



# Workshops

**“If you are passionate and you want to make a difference, LEAP would begin that pathway of becoming an effective leader.”**



**Partner with us in supporting the impact of our leadership work and visibly demonstrating your commitment to uncap Asian and Pacific Islander talent.**

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## **21st Century Leader**

In this interactive workshop, participants will be guided through an exploration of LEAP’s cultural values-based leadership model – one that challenges individuals to be comfortable with their own identity and enable the ability to operate effectively in a diverse, multicultural environment. An overview of the history, demographics, and diversity of the Asian American population will be included to provide a professional and social context for the state of Asian Americans in corporate workplaces. Participants will be encouraged to incorporate key elements of this leadership model into their own lives so that they can become successful 21st century leaders.

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## **Art of Confrontation**

Have you ever had to confront others for bad behavior, or missed expectations? These conversations can become emotionally charged and end up damaging a relationship, with no guarantee of actually solving the problem. In this workshop, learn how to deal with these scenarios in a way that gets results, strengthens your relationship, and establishes you as a leader.

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## **Assertive Communication**

People sometimes find themselves being overlooked because they do not assert themselves in the workplace in the same ways as other employees. This workshop creates a container that allows folks to try on a new definition of what assertive communication means without compromising their values. Participants will discuss and engage with practical ways for Asian and Pacific Islanders to get the recognition they deserve.

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## **Bridging the Gap: Understanding the Asian and Pacific Islanders Workforce**

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. We give a high level overview of our history, demographics, diversity, community issues, stereotypes and culture. This workshop is great organizations who are building inclusive practices with Asian and Pacific islanders.

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## **Building Collective Capacity to Lead Change Together**

Even the greatest initiatives and innovations can be unsuccessful without the adequate support, investment, and collective leadership and capacity to actualize their potential. In this session, learn the ingredients and virtuous cycle that can secure and grow widespread support and capacity to enable a new or growing change initiative to succeed. Participants will actively learn about and apply key frames and tools to a timely relevant initiative they are planning or implementing to boost their level

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## **Build Your Personal Brand: Marketing & Managing You**

In an increasingly competitive workplace, an effective personal brand grabs the attention of their managers and colleagues and boosts career marketability. Through this session, participants will explore the definition of branding; consider cultural perspectives and implications on personal branding; discuss strategies for personal branding; and gain insights from their first impressions. Participants will develop a personal branding action plan so they can be deliberate and intentional about developing and communicating who they are in an effective way. | of success.

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## **Conversations for Action**

Tired of having important, sometimes long discussions that end with weak follow through? This session explores how breakdowns in communication happen, and teaches language patterns to ensure things do not slip through the cracks. In some respects, leadership is the ability to generate action from conversation, and this is the skill that participants will learn to more be effective at.

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## **Effective Work and Communication Style**

People have different preferences when communicating and working with those around them. Greater awareness of one's work style and communication preferences will help a participant seek a better "fit" or alignment with work and the people around them. Being more aware of the communication and work styles of others will enable one to build more cohesive work and personal relationships, influence more collectively agreed upon outcomes, and more effectively handle a broader range of potential conflict situations. This workshop requires advance purchase for and use of an online assessment instrument by each expected participant.

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## **Getting Ahead: Skills for Career Success**

It is inevitable to run into roadblocks and even lose direction at various points in one's career journey. It is crucial in these moments to reflect, reimagine, and realign with one's professional goals. This workshop offers the perfect opportunity to explore one's career trajectory and develop strategies to ensure alignment with their life's purpose. Participants will work on their career inventory and explore four essential skills to help them move their careers forward.

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## **Giving & Receiving Feedback**

Giving and receiving feedback is typically framed as a necessity for individual and organizational performance. However, the act of delivering and receiving meaningful feedback is not always an easy thing to do. What is the best approach to offering and accepting feedback that is shared in an objective, proactive, and constructive way?

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## **How to be a Better Manager**

Being a manager involves invoking a specific set of learned skills. All too often, we as professionals, take for granted the work involved to successfully manage people. The skill of managing people takes much more than understanding the technicalities behind a job or being a "friendly and communicative person." Great managers see the vision for the work, implement that vision into the larger context of their organization, and finally scaffold their teams in order for them to hit all necessary targets. At the same time, great managers ensure that all team members maintain their self-worth and clear understandings of their individual purposes. The most successful managers make space for opposing ideas, create trust amongst team members, and advocate upwards for the benefit of the teams as a whole. In this workshop, participants will walk away with a clearer grasp of each of these elements, skills to facilitate conflict and the ideation process, as well as an understanding of how to properly lead their teams for success.

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## How to Get to Yes from No

Hearing “No” to a proposal, project, or request that you care about can feel frustrating, and final. But when you are a skilled influencer, you know that is just a part of the process of getting to “Yes.” If you have important things to advocate for, you will learn how to navigate the No’s that you encounter, and how to use them to create the Yes’s that you want.

