



LEADERSHIP EDUCATION FOR ASIAN PACIFICS, INC



g r o w i n g l e a d e r s

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Founded 30 years ago, Leadership Education for Asian Pacifics, Inc. (LEAP) is a national, nonprofit organization, with a mission to achieve full participation and equality for Asian and Pacific Islanders (APIs) through leadership, empowerment, and policy. It started with a simple yet powerful idea: to address the lack of API leadership representation across the private, public and nonprofit sectors.

Today, despite steady and rapid API population growth, LEAP's own leadership research indicates APIs continue to be underrepresented in leadership roles across sectors. LEAP's experience providing culturally relevant workshops and programs to more than 125,000 people across the nation indicates that challenges and roadblocks continue to exist for APIs and their climb into leadership. It also recognizes that the need for API leadership has two separate yet linked components: quantity and quality. Not only is there a need for greater numbers of API leaders, but these leaders also must be more effective if API communities are to thrive.

Thus, the role of LEAP in the API community continues to be essential as we strive to grow leaders for all sectors of society.

Guided by the philosophy: "Keep Your Values. Develop New Skills.®", LEAP believes that Asian and Pacific Islanders can retain their culture, identity and values while developing new and vital skills that will enable them to be effective leaders in their organizations, their communities and the broader society. Over 2,500 LEAP leadership development programs, workshops, and presentations anchored by this guiding philosophy have been delivered to clients including: colleges and universities, community and student organizations, federal and state government agencies and Fortune 1000 companies across the country.

Intent on "growing leaders", its core strategic approach is Developing People, because leaders are made not born and need to be at the decision-making table; Informing Society, because leaders need to know the issues and be a voice for the communities they are representing or advocating for; Empowering Communities, because strong leaders give back to and are grounded in strong, vibrant communities.

LEAP is currently the only Asian and Pacific Islander organization dedicated to cultivating a robust pipeline of leaders by encouraging individuals to assume leadership positions at work and in the community, and ultimately, become role models for future leaders.

"LEAP was very influential in my decision to work in nonprofit. I definitely would say that it's because of LIA (Leadership In Action) that I'm where I am today."

—**Scott Chan**, Project Coordinator, APIOPA

"LEAP, quite simply, changed my life... My life has been greatly enriched by the self-knowledge and skill development provided by the LEAP experience. It was a true epiphany for me. Now I hope to be able to give back to help others just as LEAP helped me!"

—**Margaret Ashida**, Director, Empire State STEM Learning Network

"This program (Executive Directors Leadership Program) is extremely beneficial to not only our community but to the broader community. There is such a shortage of programs like this, so if you're considering supporting a leadership development program, I think this is the program that you need to support."

—**Jasjit Singh**, Executive Director

18.5 million

Asian Pacific Islanders live in the United States making up **6%** of the total population

but

APIs account for

2.4%
of Board Seats

2.6%
of CEOs

2%
of Executive Officers

in the **Fortune 500**

NONE

of the Executive
Directorships

2.5%
of Board Seats

at the **Top 100
Nonprofits**

2.6%
of Board Seats

2%
of CEOs

1.9%
of Executive Officers

in the **Fortune 100**

NONE

of the CEOs

4.9%
of Board Seats

at the **Top 100
Foundations**

77.8% of the Fortune 500
70% of the Fortune 100
53% of the Top 100 Nonprofits
76% of the Top 100 Foundations

have **ZERO** API
representation on their boards

30 years of LEAP

1982

LEAP established as a Los Angeles based volunteer organization dedicated to community leadership training.

1983

Community Forums launched to foster dialogue that recognizes API issues in Southern California and later evolved to become Community Leadership Conferences held throughout the U.S.

1988

LEAP conducted its first workshops outside of California marking the beginning of its national presence.

1989

Technology & Aerospace Management Program focusing on enhancing API career opportunities in higher technology and aerospace industries launched. This program would later become the Leadership Development Program.

1997

Program Launched:
Leadership Development Program for Higher Education*

1992

Asian Pacific American Public Policy Institute, the first public policy center in the nation to address issues relevant to APIs, established.

1982 1984 1986 1988 1990 1992 1994 1996

**GRADUATES
BY THE NUMBERS**

116 681
PARTICIPANTS SINCE 1983

2007

API Youth Conference begun. This program would later become the Career and Leadership Seminars

Programs Launched:

- Asian Global Leadership Program *
- Executive Director Leadership Program *

2009

The Leadership Research Series launched as a part of LEAP's mission to inform society and empower communities. The series assesses the current API representation at the highest levels of leadership positions in all sectors of our society.

Programs Launched:

- Emerging Leaders Program *
- Leadership Through Philanthropy *

1998

Program Launched:

- Leadership in Action *

2006

Civic Leadership Institute, consisting of Civic Leadership Training and the Civic Engagement Conference initiated.

Leading with Impact created to address the cyclical nature of leadership, participant-specific leadership and career challenges.

Program Launched:

- Senior Managers Leadership Forum *

1999

Building Communities through Leadership

created to help build the capacity of API community-based organizations by providing a training program focused on developing leadership and management skills of lead staff and volunteers.

2000

Program Launched:

- Path to Professional Success *

2011

Program Launched:

- eLearning Series *

1998 2000 2002 2004 2006 2008 2010 2012

SERVING OVER **4000** PEOPLE EVERY YEAR

“LDP (Leadership Development Program) is a very intense one-week long experience, but if you take away the key tenets, it will truly help you develop into a broader leader.”

