For LEAP, growing leaders is our mission.

We’re doing this by:

- Developing people (Instilling Confidence) – Because we understand leaders are made, not born.
- Informing society (Sharing Knowledge) – Because we promote responsible policy making by educating and raising public awareness of Asian and Pacific Islanders (APIs).
- Empowering communities (Giving Hope) – Because we believe successful leaders are grounded in strong, vibrant communities.

LEAP understands that leaders are made, not born.
With unrivaled experience and a training curriculum designed by and for Asian and Pacific Islanders, LEAP trains talented leaders for the nonprofit, public, private, and educational sectors.

We have offered programs and workshops of varying lengths for Asian and Pacific Islanders and non-APIs in all sectors. Inspired by LEAP’s training, our graduates have furthered their careers, forged coalitions, and founded organizations and employee groups.

CORPORATE LEADERSHIP PROGRAMS
The following is a list and description of LEAP’s corporate leadership programs.

ASIAN GLOBAL LEADERSHIP PROGRAM
The Asian Global Leadership Program is a leadership development program aimed at preparing high potential Asian employees to lead and manage in a global integrated enterprise. The program focuses on providing knowledge, attributes, and skills in global leadership to move an enterprise forward in the global market; understanding of Asian cultural values as applied in western and global context; multicultural skills to effectively lead global teams; career management and development of a leadership vision.

Length: 3 - 4.5 days

EXECUTIVE LEADERSHIP INSTITUTE
The Executive Leadership Institute is intended for Asian and Asian American Executives looking to increase their effectiveness and confidence as leaders of globally integrated enterprises and to leverage their Asian cultural heritage for greater success in the global marketplace. This program will focus Asian and Asian American executives on concepts, skills, and practices for growing their company’s business, creating an organizational environment of collaboration, innovation, and synergy and communicating their Asian/Global Leadership Brand.

LEADERSHIP DEVELOPMENT PROGRAM
This intensive, interactive five-day program is designed for Asian and Asian American employees of leading global organizations in leadership, management, and/or project management positions. The program helps participants realize differences between Asian and mainstream American business culture and helps them bridge the gap while retaining their Asian values. Asian and Asian American employees will leave the program with the understanding, self-confidence and tools to take action and determine their own route to professional, leadership and career success.

Length: 5 days

PATH TO PROFESSIONAL SUCCESS
This is a customized 3-day program for companies seeking to increase the success of their Asian and Asian American technical and professional staff. It explores the responsibilities and challenges of the workplace and helps participants develop their own paths to leadership positions. Participants also gain a better understanding of how to work effectively in a diverse, multicultural work environment.

Length: 3 days

SENIOR MANAGERS LEADERSHIP FORUM
This highly interactive 2.5-day program is designed to prepare senior-level Asian and Asian American managers to assume the next level of management and acquire skills to meet the challenges of executive leadership in leading their companies to continued growth and profitability in the global marketplace.

Length: 2.5 days

for more information please visit http://www.leap.org
COMMUNITY LEADERSHIP PROGRAMS
The following is a list and description of LEAP’s community leadership programs.

EMERGING LEADERSHIP PROGRAM
The Emerging Leaders Program (ELP) is a three part, six-month program designed to build nonprofit organizational capacity by developing Asian and Pacific Islander (API) staff for future and current leadership and management roles in nonprofit organizations as well as increasing the retention of APIs who are committed to working in the nonprofit sector. Built on LEAP’s Leadership Framework and focused on leadership development from an Asian and Pacific Islander cultural lens, participants will be able to expand and strengthen their individual leadership skills as well as contribute to the growth and advancement of their organizations.

Length: 3 parts, 6-months

EXECUTIVE DIRECTOR LEADERSHIP PROGRAM
This unique training program is a three-part, six-month program designed to strengthen the capacity of diverse nonprofit organizations, specifically by providing Asian and Pacific Islander (API) Executive Directors in these organizations with the knowledge and skills they need to effectively lead and propel their organizations forward as well as the opportunity to build supportive relationships with their peers, experienced executive directors, nonprofit consultants, and funders. Key lessons will be reinforced and individual needs will be addressed through a 6-month one-on-one coaching process.

Length: 3 parts, 6-months

LEADERSHIP DEVELOPMENT PROGRAM FOR HIGHER EDUCATION
The program promotes the professional development of Asian and Pacific Islanders (APIs) in leadership roles as executives, managers, faculty and staff in our nation’s colleges and universities. Conducted in partnership with Asian Pacific Americans in Higher Education (APAHE), the program is an intensive, four-day experience, with a format that focuses on in-depth interactions between participants and program faculty. In addition to leadership skills training, the program is also designed to build networks among participants, leading college and university presidents, faculty and senior administrators.

