



# Ascend<sup>®</sup>

PAN-ASIAN LEADERS



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# Ascend<sup>®</sup>

## PAN-ASIAN LEADERS

### ABOUT ASCEND<sup>®</sup>

Ascend is the largest, non-profit Pan-Asian membership organization for business professionals in North America. Established in 2005, Ascend's network includes over 60,000 senior executives, professionals, and MBA/undergraduate students involved in its **17 professional chapters** and **34 student chapters\***. As a career lifecycle organization, it offers robust leadership and professional development programs designed to cultivate Pan-Asian talent by supporting its members in reaching their career potential and by supporting its corporate partners to develop a strong, diverse, and inclusive workforce to achieve business growth.

### OBJECTIVES

- Connect Pan-Asian leaders across industries through a network of seasoned professionals and emerging leaders
- Enable young professionals and emerging leaders to pursue their dreams and achieve new professional heights
- Assist our partners and sponsors to achieve business growth through world-class diversity and inclusion practices

### VALUE FOR CORPORATIONS

- Business growth through relationships and access to Ascend's networks and Fortune 500 global executives
- Talent acquisition, talent development and retention utilizing Ascend's networks and leadership programs
- Diversity enhancement through partnerships with Employee Resource Groups (ERGs) and utilization of Ascend's programs, executive networks and best practices
- Recognition from community and workforce for proactive leadership in supporting Pan-Asians

### VALUE FOR PROFESSIONALS

- Further advancement opportunities through career-enhancing programs
- Leadership development opportunities through mentorship and access to sponsors
- Networking with senior executives and peers across industries
- Recognition from corporations and community for contributions and leadership

*\*Includes AscendNAAMBA chapters*

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# OUR CHAPTERS

## PROFESSIONAL CHAPTERS

Our growing number of professional chapters in North America include a membership base of corporate executives, managers, and professionals across various industries. In an effort to cultivate and advance Pan-Asian professionals, our chapters organize a variety of local events and social gatherings, and deliver local programs such as professional development workshops, regional conferences and mentoring programs. They also encourage and promote civic engagement through community service.

## OUR PROFESSIONAL CHAPTERS ARE LOCATED IN:

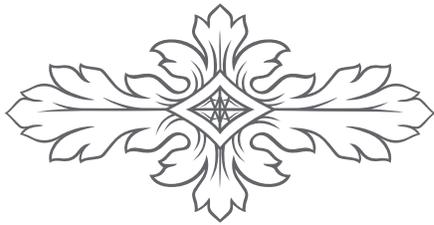
- Charlotte
- Connecticut & Westchester
- Greater Atlanta
- Greater Philadelphia
- Greater Washington\*
- Houston
- Los Angeles Metro
- Midwest
- New England
- New Jersey
- New York Metro
- North Texas
- Northern California
- Seattle
- Toronto
- Twin Cities\*
- Vancouver

## STUDENT CHAPTERS

Our student chapters focus on fostering the next generation of Pan-Asian leaders. Student chapters organize networking events, company visits, and deliver programs focusing on leadership training and provide resume and interview coaching. These chapters bring unique value to the members by creating a platform for career development and by helping them build a network of mentors and coaches. For a full list of student chapters, visit our website [www.ascendleadership.org](http://www.ascendleadership.org).

*\*Includes AscendNAAMBA chapters*

# PINNACLE The Pan-Asian Corporate Board Initiative



Pinnacle was launched by Ascend to focus on Asian American corporate board directors on US company boards.

## VISION

Help corporations enhance their business objectives by increasing the number of Asian American corporate board directors.

## GOAL

Create a platform to network, leverage and support current Asian American corporate board directors; develop aspiring candidates for future board service; and provide thought leadership regarding corporate board issues.

The goal is that each year, the number of new Asian Americans on Fortune 500 boards should reflect the Asian population in the United States. (6.8 percent in 2015)

## BACKGROUND

Currently, Asian American men and women account for only 1.8 percent of the 4,698 Fortune 500 board director seats – in comparison to the 2015 US Census Asian population of 6.8 percent. Nearly 80 percent of the Fortune 500 corporations have no Asian Americans on their boards. Of the 399 new Fortune 500 board directors in 2015, there were only 19 Asian Americans (4.8% versus 5.3% in 2014). At this rate, the gap will never close.

