

		Early Career	= 0-4 years of professional experience	Senior Manager	= 10+ years of professional experience AND manager of managers		
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Session	Day	Start Time	Audience	Workshop Title	Trainer Name	Workshop Description / Abstract	Key Learning Objectives
220	Thursday	9:45 AM	Early Career	Skills Safari: Journey to Mastery in Leadership and Communication	Fabian De Rozario	This will be a comprehensive personal growth and development adventure. Participants will take a skills assessment to identify strengths and areas for improvement that significantly impact professional success. We will learn and practice communication capabilities, e.g., public speaking skills, non-verbal skills, and how to handle difficult conversations. We will also focus on leadership attributes such as critical thinking, influencing, charisma, and integrity. Through small group interactive exercises and candid/plain talk, the trainers will challenge you to be bold and to construct a robust personal development plan to unlock your potential and to excel in your career.	<ol style="list-style-type: none"> Understand the importance of effective leadership and communication skills in the context of Asian STEM professionals. Identify focus areas to improve one's communication and leadership skills. Explore strategies and skills to enhance communication and leadership capabilities in the workplace. Inspire courage and discipline to actively work on building professional skills and capabilities. Commit to actionable steps that can be implemented immediately to grow one's impact at work.
221	Thursday	9:45 AM	Early Career	How to Say What You Mean: Get Confident with Conflict	Van Lai-DuMone	Conflict is natural. Issues arise in mismanagement and avoidance of conflict. This workshop will shift your mindset, from viewing conflict as negative to seeing it as an opportunity for personal growth and communication. Through the unique use of creative tools, experience and gain skill sets to effectively and naturally resolve conflict. As Asians, we often have challenges with conflict due to upbringing and social norms. Take time in this workshop to address that mindset to reframe conflict - recognizing it as an opportunity. Learn tools to effectively manage conflicts at work and other areas of your life. And gain the confidence and competence to manage conflict in a way that feels authentic to you.	<ol style="list-style-type: none"> Redefine conflict to express it's value Review why we need to be effective at addressing conflict Uncover your natural conflict management style Learn effective tools to engage in collaborative resolutions
222	Thursday	9:45 AM	Mid+ Career	Effective Communication for Non-Native English Speakers	Dottie Li	<p>This interactive workshop will help English as a second language (ESL) speakers communicate better with enhanced clarity and purpose, neutralize pronunciation, and develop effective communication methods to the most important audiences.</p> <p>It will also help co-workers better understand how to break down communication challenges with ESL professionals effectively. This course will help reduce complaints and communication barriers and improve the bottom line.</p> <p>Some of America's top scientists, researchers, engineers, and doctors are not native-born, and many more immigrants are taking on roles as executives, managers, and highly skilled technical professionals. However, many foreign-born professionals struggle to overcome cultural and communication barriers that hinder their goal achievement. That is one reason we see relatively few non-native professionals in top management roles. Oftentimes, conflicts arise because of missed cultural and linguistic cues.</p> <p>Seasoned accent reduction coach, former Voice of America broadcaster, and network television producer Dottie Li (a non-native English speaker herself) will guide you through this eye-opening training to improve your communication and increase your confidence, professionally and personally.</p> <p>You will learn methods of replicating standard American speech sounds to increase the effectiveness and clarity of your communication.</p>	The expected outcomes from this workshop are that participants will improve their ability to deliver a speech or presentation with proper pronunciation, reduce their foreign accent, and eliminate common grammatical errors.
223	Thursday	9:45 AM	Mid+ Career	Quiet Influence	Laura Flessner	Validates that introverts can be leaders too, gives a strategy to increase your influence (Innovative Leadership) without needing to be loud and overly assertive. Second half gives tools we work through & practice together.	<ul style="list-style-type: none"> - A strategy to build their leadership as an introvert - Tools to take away and use immediately to influence and engage - Confidence that they can be a leader without needing to change their personality
224	Thursday	9:45 AM	Mid+ Career	Think Like an Innovator: Master Associative Thinking	Leo Chan	<p>Imagine the world around you as a treasure trove of inspiration, where a simple walk could lead to your next breakthrough. This is the magic of associative thinking, the secret behind the creation of Velcro, inspired by the burdock burr. It's the skill of connecting seemingly unrelated dots to create something extraordinary.</p> <p>This is a trait of the world's greatest innovators, and now it can be yours too. In this workshop, we will unravel the mystery of associative thinking and give you practical tools to implement it right away. This isn't just a concept to discuss; it's a skill to master.</p> <p>KEY AUDIENCE TAKEAWAYS:</p> <ul style="list-style-type: none"> • learn the key trait of innovators: what associative thinking is all about • discover the process to associative thinking • gain practical tools to implement this powerful mindset 	

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225	Thursday	9:45 AM	Mid+ Career	How to Achieve and Sustain Peak Performance in High Stress Environments	Eugene Choi	<p>Executives are expected to do more with less resources, less money and less time.</p> <p>Leading in today's business environment is hard. Technologies change, priorities change, and leaders change.</p> <p>Today's leaders are expected to be at their best day in and day out, in unpredictable and unclear circumstances.</p> <p>Learning how to activate your powerful executive brain at will can help optimize your mindset, reduce toxic stress, and lead with more impact.</p> <p>Research suggests our brains critical thinking skills, empathy, and creativity are basically shut off for about 70% of our adult lives.</p> <p>Modern day science now reveals the secrets to maximizing the brain's performance at will so that you can experience the confidence of knowing you are making your best decisions, inspiring your team, and making big impact.</p>	<ul style="list-style-type: none"> - Implement strategies that can help you and your team operate at peak performance without burnout - Heighten your ability to quickly find solutions to complex problems. - Identify the nuanced behaviors that most leaders are unknowingly guilty of that cause blind spots and avoidable mistakes.