Length: 4 days

LEADERSHIP IN ACTION
Leadership in Action (LIA) is an eight-week paid summer internship program designed to develop emerging young leaders by providing college students with practical leadership skills and the opportunity to work hands-on in the Asian and Pacific Islander (API) community in Southern California.

Length: 2 months

WORKSHOPS
The following is a list of LEAP workshops.

ASSERTIVENESS TRAINING
Do you hate to “make waves?” Are you succeeding in making yourself heard? Asian and Pacific Islanders who do top-notch work sometimes find themselves being overlooked because they do not assert themselves in the workplace in the same ways as other employees. This workshop tackles possible reasons for these problems and offers practical ways for Asian and Pacific Islanders to get the recognition they deserve.

Length: 45-120 min presentation
1/2 day (3-4 hrs) workshop
1 day (6-8 hrs) workshop

ASSERTIVE INTERVIEWING
You’ve gotten to the interview phase. On paper, you’ve sold yourself as the best person for the job. But the interview counts for more than 80% of your score and it can make or break your chances to get the job. Learn how to effectively sell yourself and maximize the success of an interview through assertive communication. Through this practical, cultural-based workshop, Asian and Pacific Islanders will learn the do’s and don’ts of assertive interviewing and an overview of assertive communication techniques.

Length: 60-120 min presentation
1/2 day (3-4 hrs) workshop

BRIDGING THE GAP: UNDERSTANDING ASIAN AND PACIFIC ISLANDERS
This LEAP workshop is a comprehensive primer on Asian and Pacific Islanders – who are we, what is our history in the United States, what are the issues facing our communities, how are we perceived and misperceived by others, and how does our culture influence behavior. Using a multifaceted approach that examines history, demographics, diversity, community issues, stereotypes and culture, LEAP trainers get to the heart of what it mean to be “Asian or Pacific Islander.”

Length: 45-120 min presentation
1/2 day (3-4 hrs) workshop

for more information please visit http://www.leap.org
BUILD YOUR PERSONAL BRAND: MARKETING & MANAGING YOU
If you were a product, how would you market yourself? Successful companies craft unique brand identities to set themselves apart from the competition. In an increasingly competitive workplace, individuals can also use these strategies to grab the attention of their employers and boost their career marketability. In this workshop, participants will learn from corporate marketing practices to discover their own brand identity.

Length: 60-120 min presentation
1/2 day (3-4 hrs) workshop

CHANGE MANAGEMENT
Prepare to effectively lead and manage change through personal and behavioral flexibility.

Length: 2-3 hours workshop

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ENHANCING YOUR PERSONAL EFFECTIVENESS
Discover how to effectively sell yourself and your ideas in different environments. Enhance your personal effectiveness when making presentations, during meetings or when networking. Through this practical, culture-based workshop, learn the “do’s” and “don’ts” of assertive communication and effective communication techniques.

Length: 45-120 min presentation
1/2 day (3-4 hrs) workshop
1 day (6-8 hrs) workshop

EFFECTIVE FACILITATION
Designed to help you use the knowledge and skills needed to effectively facilitate group sessions/meetings.

Length: 2 days

EFFECTIVE MEETINGS
Provide tools, techniques and information to effectively participate and lead productive meetings.

Length: 1/2 - 1 day

EFFECTIVE WORK AND COMMUNICATION STYLE
Determine how to best value what each individual brings to the organization by:

- developing a knowledge base and comfort level to be able to identify and share individual strengths and weaknesses and capitalize on others’ strengths.
- observing and identifying the strengths and weaknesses within themselves and others.
- identifying an area of development.

Length: 1/2 day – 1 day

CHANGE MANAGEMENT
Prepare to effectively lead and manage change through personal and behavioral flexibility.

Length: 2-3 hours workshop

GETTING AHEAD: SKILLS FOR CAREER SUCCESS
Discover why some people climb the ladder to corporate success while others don’t. In this workshop participants will discover ways to help them build their image, develop good relations with their boss, acquire power and gain recognition. In addition participants will learn ways to promote oneself; find a mentor and proactively manage your career.

Length: 60-120 min presentation
1/2 day (3-4 hrs) workshop
1 day (6-8 hrs) workshop

LEADERSHIP THROUGH PHILANTHROPY
Built on LEAP’s highly successful 21st Century Leadership curriculum and the LEAP Leadership Framework, Leadership Through Philanthropy (LTP) is designed to address the needs of working professionals of color who are searching for ways to give back and get involved in the community, while developing leadership skills that can be brought to the workplace. Consisting of three ethnic-specific modules for the Asian, Black and Hispanic communities, LTP focuses on leadership from a cultural perspective, community history, demographics, diversity, issues, stereotypes, economic and philanthropic data, as well as culturally-specific definitions of community and shared cultural values.