Former SEC Commissioner, Luis A. Aguilar, declared that, “The persistent lack of diversity in our corporate boardrooms is an issue that requires continuous focus.”

Academic studies as well as SEC-mandated disclosures have demonstrated that ethnic, cultural, and gender diversity of board directors translates into value creation and improved board efficiency and performance.

McKinsey’s study released in 2015 stated, “Racial and ethnic diversity has a stronger impact on financial performance in the United States than gender diversity.”

The last Alliance for Board Diversity report (2013) shows that for Fortune 500 companies, Asian Americans are last in the corporate board representation among all races:

- African American: Men comprised 7.0 percent of the total seats, while women captured 2.2 percent.
- Asian/Pacific Islander: Men comprised 1.9 percent, while women encompassed 0.8 percent.
- Hispanic/Latino: Men held 3.5 percent, while women occupied 0.8 percent.
- White/Caucasian: Men represented 67.9 percent of the total board seats, while women were at 15.9 percent.

## PARTNERSHIPS IN MOTION

Pinnacle is building relationships with National Association of Corporate Directors (NACD), Alliance for Board Diversity (ABD) and Stanford University Rock Center for Corporate Governance. Pinnacle has also joined the Thirty Percent Coalition to work the demand side of board diversity. Additionally, to better understand progress made and lessons learned in the board space, Pinnacle partners with diverse organizations including:

- Black Corporate Directors Conference (BCDC)
- Catalyst
- Executive Leadership Council (ELC)
- Hispanic Association on Corporate Responsibility (HACR)
- Latino Corporate Directors Association (LCDA)
- Leadership Education for Asian Pacifics (LEAP)

## PINNACLE MEMBERSHIP

Pinnacle has two categories of membership: experienced public company board directors and aspiring board directors. Pinnacle uses the “pull” from the experienced and the “push” from the aspiring to create momentum for change.

# STANFORD ADVANCED LEADERSHIP PROGRAM (ALP)

In collaboration with the Stanford Graduate School of Business, Ascend created the Advanced Leadership Program (ALP) to accelerate the development of global business leadership skills of senior executives at North American companies. As a first of its kind executive program for high-achieving Pan-Asian leaders, ALP strives to address the disparity between the number of Pan-Asians in the corporate workforce and those in executive positions.

Program participants generally are high-level Pan-Asian executives from corporations, however the program is open to executives who represent the top 3-4% of the corporate workforce, such as functional directors, vice presidents or partners.

## WHY A PROGRAM FOR PAN-ASIAN EXECUTIVES?

As corporations look to Asia for growth, businesses that successfully build an executive leadership pipeline from the fast-growing pool of Pan-Asian talent will be best positioned to innovate and grow globally.

Today, Pan-Asians are high contributors to North American and global businesses:

- The Pan-Asian population is expected to triple to 40 million in the next 40 years
- The Pan-Asian workforce is highly-educated, technically skilled, and affluent with tremendous leadership potential
- Pan-Asian corporations are setting up operations in the United States and represent the fastest growing market

ALP helps Pan-Asians achieve the highest level of leadership in the corporate world while making corporations more competitive with qualified Pan-Asian talent and reducing the gap in their executive pipelines.



## THIS PROGRAM WILL PREPARE EXECUTIVES TO:

### Lead through more effective influence and communications

- Build corporate power and influence to achieve results
- Challenge styles and limits, including Pan-Asian cultural bias
- Understand organizational intelligence and the impact of Pan-Asian influence
- Learn effective approaches from successful C-Suite executives and leading CEOs

### Lead in dynamic and uncertain competitive environments

- Know when to make decisions with available information
- Balance risks of failure versus risks of inaction
- Understand and respond to the CEO agenda

### Lead cross-functional teams to compete for global assignments

- Introduce and implement concepts of global business strategy
- Understand the criticality and impact of different functional roles
- Navigate challenges to global operations

“Personally, it was one of the first times I felt that the unique challenges faced by Asian Americans like myself and the advantages we have, were clearly identified and addressed. What was even better was that **the program sought to develop a holistic view** that melded the best of Western business practices and philosophies, together with some unmistakably Asian attributes, to build a more globally oriented and flexible philosophy of leadership. Thank you once again for this fantastic opportunity—it was transformational.”