226	Thursday	9:45 AM	ERG Leaders	Effective ERG Practices in Closing the Asian Leadership Gap	Jim Lee	<p>Asian Employee Resource Groups (ERGs) have a crucial role in bridging the leadership gap for Asian professionals. By implementing strategic practices and effective operational systems, ERGs can help members gain visibility and secure promotions and leadership opportunities. In our workshop, we will provide a framework for ERGs to leverage their unique strengths in the following areas:</p> <ul style="list-style-type: none"> -Advocacy and Visibility -Professional Development -Creating a Supportive Community -Addressing Systemic Barriers -Enhancing Organizational Culture <p>While many ERGs already offer programs that address these needs, challenges such as limited funding and resources can impede their effectiveness. Additionally, ERG leaders often seek to develop leadership skills through their volunteer roles but may struggle to gain recognition for their contributions, as these programs are sometimes perceived as being irrelevant.</p> <p>In this workshop, we will outline practical processes and procedures for creating an ERG structure that not only advocates for the Asian community but also supports leadership development and career advancement. Participants will learn how to enhance the impact of their ERG, overcome common challenges, and ensure their efforts contribute to meaningful career growth for their members.</p>	<p>Key Learning Objectives:</p> <p>Building an Effective ERG: Develop an ERG that effectively serves both the company and the Asian community, aligning its goals with organizational objectives.</p> <p>Utilizing Executive Sponsorships and Networks: Leverage relationships with executive sponsors and professional networks to secure resources and support for ERG initiatives.</p> <p>Designing Leadership Development Programs: Implement events and programs that integrate leadership development opportunities for ERG leadership and members.</p> <p>Aligning ERG Leadership with Corporate Culture: Structure ERG leadership roles and processes to reflect and support the broader corporate culture.</p>
227	Thursday	9:45 AM	Mid+ Career Women	Leading with Authenticity AND Effectiveness	Sarah-SoonLing Blackburn	<p>In this workshop, managers will reflect on their current management style, understanding where it comes from and the extent to which it meets the needs of their team. They will understand the cultural influences that influence their current practices, and recognize that authenticity and effectiveness don't have to be mutually exclusive. Participants will explore different styles of leadership, determining actions they can take to be more effective in their roles. They will learn strategies to strengthen relationships with employees, reset expectations, and navigate disagreement and feedback.</p>	<p>Understanding current leadership styles and the cultural influences/implications</p> <p>Exploring a concrete tool for self-evaluation (an adaptation of the Social Discipline Window -- Key idea: People perform best when leaders work WITH them, rather than dictating TO them, doing things FOR them, or NOT being clear, direct, and available.)</p> <p>Discuss common challenges and explore strategies for change, including:</p> <p>TO: Establishing or repairing relationships with reports</p> <p>NOT: (Re)setting team culture and expectations</p> <p>FOR: Delivering feedback and navigating disagreement</p>
228	Thursday	9:45 AM	Senior Managers	Leading with Cultural Fluency	Jane Hyun		
240	Thursday	2:15 PM	All	Accountability in Action: Mastering Ownership...	Payal Beri		
241	Thursday	2:15 PM	All	Let's Get Real: Practical Negotiation Strategies for Your Career and Life	Christina Ching	<p>In this experiential workshop, you will learn practical negotiation skills and strategies to help you navigate your career and life path. From buying a car to asking for a raise, negotiations don't have to be scary or confrontational if you're prepared and know what you're up against both externally (the other side) and internally (you). There will be ample opportunities to practice with peers.</p>	<p>You'll learn how to prepare for and handle a negotiation, what tools/skills/strategies are needed, and you will practice with peers.</p>
243	Thursday	2:15 PM	All	Recover Faster from Stress to Improve Your Communication & Collaboration	Jennifer Lin	<p>Work can be stressful, whether you're giving a presentation, managing your relationships with stakeholders, or leading a team. Stress uses up your "CPU", so you end up with less CPU to tackle work challenges, and even less CPU due to underlying stress from our Asian heritage and global issues like wars, inflation, etc. It is possible to recover faster from stress, so you can reclaim your CPU to effectively get things done. This is a life skill that we can all develop. With reduced stress, we can be ready with more CPU to communicate clearly and collaborate efficiently. Sometimes our intelligent mind has analyzed the work situation yet is unable to help us manage the stress. So in this interactive workshop, we're going to engage our body's natural healing ability with ancient and science-based Asian wisdom to practice this life skill of recovering faster from stress.</p>	<ul style="list-style-type: none"> - You learn how to recover faster from stress using the power of your body's natural healing ability with ancient and science-based Asian wisdom. - You take a stressful situation at work and practice reducing your stress level to reclaim your CPU to effectively get things done. - You learn movement techniques that can help you recover faster from stress, right before a presentation, a meeting with stakeholders, or a difficult conversation.