Length: 60-120 min presentation
1/2 day (3-4 hrs) workshop

MANAGING THE ASIAN AMERICAN CAREER
A successful career does not just happen, it requires thoughtful planning. Led by trainers experienced with Asian American workplace issues, participants will be provided with a framework for examining their career and lifestyle needs, preferences and choices in the context of today’s rapidly changing workplace. This framework rests upon a unique blend of values, beliefs and attitudes drawn from our multicultural heritage as Asian Americans.

Length: 60-120 min presentation
1/2 day (3-4 hrs) workshop
1 day (6-8 hrs) workshop
THE POWER OF NETWORKING
Do you hate networking? Feel that it is a stressful and false way to gain recognition and visibility. Through this session, participants will explore networking as an enjoyable process of interacting and building relationships with people to get things accomplished and to enrich our lives and those of others. Participants will find that networking will help build a sense of community and also strengthen existing relationships and expand circle of friends.

**Length:** 60-120 min presentation

1/2 day (3-4 hrs) workshop

READING ORGANIZATIONAL DYNAMICS
Corporate politics, power. We all know it exists in organizations. Do you know how to read the organizational dynamics? Even if you don’t want to “play the game” you need to know and understand “it” to successfully manage your career. During this stimulating workshop, you will explore the concepts of power and leadership, acquire critical skills to master the dynamics of power and develop effective career strategies.

**Length:** 120 min presentation

1/2 day (3-4 hrs) workshop

RISK TAKING: MAKING CHANGES HAPPEN
Though often feared, taking risks is essential to personal and professional development. Participants will define risk taking, explore why people do or do not take risks and discuss possible cultural influences on risk-taking. Through this practical, cultural-based workshop, Asian Americans will learn the strategies of how and when to use a risk-taking process model to think “out of the box” and go beyond their comfort zone.

**Length:** 60-120 min presentation

1/2 day (3-4 hrs) workshop

1 day (6-8 hrs) workshop

STRATEGIC THINKING
Too often we are caught up in day-to-day activities and unplanned events with little time to think beyond tomorrow, next month and this year about our personal, career and business goals. During the Strategic Thinking session, the instructor takes the components of strategic planning such as determining a mission and vision and the SWOT analysis and guides participants through a process of applying it to their personal and career situation. The workshop will provide participants with a life planning method and guide.

**Length:** 60-120 min presentation

1/2 day (3-4 hrs) workshop

1 day (6-8 hrs) workshop

TEAM FORMATION
Enable teams to focus and work as effectively as possible on a designated team assignment by providing them with a “Quick Start”.

**Length:** 3 hrs

21ST CENTURY LEADER
What is a leader? In this workshop, the participants are guided through an exploration of LEAP’s leadership framework based on a new leadership paradigm – one where individuals can keep their values and have the skills and ability to operate effectively in a diverse environment. Participants will discuss and assess: what is a leader, what are the characteristics of an effective leader and how does one become a leader. Techniques for incorporating key elements of this new leadership framework will be shared so that participants can become successful 21st century leaders.

**Length:** 45-120 min presentation

1/2 day (3-4 hrs) workshop

UNDERSTANDING THE ASIAN AMERICAN WORKFORCE
Equip managers with the knowledge they need to be effective in today’s multicultural workplace. In the context of the tremendous growth and complexity of Asian and Pacific Islanders in the workforce, the participants are provided with an in-depth knowledge about the history, demographics, and diversity of this population. Participants will also learn about the cultural values, myths and stereotypes associated with Asian and Pacific Islanders and discuss the answers to their frequently asked questions about APIs in the workplace.

**Length:** 60-120 min presentation

1/2 day (3-4 hrs) workshop

UNDERSTANDING YOUR CULTURAL VALUES
Provides a self-discovery of the relationships between perceptions, behaviors, and values. Participants will discuss the relationship between cultural and mainstream value systems by answering the questions: How do my values influence my behavior and how do others perceive me? What are my core values that most strongly influence me? Participants will consider the impact of perceptions on personal and professional lives and will be challenged to devise solutions to rectify stereotypes and misperceptions.

**Length:** 60-120 min presentation

1/2 day (3-4 hrs) workshop

1 day (6-8 hrs) workshop
COMMUNITY ORGANIZATION WORKSHOPS
The following is a list of LEAP organizational development workshops designed for community-based and nonprofit organizations.

FISCAL FRANKNESS FOR GRASSROOTS COMMUNITY BASED ORGANIZATIONS WORKSHOP
Running a nonprofit organization doesn’t mean that it is any less of a business than a for profit company. This workshop addresses the obligations and realities of managing the finances of your grassroots organization. Financial success can support the long-term survival of your organization’s programs.

**Length:** 60-120 min presentation
1/2 day (3-4 hrs) workshop

MANAGING EFFECTIVE COLLABORATION
The velocity and complexity of today’s changes require a balance between individual and pluralistic interests. Organizations are fueled by their ability to harness the power of diverse and dynamic teams- often across multiple environments. Learn how to foster healthy collaborations for growth and success.