—Senior Vice President, HSBC

# CORPORATE EXECUTIVE INITIATIVE (CEI)

The Corporate Executive Initiative (CEI) enlists and engages Pan-Asian executives from Fortune 1000 companies to assist the professional development of Pan-Asian business leaders. Ascend CEI members have achieved positions of leadership in large global corporations and are committed to the development of senior talent within the Pan-Asian corporate community.

## GOALS OF CEI

- Build a world-class business forum of Pan-Asian corporate leaders
- Enhance the opportunities of Pan-Asian executives to compete for the highest positions in Fortune 1000 companies
- Advance the visibility and influence of Pan-Asians in the workplace and in the broader Asian community

*Membership is by invitation only.*

## OBJECTIVES

- Assist in the professional development of rising Pan-Asian executives
- Enable the Pan-Asian workforce in large companies to gain prominence and success through internal resource organizations
- Help corporations define effective set of programs to enhance Pan-Asian leadership development as an integral component of their talent training protocol

## RESULTING IN

- Joint development and launch of the highly successful Advanced Leadership Program (ALP) for Pan-Asian executives at the Stanford Graduate School of Business
- Organized and conducted executive sessions with CEOs of Agilent®, Cisco®, GE Capital Aviation Services®, Netgear®, PG&E®, Seagate®, Sybase®, and others
- Leadership development sessions at Cisco®, Clorox®, Google®, Intel®, and others



# MYTHS OF ASIAN LEADERSHIP

Research conducted on the Pan-Asian demographics portrays the Asian community as the “model minority.” Is this fact or fiction? Are there facts that dispel the myths of Asians being the model minority? Ascend conducted extensive research into the realities of the model minority and found that despite their strong work ethic, academic achievement, and significant contributions to business, few Pan-Asians have obtained senior leadership positions in global corporations.<sup>1</sup> In fact, we call this “the curse of the model minority.” We have collected statistics and interviewed numerous Pan-Asian executives on why this phenomenon exists.<sup>2</sup> What can we do?

This session will examine common misconceptions about Pan-Asians and why so few Pan-Asians in global corporations reach the senior level. Given the number of corporate CEOs, CFOs, CIOs, or Senior VPs, there are proportionally far fewer Pan-Asians in these positions thus raising the question, “what is preventing Pan-Asians from achieving positions in the C-Suite?”

## DISCUSSIONS AROUND THE “MYTHS OF ASIAN LEADERSHIP” WILL FOCUS ON

- Where are the Pan-Asians? Are they represented throughout the leadership teams of global corporations? Data from our research will be presented.
- Why are there so few Pan-Asians? Are there cultural implications that affect their aspirations?
- What is the framework for success? What skills and behaviors will help in overcoming these barriers, myths or excuses?

During this session, we will provide examples of the behaviors and skills needed by Pan-Asians to help them achieve their career aspirations, reasons why a diverse senior leadership team is good for business, and our leadership framework for corporate success.

## OUTCOMES FROM THE SESSION

- Identification of the top “Myths of Asian Leadership”
- Understanding and enlightenment of the “Myths” – are they real or not?
- Learn what Pan-Asians can do to overcome these myths, limitations or excuses

This 2-hour interactive session benefits corporations that are committed to helping Pan-Asians realize their full potential. The “Myths of Asian Leadership” program provides an introduction to the Executive Insight Series™ (EIS) program where these concepts will be further explored.