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244	Thursday	2:15 PM	All	How to Bridge Intergenerational Gaps	Amy Yip	<p>There is a universal struggle many of us face when interacting cross-generations: misunderstandings, different value systems and lived experiences. This workshop explores the intersection of intergenerational dynamics, career development, and leadership within the context of the relationship between generations.</p> <p>During this workshop, we will explore The transformative impact of healing conversations on personal growth and professional fulfillment Practical strategies for engaging in meaningful conversations across generations to reduce intergenerational gaps How dynamics across generations can shape our career paths, leadership styles, and pursuit of success</p> <p>By embracing vulnerability and understanding perspectives across generations, participants will gain insights into how these conversations can unlock new possibilities, strengthen relationships, and pave the way for career success and authentic connections.</p>	<p>~Recognize common stereotypes, traits and ways in which different generations have been shaped and the impact on how they show up ~Identify personal assumptions, beliefs and world views and how that impacts views of others ~Practice listening and empathy skills to engage in more meaningful cross-generational conversations</p>
245	Thursday	2:15 PM	All	AI for Coaching and Well-Being	Mo Fong	<p>This interactive workshop is designed for individuals who have thought about using Generative AI coaching tools to achieve their aspirational and behavioral goals and are curious to learn more. For any high performers, coaches can assist in guiding the individual to peak performance as individual contributors or on a team. Similar to sports coaches for elite athletes, leadership coaches are able to make observations, work with clients to understand what is holding them back, and unleash their potential within the context they work in. Generative AI coaching tools have now sprouted beyond Gemini, CoPilot and ChatGPT to other platforms such as rocky.ai, evoach.com, coachvici.com, etc. Understanding the power, limitations, and biases of these platforms enable individuals to know how best to optimize their experiences and use the tools responsibly. This workshop will be given from the unique lens of Asian cultural perspectives and values that influence the perception of well-being and self-improvement.</p>	<ol style="list-style-type: none"> 1. Understand the potential, limitations, and biases of Generative AI coaching tools to optimize their use responsibly. 2. Apply AI coaching strategies to enhance individual and team performance by identifying obstacles and unlocking potential. 3. Incorporate cultural perspectives and values of Asian employees into AI coaching for a personalized and culturally sensitive approach.
246	Thursday	2:15 PM	ERG Leaders	Harnessing the 5 Voices System to Build Collaborative ERG Teams and Prevent Leadership Burnout	Jim Lee	<p>The 5 Voices System provides a practical framework for understanding individual strengths and communication styles within teams, empowering leaders to cultivate collaboration. Most ERG leadership tends to turnover every 3-5 years due to burnout. Leveraging everyone's 5 Voices can help you to work smarter, not harder. This workshop will guide team leaders to optimize team dynamics and create an environment where all members can provide diversity in ideas, while a unified identity.</p> <p>By understanding how each voice processes information, makes decisions, and engages with others, leaders will learn to tap into their team's full potential without overextending themselves. This approach enables leaders to delegate tasks strategically, ensuring that work is distributed according to individual strengths and talents, thus reducing bottlenecks and inefficiencies. Instead of pushing harder and taking on more themselves, leaders will discover how to build trust, empower team members, and foster a culture of accountability and mutual support.</p> <p>Through these healthy team leadership practices, ERG leaders will be able to leverage these skill sets at their jobs, helping demonstrate these towards career growth.</p>	<p>Key Learning Objectives: Identifying Team Members' Voices and Strengths Recognize and assess the unique voices within your team, understanding how to align tasks with individuals' strengths for maximum efficiency and engagement. Optimizing Team Dynamics for Collaboration Discover how to foster a culture of open communication and trust by ensuring all voices are heard, which leads to better collaboration, creativity, and problem-solving. Working Smarter Through Strategic Delegation Learn to delegate tasks more effectively based on the strengths of each voice, enabling leaders to distribute workload strategically and avoid unnecessary overwork or micromanagement. Preventing Leadership Burnout Understand how to prevent burnout by reducing personal workload, empowering team members to take ownership of their responsibilities, and fostering shared accountability within the team. Creating Sustainable Leadership Practices Develop actionable strategies for maintaining well-being and resilience as a leader, ensuring that your approach to leadership remains sustainable, balanced, and effective over the long term.</p>
247	Thursday	2:15 PM	Mid+ Career Women	Crack The Code: Get The Promotion You Deserve Full STEAM Ahead	Hope Yin	<p>Do you feel disappointed that a promotion you have been chasing for many years is still far from sight? Do you feel defeated when you see people around you get promoted one by one but you? What makes one person get promoted but another does not? Asian Women are among the least likely to be promoted to leadership positions, despite they hold more advanced degrees. Hope Yin will share her S.T.E.A.M. strategy that helped her and many others to get their executive leadership roles. You will take away with practical strategies and mindset shifts that will help advance your career. Get Promoted, full STEAM ahead, because you deserve it.</p> <p>Born and raised in China, Hope began her immigrant journey 26 years ago. Ever since started working as a software engineer, Hope was often the only woman in the room throughout her career. She was a single mother raising 2 young children by herself. Despite all the adversities, Hope was able to strategically navigate the career labyrinth and was promoted as an executive in Tech in one of the largest and most prestigious financial companies. In this session, Hope wants to share her learnings of 20+ years with you so that you can leverage these strategies to clear the path to your next level of promotion.</p>	<p>Identify the key factors that contribute to successful promotions, with a specific focus on overcoming challenges faced by Asian women. Develop and implement a S.T.E.A.M. strategy tailored to their individual strengths and career goals Shift their mindset to overcome feelings of defeat and embrace a proactive approach to career advancement.</p>

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248	Thursday	2:15 PM	Senior Managers	Read and Lead Your Audience (and win them over in 10 sentences or less)	Rebecca Okamoto	<p>Does pitching and presenting ever feel like a minefield? One minute everything seems fine, but the moment you're not on the same page as your listener, things can go south pretty quickly.</p> <p>If only you knew EXACTLY what your audience was looking for!</p> <p>If you knew you'd eliminate the details your audience didn't care about. You'd skip frustrating delays, confusion and rework. And you'd nail your presentation in record time.</p> <p>If you're tired of wondering how to more accurately target what your audience wants, then come and learn this fast and practical approach to pinpoint top-of-mind needs. This session is designed to help you target and adjust your message based on your audience, and more successfully engage them.</p>	<p>You'll learn how to:</p> <ul style="list-style-type: none"> - Identify what your audience is looking for. - Strike the perfect balance of insight and details. - Position your topic as a must-learn-more proposition. - Create a concise update or message in 10 sentences or less.