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## Intercultural Conflict Styles

Conflict is unavoidable. We see it in all aspects of our personal and professional lives. Understanding how people handle conflict and how we’re taught to handle conflict allows for everyone to show up more fully and get through that tension with greater ease. In this workshop, participants will learn about their preferred conflict style, the cultural aspects of conflict, and how to better meet people where they’re at when managing across different conflict styles. Participants will walk away feeling empowered to handle conflict with language and tools to support their teams.

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## Leadership and Wellness: Turning Self Criticism into Self-Compassion

In this culture of being the best, achieving it all, and working hard, there is crushing pressure to be above average. No matter what you do, you feel like it is never enough. Some days you feel like you are on top of the world, and other days, you are fighting to be better, to be understood, and to feel appreciated. What is the difference between good and bad days? The answer: the dark cloud of self-criticism harms our well-being in life and at work. According to self-compassion researchers, people who are self-compassionate lead healthier, more productive lives than those who are self-critical. In this session, you will understand the science behind self-compassion and discover ways to cultivate it in your life.

*Note: The difference between the 90 and 120-minute sessions is time for self-reflection, peer-to-peer sharing, and group debrief.*

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## Leading from Your Culture and Values

Human beings are wired to observe and absorb information in every interaction that they’re a part of. We’ve all learned to emulate habits and qualities from people we respect and strive to be like. In this session, we will discuss and explore the relationship between how cultural values influence our behaviors and habits as leaders, and the perceptions placed on us that are many times unwarranted. The impact of leadership enhancing and leadership limiting behaviors will be explored and techniques for managing perceptions and leading from your cultural values will be discussed throughout this session.

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## **Managing & Sustaining Your Energy**

Our time and energy are some of our greatest resources and yet we can often find ourselves in downward spirals of energy drain and exhaustion. In this introspective and restorative session, participants will use an interactive audit to assess their current usage of time and energy and illuminate ways to better arrange their time, manage their energy, and work and live sustainably.

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## **Navigating the Waves of Change**

Change is the only constant in life, yet far too often we are unprepared to productively navigate transitions and change with intention and agency. Many of the common and predictable human reactions and underlying needs during periods of change are often overlooked in the workplace. In this session, participants will increase their awareness and understanding of the dimensions of change, common responses to change, and practical tools for navigating change effectively so they can learn, adapt, and grow through the ups and downs of change.

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## **Navigating Your Career**

A successful career does not just happen, it requires thoughtful planning, support, and skills. Participants will be provided with framework for examining their career and lifestyle needs, preferences and choices in the context of today's rapidly changing workplace. After the program, participants will be able to identify career next steps and strategies to achieve their goals.

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## **Playing with Fear**

Aversion, aggression, and/or overly compliant behavior -- how does Fear impact the way that you lead? Perhaps the most underrated skill of a leader is recognizing and navigating our own reactive behaviors because it's hard to win when we are Playing to Not Lose! In this workshop, you will learn how to identify your triggers and resolve them. It is much easier to execute your decisions, conversations, or actions effectively when you are clear of emotional interference!

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## **Remodel Minority**

Participants will examine the "Model Minority Myth" that portrays all people of Asian descent as overachieving, law-abiding, and able to assimilate into the dominant culture of American Society effortlessly. Despite its positive overtones, it ignores the reality of systemic racism that Asian Americans continue to encounter and pits communities of color against each other. This workshop explores the history and experiences of Asian Americans and teaches ways to dismantle the Model Minority Myth.

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## **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, Participants 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.

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## **Stories of Self: Honoring the Past to Inform the Future**

History is made up of the vast experiences that intertwine with each other. In this interactive workshop, we delve into LEAP’s Asian and Pacific Islander Experiences in the United States timeline where participants are able to process and engage with historic moments centering the vast and nuanced experiences of the API community. The impact of learning about histories that are often left untold and silenced will inspire a safe space where folks are able to craft and share their own stories of self with the purpose of adding their unique value to the larger story. We honor the past to better inform where we want to be and need to be in the future.

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## **The Emotionally Intelligent Leader**

Emotional Intelligence (EQ) is one of the fastest growing professional communication tools. It is consciously choosing thoughts, feelings and actions to get optimal results in your interactions on a professional and personal level. Increasing EQ skills equips leaders, managers, and individual contributors to improve listening skills, make better decisions, communicate more effectively and build stronger relationships. EQ training taps into individual human potential and is a natural fit for leadership and diversity training as well as building skills in effective communication and conflict resolution.

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## **The Power of Networking**

Networking is an often used and misused word. At its worst, it conjures images of someone trying to shake hands and exchange business cards with as many people as possible. At its best, it’s a meaningful introduction that develops into a mutually beneficial relationship. The purpose of this workshop is to expand our definition of networking and develop an understanding of how our Asian cultural values impact our attitudes and effectiveness toward networking. You will define goals and strategies for an effective job search through networking.