<sup>1</sup> Buck Gee and Wes Hom, “The Failure of Asian Success in the Bay Area: Asians as Corporate Executive Leaders,” *Corporate Executive Initiative*, March 28, 2009; <http://www.ascendleadership.org/Research>

<sup>2</sup> Buck Gee, “New York Metro Area Corporate Census: Asian American Executives,” *Corporate Executive Initiative*, August 15, 2009, 5; <http://www.ascendleadership.org/Research>

“This is a topic that really needs to be focused on and it is extremely well covered in this program. I always think about these issues but have not had the courage to address them before. This is a chance for me to learn about how to improve my communication skills and enhance my career development opportunities.”

–*Manager, State Street Bank*



# EXECUTIVE INSIGHT SERIES™ (EIS)

The Executive Insight Series™ (EIS) assists high-potential Pan-Asian managers and senior professionals to attain leadership roles in major North American corporations. EIS provides insight into key characteristics, specific behaviors, competencies, and experiences required to reach the executive level. Participants typically have 8-12 years of experience and hold manager, senior manager, director or pre-executive positions.

## WHY A PROGRAM FOR ASIAN MANAGERS?

Ascend's findings<sup>1</sup> show that relatively few Pan-Asians have achieved executive leadership roles, even in regions with a significant Pan-Asian presence such as San Francisco and New York<sup>2</sup>. EIS examines the "Myths of Asian Leadership" preventing Pan-Asians from reaching top executive positions.

This program bridges the training gap that exists between introductory management, education and executive level coaching for high-potential Pan-Asian managers and senior professionals.

The content will help attendees, in the context of being Asian, to understand how real management decisions are made. This program provides participants with a leadership framework that empowers them to adapt their attitudes for leadership and business value.

## BACKGROUND

- Developed by Pan-Asian executives\* who successfully led large North American corporations in multicultural settings, such as Cisco®, HP®, IBM®, KPMG®, and others
- Designed to improve core competencies that are undeveloped in many Pan-Asian business professionals
- Delivered by senior Pan-Asian executives with insight into the skills and behaviors needed to become an effective executive



## BENEFITS TO PARTICIPANTS

- Develop a thorough understanding of the "Myths of Asian Leadership" and how these myths act as barriers to advancement
- Gain insight into executive values, presence, and leadership skills demanded by large North American corporations to be a vital and integral part of the corporate culture
- Learn from real-life examples of executives and leaders – how they personally and professionally succeeded

"The last two days have been invaluable: Inspiring speakers who are generous enough to share their insight and hard won successes, and our peers who are immensely talented, driven and open. I look forward to practicing my new habits and staying in touch with this amazing group."

–Director of Corporate Development, Cisco

\*The same team responsible for the highly regarded Stanford University Graduate School of Business Advanced Leadership Program (ALP) for Pan-Asian executives

<sup>1</sup> Gee and Hom, "The Failure of Asian Success in the Bay Area: Asians as Corporate Executive Leaders," <http://www.ascendleadership.org/Research>

<sup>2</sup> Gee, Hom and Anand, "The Failure of Asian Success - Five Years Later," <http://www.ascendleadership.org/Research>

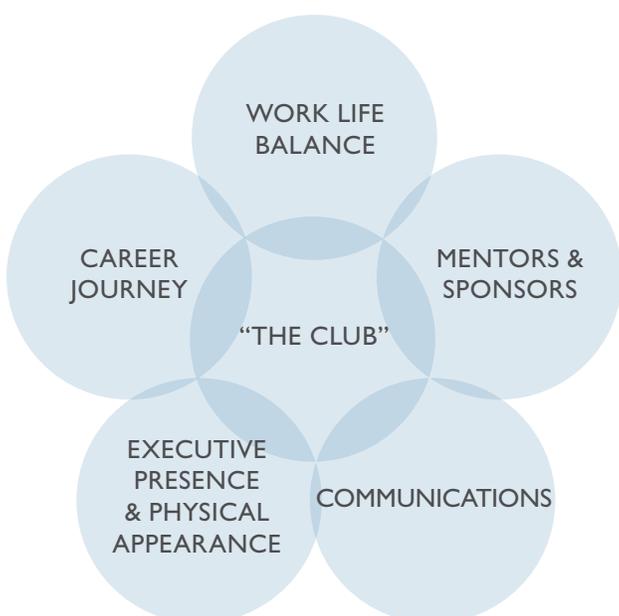
# EXECUTIVE INSIGHT FOR WOMEN (EIW) CREATED BY WOMEN. TAUGHT BY WOMEN. FOR WOMEN.