250	Thursday	3:45 PM	All	EP: Managing Up: Navigating the Art of Influencing and Building Effective Relationships with Senior Leadership	Payal Beri	Explore the art of effectively managing relationships with senior leadership. Learn the strategies and skills that executives use to influence upward, communicate effectively with senior leaders, and foster productive partnerships to drive organizational success.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Sung-Dae Hong, StatLab - Grant Kim, Leidos - Srinivas Reddy, Procter & Gamble
251	Thursday	3:45 PM	All	EP: Shattering Stereotypes: Embracing Assertiveness and Empathy in Asian Leadership	Van Lai-DuMone	It can be tricky to navigate the perception that Asians in leadership are deferential and passive on one hand, and "too pushy" on the other hand. Leaders share their perspective with tips and tricks that help overcome this bias.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Annie Chi, Chevron - Joe Nguyen, Lockheed Martin
252	Thursday	3:45 PM	All	EP: Personal Branding: Leveraging Your Unique Identity for Professional Success	Lan Phan	The power of having a strong influential personal brand that resonates with their target audience will enhance leadership impact. Executives explore how they developed and recreated their personal brand during their career.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Talib Bhabhrwala, GE Vernova - Jerry Fan, Burns & McDonnell - Satheshkumar Kumarasingam, RTX
253	Thursday	3:45 PM	All	EP: The Art of Connection: Unleashing Credibility & Rapport	Laura Flessner	Turning inspiration into action is an art. Executives share how to build effective connections with influencers in your organization. Gaining access to the right people, effective communication, building and sustaining meaningful relationships, and gaining advocacy to enable your success.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Hari Nair, Procter & Gamble - Linh Nguyen, Deloitte Consulting - Anita Stone, RTX
254	Thursday	3:45 PM	All	EP: The Power of Believing in Yourself: Unlocking Leadership Potential and Inspiring Organizational Excellence	Amy Yip	Believing in yourself, even when no one else believes in you, is a necessary element of achieving greatness. The crucial role of self-confidence results in resilience and a growth mindset in driving personal and professional success. Executives share their experiences with overcoming self-doubt to build unwavering self-confidence and achieve their goals.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Asha Belarski, GE Aerospace - Roy Donelson, Northrop Grumman - Kathleen O'Connor, GDIT
255	Thursday	3:45 PM	All	EP: Change Management in Times of Economic Uncertainty	Eugene Choi	During times of economic volatility, the ability to effectively manage change has become essential for organizational resilience and success. Leaders must prioritize the psychological impacts of economic uncertainty on employees and emphasize the importance of transparent communication, resilience building, and adaptive leadership. Leaders will share examples of successful strategies or initiatives that have helped their organization stay resilient during periods of economic volatility.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Joanne Hill-Kittle, NASA - Nivine Kallab, RTX - Roland Oliva, bp
256	Thursday	3:45 PM	ERG Leaders	EP: Maximizing Your ERG Executive Sponsors	Jim Lee		<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Shamala Littlefield, Lockheed Martin - Gene Terwilliger, Naval Nuclear Labs - Stephanie Turner, MITRE
257	Thursday	3:45 PM	Mid+ Career Women	EP: Why Mentoring Could Unlock Your Career	Jennifer Chiao	SASE launched a very successful Women Mentoring Pods Pilot in 2024 designed to create opportunities for APA women professionals to have real conversations in a safe environment with APA executives across companies and industries. Come to hear directly from the executive mentors and the women professionals on their personal experiences and heart-warming insights.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Suyin Copley, Ford - Raman Malhotra, Leidos - Loan Ngo, Henkel
258	Thursday	3:45 PM	All	EP: The Nature, Qualities, Responsibilities and Conduct of Executive Leadership	Vu Pham	Discover the fundamentals of exceptional leadership at our panel discussion. Leaders will discuss the nature, qualities, responsibilities, and conduct of outstanding executive leadership. Learn how top leaders navigate challenges, inspire their teams, and drive organizational success with integrity and vision. Explore what truly defines great leadership and how you can elevate your own leadership skills to new heights.	<p>Executive Panelists:</p> <ul style="list-style-type: none"> - Lawrence Ling, SRMC - Chris Soong, Huntington Ingalls Industries - Austin Wang, MITRE
320	Friday	9:45 AM	Early Career	Accelerate Your Career with PIE and Ikigai as Rocket Fuel!	Uday/ Fabian Sheth/ DeRozario	<p>Early Career employees can accelerate their career by delivering superior performance across their career, while simultaneously demonstrating professional skills and business acumen for long term success. This session will feature SASE's research on leadership challenges for Asians, SASE's approach to enabling younger professionals to Unlock Their Full Leadership Potential, and a detailed review of two frameworks to help you identify your development focus areas. We will explore the "PIE3x" Model which is a framework for strong Performance delivery coupled with building your Image skills & growing Exposure opportunities. We will then examine the "Ikigai" framework to help you move closer to your Personal Best in your current role and to gain clarity in shaping your career path. This session will be interactive with concepts brought to life in small group breakout discussions coached by Asian Executives</p>	<ol style="list-style-type: none"> 1) Understand the current state of Asian leadership representation and the key challenges/barriers to our progress. 2) Gain insights on where you are on each element of the PIE3x and Ikigai frameworks, and where you can take action to strengthen those elements for growth opportunities. 3) Formulate a career & growth plan using these insights to increase impact, to shape your career trajectory, and to engage your managers & mentors to support your development.