—Frank Fong, Aerospace Corporation

*See the next page to learn more about our programs

for more information please visit www.leap.org

programs

CORPORATE LEADERSHIP DEVELOPMENT PROGRAMS

LEADERSHIP DEVELOPMENT PROGRAM (LDP) is an intensive, interactive 5-day program designed for Asian and Pacific Islander (API) employees in leadership, management, and/or project management positions at leading global organizations. The program helps participants realize differences between Asian/Pacific Islander and mainstream American business culture and helps them bridge the gap while retaining their Asian values. API 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.

PATH TO PROFESSIONAL SUCCESS (PPS) is a customized 3-day program for companies seeking to increase the success of their API 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.

SENIOR MANAGERS LEADERSHIP FORUM (SMLF) is a highly interactive 2.5-day program designed to prepare senior-level API 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.

The newly launched **LEAP eLEARNING SERIES** is a blended online program designed specifically for Asians and Asian American professionals consisting of self-paced, on-demand online modules and local study groups designed to provide knowledge, offer strategies, and model skills necessary for leadership development within an Asian cultural context that will stimulate a process of personal growth preparing each

participant to become a more successful and productive 21st Century Leader in the global marketplace. Modules can be customized to meet the specific needs of customers.

COMMUNITY LEADERSHIP DEVELOPMENT PROGRAMS

EXECUTIVE DIRECTOR LEADERSHIP PROGRAM (EDLP) is a three part, six-month program designed to give Executive Directors the knowledge, skills, and support they need to effectively lead, manage and move their organizations forward. Participants will formulate strategies to grow and strengthen their organization by learning directly from peers, seasoned Executive Directors, nonprofit consultants, and funders. Through a six-month coaching process, participants will be able to implement lessons learned and sharpen their skills through one-on-one coaching.

EMERGING LEADERSHIP PROGRAM (ELP) is a three part, six-month program designed to build nonprofit organizational capacity by developing Asian and Pacific Islander 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.

LEADERSHIP DEVELOPMENT PROGRAM FOR HIGHER EDUCATION (LDPHE) promotes the professional development of API 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, 4-day experience 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.

LEADERSHIP IN ACTION (LIA) is an 8-week youth summer internship program that develops emerging leaders by providing college students with practical leadership skills and the opportunity to gain hands-on experience working in API community-based organizations in Southern California.

CAREER AND LEADERSHIP SEMINARS provide college students and young alumni the opportunity to connect with professionals in a variety of different professions, sectors, and industries. The seminars feature diverse speakers who discuss and share the choices and decisions that led to their current careers, the opportunities for leadership in their professions and industries and the importance of diverse leadership that is inclusive of APIs.

WORKSHOPS AND PRESENTATIONS

Corporate and community programs varying in length from 1-hour presentations to full day workshops have been offered since 1983.

Workshop topics and lengths may be customized to best fit the organization's needs. Nonprofit rates are available for qualified community and student organizations. Please visit www.leap.org for a complete listing of workshop offerings.

For more information about LEAP programs, workshops and presentations, please contact: Nancy Yap at nyap@leap.org.

**GRADUATES
BY THE NUMBERS**
2727 LDP FOR
HIGHER EDUCATION
LEADERSHIP 480
DEVELOPMENT PROGRAM
33 EMERGING
LEADERS
PROGRAM **122**
59 EXECUTIVE DIRECTORS
LEADERSHIP PROGRAM **LEADERSHIP
IN ACTION**
107 SENIOR MANAGEMENT
LEADERSHIP FORUM

publications

API REPRESENTATION ON **FORTUNE 500 BOARDS**

API REPRESENTATION ON **NONPROFIT BOARDS**

API REPRESENTATION ON **FOUNDATION BOARDS**

API REPRESENTATION IN **HIGHER EDUCATION**

growing leaders 

growing leaders 

growing leaders 

growing leaders 

As part of our mission to inform society and empower communities, Leadership Education for Asian Pacifics, Inc. (LEAP) launched a research initiative in 2009 to assess the current Asian and Pacific Islander (API) representation at the highest levels of leadership positions in different sectors of our society with the objective to establish a baseline from which to measure and compare the different sectors' progress (or lack thereof) within their diversity and inclusion efforts with respect to the API community. Through our **API Leadership Research Series** reports and our direct involvement with organizations to develop a robust pipeline of leaders through our programs, LEAP continues to do its part to shed light on the critical need for more representation of APIs in leadership roles.

Additional Public Policy Publications

- *The State of Asian America: Trajectory of Civic and Political Engagement*
- *The State of Asian Pacific America: Transforming Race Relations*
- *The State of Asian Pacific America: Reframing the Immigration Debate*
- *The State of Asian Pacific America: Economic Diversity, Issues & Policies*
- *The State of Asian Pacific America: Policy Issues to the Year 2020*
- *Beyond Asian American Poverty*
- *Common Ground: Perspectives on Affirmative Action and its Impact on Asian Pacific Americans*
- *Dollars & Sense: Policies for Growing Asian Pacific Islander Small Business*
- *In Support of Civil Rights: Taking on the Initiative*
- *Lessons of Parcel C: Reflections on Community Lawyering*
- *Reapportionment and Redistricting in Los Angeles: Implications for Asian Pacific Americans*

for more information please visit www.leap.org

"Attending the course helped me gain a deeper insight and awareness, and that helped my career immensely."

—**Rakesh Ahuja**, Vice President, Center Based Operations, IBM

"I just felt much more confident in my position. More than that, just knowing the other people who were going through similar issues and similar questions, I knew that I wasn't alone, and that I have friends I could consult with."

—**Karenne Koo**, Executive Director, Evolve Dance

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