**Length:** 60-120 min presentation
1/2 day (3-4 hrs) workshop

MEASURING ORGANIZATIONAL SUCCESS: THE BALANCED SCORECARD WORKSHOP
The Balanced Scorecard is a community developed systematic process for planning, tracking, measuring and evaluating a Community Based Organization’s (CBO’s) results. In today’s world, CBOs are always looking for ways to get an edge when submitting proposals for funding. This systematic process is a way of clearly showing funders the program goals and how performance and finances will be tracked. Through standardized reporting and data, periodic reports to funders are easily created.

**Length:** 60-120 min presentation
1/2 day (3-4 hrs) workshop

PROJECT MANAGEMENT FUNDAMENTALS
Ensure the success and efficiency of your program or project by utilizing the techniques and tools of Project Management. Designed for new program staff looking to learn the fundamentals of program management or experienced program staff seeking a refresher, this course provides the skills and understanding such as determining program scope, program planning, execution, and monitoring and cost control.

**Length:** 1/2 day workshop

STRATEGIC PLANNING: PLANNING & MEASURING FOR SUCCESS
A focus and direction both long and short-term are critical to a CBO’s longevity and success. This workshop will provide API CBO leaders with a systems process to strategic thinking, planning, and operational alignment using an approach that is positive, inclusive, and creative.

**Length:** 60-120 min presentation
1/2 day (3-4 hrs) workshop

PRESENTATIONS
The following is a list of LEAP presentations.

ASIAN AND PACIFIC ISLANDERS CONTRIBUTIONS TO AMERICAN HISTORY AND DIVERSITY
How have Asian and Pacific Islanders contributed to the growth and diversity of the U.S? In this presentation, learn about API contributions to American history, science, politics, culture and how API achievements have played a role in growth of this country.

**Length:** 30 – 75 min. presentation

BECOME VISIBLE: LET YOUR VOICE BE HEARD
In this call to volunteerism, community involvement, and leadership, audiences are challenged to raise the visibility of their communities. Tips for increasing this visibility include: speaking out and standing up for your beliefs, being an active and engaged community representative, getting involved, taking leadership positions, and mentoring others to do the same.

**Length:** 30 – 75 min. presentation

MAKE DIVERSITY A CORE VALUE
Looking to energize your company about the importance of diversity not only as a “bottom line” but an essential value? With historical facts, contemporary information, and illuminating anecdotes, this course makes the case that diversity must be a fundamental business value that is practiced in the workplace.

**Length:** 30-75 min presentation

for more information please visit http://www.leap.org
CERTIFICATION & CONSULTING SERVICES
The following is a list of courses and assessment instruments that the LEAP staff have been certified to deliver.

APPRECIATIVE INQUIRY
A generative process that gives us a way to bring possibilities to life and develop our capacities. Through a carefully developed set of questions and a process of dialogue, we uncover stories of our “peak experiences” – those moments in our lives when we felt most effective, most connected, most alive.

These stories provide irrefutable proof of our actual capabilities. They give rise to new images of what the future could be. They raise our sights, energize us and give us the courage to dream and act boldly.

Rather than “accepting reality,” we see that what we call “reality” is defined by what we choose to see, what we choose to think and talk about, what we choose to act upon. It follows that we have the capacity to create the kind of future we desire.

Company: Gaia-Flow Consulting

DISC PERSONAL PROFILE SYSTEM
Helps leaders and followers understand the dynamic nature of leadership and how they can work together most effectively to get things done.

Company: Inscape Publishing

PROMISES, PROMISES®
Promises, Promises!® places people in a situation that forces them to confront the pressures and obstacles of interdependent teams and demonstrates the strong relationship between quality communication and quality results. To meet their goals and become a United League of Nations, all teams must get the right resources to the right people according to their needs and deadlines. Participants walk away from Promises, Promises!® understanding that everyone within an organization is a supplier and a customer.

Each country in Promises, Promises!® represents the different roles, people, departments, locations, teams or areas within an organization. A common vision helps participants recognize how to fulfill their objectives and ultimately they understand how to help their organization become more competitive.

Company: Eagles Flight

GOLD OF THE DESERT KINGS®
Gold of the Desert Kings® addresses the issue of effort versus productivity. Participants are placed in circumstances with limited time and resources and must rely on their team to achieve their goals. Without upfront planning and effective use of information, teams spend most of their time “fighting fires” instead of achieving productive outcomes.

The pressures and anxiety experienced in Gold of the Desert Kings® are similar to those experienced daily in a hectic work schedule. Participants contend with deadlines, a perceived lack of resources, others’ points of view and the pressure to just do something while trying to accomplish team objectives.

Company: Eagles Flight