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321	Friday	9:45 AM	Early Career	How to handle hard conversations -- negotiation isn't what you think it is	Christina Ching	We encounter difficult conversations every day, and the outcome is typically not what we really wanted. In this workshop, you'll learn the tools needed to help you approach hard conversations and negotiations differently. Come ready to listen, learn, and practice as this will be a "speed" workshop packed with information (and potentially an opportunity or two to practice with peers).	You'll learn what great conversations and, therefore, negotiations look like. You'll learn the tools needed to help you handle hard conversations and negotiations.
322	Friday	9:45 AM	Mid+ Career	How to Deliver a Winning (Technical) Presentation	Dottie Li	America's # 1 fear is public speaking. If you have that fear, not knowing what to say or how to say it, or having trouble presenting, this training is for you to defeat that fear. You'll learn how to control stage fright, organize any type of presentation/remarks, open and close your speeches, etc. This session teaches the Golden Rule in presenting any topic, how to organize a speech, how to open and close your remark, how to stand or sit in front of the audience, and how to dress for success for your speaking engagements, in-person and virtually. Learn the best tricks of the trade gained from over 30 years of experience as a radio broadcaster, network television producer, and corporate spokesperson in speaking with clarity and power. This session is designed for those who wish to improve their communication by developing methods of delivering effective messages to their most important audiences.	They will learn how to organize a speech, how to open and close your remark, how to stand or sit in front of the audience, and how to dress for success for your speaking engagements, in-person and virtually.
323	Friday	9:45 AM	Mid+ Career	What To Do & Not To Do in Decision Making	Jennifer Lin	We make decisions all the time, e.g. which priority to work on, what solution to implement, whether to respond to a message now, what to say in a meeting, whether to do more work, how to collaborate with a colleague, whether to leave the company, etc. Decision making can take a lot of time and energy. Are we making effective decisions where we stay true to ourselves? This can be challenging when we make decisions based on our fears or our Asian culture. Join this interactive workshop to learn what to do and what not to do in making decisions using a 9-centered framework that engages the wisdom of the human body.	- You practice a step-by-step framework on what to do and what not to do when making decisions. - You learn techniques in this framework that help you shift towards making decisions where you can stay true to yourself. - You apply this framework to a decision that you need to make to get support in your decision making.
324	Friday	9:45 AM	Mid+ Career	How to Create a Life Worth Living	Lan Phan	Are you ready to take charge of your future and find real meaning in your life? Join us for an inspiring talk with Lan Phan, CEO of Community of SEVEN and author of "Do This Daily: Secrets to Finding Success, Happiness, and Purpose in Work and Life." In this keynote about overcoming hardship and finding yourself along the way, Lan will share her story of overcoming the challenges of growing up in poverty in Inglewood, California, as a Vietnamese refugee. Through her experiences, she discovered that hardships are not obstacles but opportunities to build resilience and strength. Imagine starting each day with a clear purpose, making steady progress towards your dreams, and feeling genuine joy. Lan, a global leader in personal development, will share key lessons to help you find your true purpose. More importantly, she'll show you how to actually live with purpose through daily action. In this talk, Lan will guide you through practical steps to transform your mindset and master the art of purposeful living. You will learn how to become the best version of yourself and create a life rich in meaning and fulfillment. Lan's insights provide a vital blueprint for both professional success and personal growth. If you're ready to craft a life of significance and thrive in every aspect, join Lan Phan as she leads you on this path to discovering and manifesting your true potential.	In this talk, Lan will teach you how to: - Transform your mindset to think positively and proactively - Take consistent, purposeful actions to reach your goals - Become the best version of yourself - Build a meaningful and fulfilling life
325	Friday	9:45 AM	Mid+ Career	How to Be a Friction Fixer: Transform Organizational Challenges into Opportunities	Mo Fong	Every organization faces destructive friction, but some friction can be beneficial. "Friction Fixers," inspired by Robert I. Sutton and Huggy Rao's The Friction Project, empowers you to manage friction effectively. Learn to think like trustees of others' time, conduct friction forensics, and apply the help pyramid to resolve friction issues. We'll address common troubles such as oblivious leaders, addition sickness, broken connections, jargon monoxide, and frenetic teams. Leading a friction project involves linking small changes to significant improvements and fostering a culture of civility and caring. For Asian professionals, cultural norms like deference to hierarchy can make friction fixing particularly challenging. Navigating these dynamics requires balancing respect with the courage to address inefficiencies. Join us to turn friction into an opportunity for growth, transforming your organization with empathy and efficiency.	1. Learn to identify and manage organizational friction by conducting friction forensics and applying the help pyramid. 2. Address common friction troubles, including oblivious leaders, addition sickness, broken connections, jargon monoxide, and frenetic teams. 3. Navigate cultural norms, such as deference to hierarchy, to effectively balance respect and courage in addressing organizational inefficiencies.

