future "More than Words" column. Email to [wib@bicsi.org](mailto:wib@bicsi.org).  
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