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326	Friday	9:45 AM	Mid+ Career	Awakening Conscious Leadership: Transform Stress into Influential Presence in Uncertain Times	Nozomi Morgan	<p>The Awakening Conscious Leadership workshop offers a transformative two-hour immersion experience specifically designed for professionals and leaders who are navigating the challenges of today's uncertain and rapidly changing business environment. This unique program seamlessly combines cutting-edge neuroscience with mindfulness practices to equip participants with essential conscious leadership skills.</p> <p>The workshop directly addresses prevalent leadership challenges such as stress management, burnout prevention, reactive decision-making, and lack of self-awareness while also tackling issues like inspiring others, effective communication, adapting to change, work-life balance, and fostering a positive work culture.</p> <p>Through highly engaging interactive exercises and embodiment practices, participants will learn to:</p> <ul style="list-style-type: none"> - Master Intentional Influence: Gain an understanding of the neuroscience behind effective leadership in high-pressure situations. - Regulate Responses: Acquire a powerful toolkit to effectively manage stress and uncertainty, maintaining composure in any scenario. - Rewire for Resilience: Transform reactions to challenging situations and difficult individuals into compelling opportunities for growth and leadership. <p>This program places a strong emphasis on experiential learning, empowering participants to cultivate a heightened awareness of their stress reactions and enhance their presence and influence. By engaging in the inner work necessary for sustained change, attendees will leave feeling equipped to navigate challenges with equanimity and creativity.</p> <p>Ideal for leaders seeking to elevate their leadership skills, expand their influence, and lead effectively in times of stress and rapid change, this workshop equips participants with practical tools to transform chaos into clarity, effectively turning conscious leadership into a formidable superpower for navigating uncertain times.</p>	<ul style="list-style-type: none"> - Master Intentional Influence: Gain an understanding of the neuroscience behind effective leadership in high-pressure situations. - Regulate Responses: Acquire a powerful toolkit to effectively manage stress and uncertainty, maintaining composure in any scenario. - Rewire for Resilience: Transform reactions to challenging situations and difficult individuals into compelling opportunities for growth and leadership.
327	Friday	9:45 AM	Senior Managers	StrataGems: Social Scientific Systems and Strategies for Executive Success	Vu Pham	<p>A stratagem entails a plan involving clever tactics to gain a competitive advantage. StrataGems, by Elevate, feature gems of strategy that leverage the strength of cultural and experiential backgrounds as launch pads to leadership and strategic success—with data-driven research and illuminating social-scientific insights.</p> <p>The proprietary AsianUpward Asian360 study reveals that 63.17% of APAs and 75.76% of Non-APAs believe that APAs are generally more "Strategic" than other major ethnic groups. Similarly, 94.01% of APAs and 95.24% of Non-APAs believe APAs are more "High Achievers," while also being rated higher as "Team Players" (83.34% for APAs and 76.62% for Non-APAs). This study yields even more data on other competencies. Unleash these APA strengths in this session, as you'll learn how to:</p>	<ul style="list-style-type: none"> • Leverage social scientific strategies to influence stakeholders in systematic ways—ideal for deploying persuasion and woo with executives, fellow managers, and direct reports (Plus, put an Asian "Woo" into the woo skill). • Speak the "Syntax of Strategy" as a leadership communication practice with the Yin-Yang of Language Tool. • Engage APA collectivist tendencies with the Collective Influence Tool to sway even the highest of leaders. • Bridge balance in office politics with our APA harmonious heritage and humility (95.81% for APAs and 85.71% for Non-APAs compared to other ethnic groups). <p>Gems possess multifaceted angles. StrataGems make you shine systematically and strategically.</p>
328	Friday	9:45 AM	Mid+ Career Women	Own the Room: 5 game changing ways to power your executive presence	Rebecca Okamoto	<p>Success in your career and leadership hinges on the quality of your relationships. People work with those they trust and have a relationship with—this is fundamental to how humans function. This highly interactive workshop will teach you how to cultivate genuine relationships that enhance your reputation and become a cornerstone of your professional success. You'll engage in real-time practice and implementation, leaving you with actionable strategies tailored to your strengths. Join us to transform your approach to cultivating critical relationships and elevate leadership.</p>	<p>In this workshop you'll learn how to:</p> <ol style="list-style-type: none"> 1. Establish executive presence from your first impression. 2. Confidently handle interruptions, getting talked over and re-establish your presence. 3. Avoid verbal and nonverbal cues that can undermine your credibility.
340	Friday	2:15 PM	All	Gruntled!	Rajiv Satyal	<p>Comedian Rajiv Satyal isn't disgruntled. He's grunted. Personally and professionally. How'd he do it? In this hilarious, poignant, and insightful talk, Satyal lays out how he found happiness as an older single person before finding even more happiness as a husband and a father. To make a living, Satyal has worked in an office, in a lab, on a stage, on a TV set, on a tennis court, at an amusement park... and in Antarctica. Seriously. He's the only human in history to perform standup comedy on all 7 continents. He's carved out quite a career — 100 million views... sharing a stage with Dave Chappelle and Jerry Seinfeld... and credits like Netflix, Amazon, NPR, and The New York Times — but it hasn't come easy. At the age of 30, Satyal left his office at P&G to pursue his passion for laughter. And now, he's returning to your office to provide some philosophical wisdom and practical tips on everyone's ultimate goal: happiness.</p>	<p>How to improve our Mental Health Decision-Making Refining Our Creativity and Innovation How to Communicate Better Developing Stronger Relationships More Effective Leadership</p>
341	Friday	2:15 PM	All	Giving and Receiving Effective Feedback	Alok Goel	<p>Utilizing the STAR feedback model, learn how to give effective feedback</p>	<p>Three key takeaways offer a detailed perspective on the approach to a specific situation, the actions implemented, and the concrete outcomes obtained. STAR feedback sessions are designed to emphasize the methodology and the results, rendering them beneficial for educational and developmental objectives.</p>
343	Friday	2:15 PM	Mid+ Career Women	True To You: Build Your Authentic Personal Brand	Laura Flessner	<p>Don't let unconscious bias (AAPI - Hard working, Woman - Nice, Admin work) create your personal brand... Discover a strategy to create a powerful personal brand that also speaks to your authentic leadership.</p> <p>Introduce the strategy of Innovative Leadership. Additional tools will be shared - different from Quiet Leadership Workshop so no duplication, if desired.</p>	<ul style="list-style-type: none"> - Why a Personal Brand is Important - How to strategically & authentically build a powerful personal brand, without needing to change who you are - Tools and frameworks take away and use immediately

Early Career		= 0-4 years of professional experience	Senior Manager		= 10+ years of professional experience AND manager of managers		
Mid+ Career		= 5+ years of professional experience	Mid + / Women		= 5+ years of professional experience, identify as a woman		
Session	Day	Start Time	Audience	Workshop Title	Trainer Name	Workshop Description / Abstract	Key Learning Objectives
344	Friday	2:15 PM	All	Transforming Your Money Mindset	Amy Yip	<p>Money can evoke a wide range of emotions, deeply influencing our daily decisions and overall relationship with finances. The money messages you received growing up are likely still impacting you today. They shape whether you pick up the bill, hold tightly to your paycheck, spend it immediately, or how you feel when negotiating your salary or pricing for a new client.</p> <p>In this workshop, we will delve into understanding your money mindset and the cultural influences that shape it, especially within the Asian context. Many of us were taught to be frugal, witnessing our parents' sacrifices and feeling guilt when spending on things that might seem unnecessary. These deep-seated emotions and fears can limit our financial potential. By gaining insight into your money mindset, you will gain greater control over your feelings about money and its influence in your life.</p> <p>During this workshop, we will Understand the origins of your money beliefs and how they affect your financial behaviors and decisions. Examine how cultural teachings, particularly within Asian communities, shape attitudes towards frugality, spending, and financial success. Learn practical strategies to transform limiting money beliefs, overcome financial fears, and develop a healthier, more empowering relationship with money.</p>	<p>~Identify personal money mindset and how it affects your behaviors and decisions ~Describe the impact of cultural upbringing on shaping of attitudes towards frugality, spending, and financial success. ~Develop practical strategies and plan to shift money mindset to a healthier relationship with money</p>
345	Friday	2:15 PM	All	Managing the Boss - a responsibility and an opportunity	Ajit Nott	<p>We learn a lot about managing relationships with our direct reports and peers but not nearly enough about managing the most important relationship at work, the one with our boss. One reason for this is the assumption that this is your manager's responsibility and not yours! Like all relationships, it takes two to make it work. In this workshop you will learn to take charge of managing this crucial relationship and walk away with some practices to test at work!</p>	<p>a. Take responsibility for managing your relationship with your manager b. Understand their context and goals and how you can partner with them for success c. Learn their communication style use it to build a strong partnership</p>
346	Friday	2:15 PM	All	The Life-Changing Power of Curiosity	Leo Chan	<p>We're all told to be curious, but no one teaches you how. This workshop is the HOW. Curiosity is one of the most beneficial skills you can develop personally and professionally. It leads to greater happiness, more creativity, innovation and better job performance. Curious to learn more? Come curious and ready to dive into an interactive, experiential workshop on how you can level up curiosity in your life!</p> <p>Learning outcomes: • learn the foundations of curiosity • discover why curiosity is so important • understand the challenges to curiosity • learn the process of curiosity • gain practical tools and exercises to nurture their own curiosity</p>	
347	Friday	2:15 PM	All	Fostering Asian American Belonging through Speaking Up	Sarah-SoonLing Blackburn	<p>Have you ever experienced or witnessed bias at work and wanted to speak up, but didn't? What about when you wanted to disagree with a supervisor or colleague, but you kept your mouth shut? There are many barriers to speaking up, including cultural norms, power dynamics, or simply not knowing the words to say. In this session, we will explore common scenarios that API people experience at work, digging into their historical roots and present-day implications. You will leave with concrete strategies for speaking up against bias and prejudice, respectfully disagreeing, and to foster greater belonging for all.</p>	<p>Explore common scenarios that API people experience at work, including their historical roots and present-day implications. Learn strategies to speak up against bias and prejudice, to respectfully disagree, and to foster great belonging for all.</p>
348	Friday	2:15 PM	Senior Managers	The Art of Forming Pivotal Relationships	Payal Beri	<p>Success in your career and leadership hinges on the quality of your relationships. People work with those they trust and have a relationship with&€"this is fundamental to how humans function. This highly interactive workshop will teach you how to cultivate genuine relationships that enhance your reputation and become a cornerstone of your professional success. You'll engage in real-time practice and implementation, leaving you with actionable strategies tailored to your strengths. Join us to transform your approach to cultivating critical relationships and elevate leadership.</p>	<p>Relinquish old beliefs preventing you from nurturing important relationships Learn strategies that lean into your strengths to increase confidence Practice how to take action on critical relationships</p>
351	Friday	3:45 PM	All	EP: Fish out of Water: Navigating Career Transitions with Confidence and Resilience	Christina Ching	<p>Career transitions can be stress-laden experiences with challenging decisions to be made at pivotal moments. Executives will share their personal lessons on adaptability, resilience, and the courage to explore new opportunities.</p>	<p>Executive Panelists: - Sriganesh Karur, Shell - Murali Krishnan, Northrop Grumman -</p>
352	Friday	3:45 PM	All	EP: Read the Room & Adapt: Mastering the Art of Verbal and Nonverbal Cues	Dottie Li	<p>Communication is 7% word choice, 38% tone of voice, and 55% body language. Understanding non-verbal cues is critical to effective leadership. Executives will share examples from their career on when they had to decode nonverbal cues and adapt their message to effectively communicate to various audiences.</p>	<p>Executive Panelists: - Lee Carson, Naval Nuclear Labs - Candy Chatanowich, Honeywell - Sergey Li, Peraton</p>
353	Friday	3:45 PM	All	EP: From Technical Leadership to Effective People Management	Jennifer Lin	<p>Many individuals are promoted into leadership roles due to their technical expertise, but this doesn't always translate into effective leadership skills. Join our executive panel to explore how to bridge the gap between technical skills and effective leadership. Discover strategies for setting clear leadership goals, expanding your perspective, seeking feedback, and experimenting with new approaches to elevate your leadership to match your technical expertise. Don't miss this opportunity to transform your leadership journey and drive greater success</p>	<p>Executive Panelists: - Jaynesh Patel, Northrop Grumman - Kevin Tow, GE Aerospace - Sonya Vial, Shell</p>

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354	Friday	3:45 PM	All	EP: The Changing Landscape of DEI: Where Do We Go From Here?	Fabian DeRozario	NOTE: This panel is likely to be canceled.	
355	Friday	3:45 PM	All	EP: Driving Forward: Leadership in the Age of AI	Mo Fong	We stand at a critical juncture in the AI revolution, facing a choice between letting fear and uncertainty hold us back or embracing this transformative moment to drive our organizations forward. By understanding AI's potential and adapting to the rapid pace of change, we can fully seize the opportunities these technologies offer across all sectors. Join us to explore how to harness AI's power and lead your organization into the future.	Executive Panelists: - Falguni Singh, GDIT - -
356	Friday	3:45 PM	Mid+ Career Women	EP: Empowering Asian Women in Industry	Nozomi Morgan	Join us for a thought-provoking panel discussion on addressing the unique challenges faced by Asian women in industry and the barriers to their advancement. Our experts will explore how managers, allies, and colleagues can foster an inclusive environment that not only supports but actively promotes the leadership potential of Asian women across various industries.	Executive Panelists: - Catherine McCully, Procter & Gamble - Tom Sanglier, Leidos -
357	Friday	3:45 PM	All	EP: Professional Blind Spots: Navigating Unseen Barriers and Unleashing Career Potential	Vu Pham	NOTE: This panel is likely to be canceled.	
358	Friday	3:45 PM	All	EP: Things I Wish I Had Known: Understanding the Path to Successful Executive Leadership	Hope Yin	Join our distinguished executive panel as they candidly share the invaluable insights they wish they had possessed before embarking on their journeys to executive leadership. Delve into the concealed nuances of successful leadership, gain perspectives on strategic decision-making, team alignment, and navigating organizational landscapes.	Executive Panelists: - Kei Bullock, Northrop Grumman - Quincy Chen, GE Aerospace - Sumesh Sundareswaran, GDIT