Ascend created The Executive Insight for Pan-Asian Women (EIW) program to help mid-level Pan-Asian female managers address common challenges as they rise within their respective organizations in corporate America.

Developed by Pan-Asian female executives based on contemporary issues raised during focus groups, this program provides both conceptual frameworks and pragmatic, actionable advice on addressing these issues with a deep understanding of the influence from Pan-Asian cultural values.

## PARTICIPANTS WILL GAIN INSIGHT ON

- Executive values and leadership skills demanded by large North American corporations
- The role of cultural heritage and how it may help or hinder their effectiveness
- Dealing with stereotypes about Pan-Asian women
- Developing “executive presence” skills, including impactful communications
- How Pan-Asian women can navigate sensitive issues in relationships with mentors and sponsors
- Being more comfortable with participating in informal cross-cultural groups in the workplace
- Handling work-life balance challenges



Pan-Asian female executives who encountered and overcame many of these issues in their careers instruct this program. These executives will share their experiences, lessons learned, and personal insight along with their own career journeys. Ascend designed the program to be interactive, with mini-lectures, discussions, and role-play exercises. Participants should expect to leave with a heightened awareness of the choices and skills they will need to develop and demonstrate to be more effective and successful in their unique career journeys. The EIW program can be delivered over two consecutive or non-consecutive days.

“This is the most valuable program I have been in. The topics addressed were things that I have thought about extensively and have wanted to learn more about for a long time. Prior to the program, I had not been able to find a resource that provided this.”

*-Business Manager, Boeing*



# EXECUTIVE PRESENCE (EP)

The Executive Presence program has two parts: An overview and a deeper dive on how to stand out.

You are smart and driven; you work hard, and are good at what you do. But that alone may not be enough to get you a promotion or a leadership position leading to the corner office. Numerous other factors that constitute “executive presence” also play a vital role in how far you go – from your wardrobe to your ability to inspire colleagues. Can you achieve executive presence to help your career aspirations? Can executive presence be learned or is it an illusive art?

## LEARNING OBJECTIVES

- What is executive presence?
- Why do you need executive presence to be successful?
- Are Pan-Asians comfortable with executive presence?
- What can you do to achieve executive presence?

In the second part, the focus will be on the special image and additional professional intangibles that are needed for an executive leadership position. What image do you project? How do people react when you enter a room or when you walk down a hallway? Do you think and act like an executive? Can you lead?

Are you someone that already has executive presence? Can you fully engage and lead those around you to reach their highest levels of performance? The Executive Presence program will help you learn and gain new behaviors and skills that will significantly help boost your career.

## LEARNING OBJECTIVES

- An overview of the fundamental behaviors needed to be mastered before achieving executive presence
- A discussion on the professional intangibles that embodies executive behavior
- An assessment that will help gauge your executive presence
- How to build your executive brand?
- How can you get started?



# ASCEND NATIONAL CONVENTION & CAREER FAIR

## ABOUT THE CONVENTION

The Ascend National Convention & Career Fair is the premier Pan-Asian convention for business leaders, senior executives, professionals, and students. The participants, representing a nationwide cross-section of the Pan-Asian community, come together for three days of professional development. Every year, inspirational, high-impact leaders and rising stars in the business community as well as exemplary students are recognized during the Leadership and Scholarship Luncheons and the Awards Dinner. Students can also take advantage of a day-long career fair as well as participate in mentoring and networking events.

## CAREER FAIR

The Career Fair offers a venue for experienced managers, professionals and students, especially those with business majors and MBAs, to explore a variety of career paths and opportunities. A number of mini-presentations about career planning are held. During the Career Fair, corporate recruiters are present to find top talent, accept resumes and conduct on-site interviews for qualified candidates.

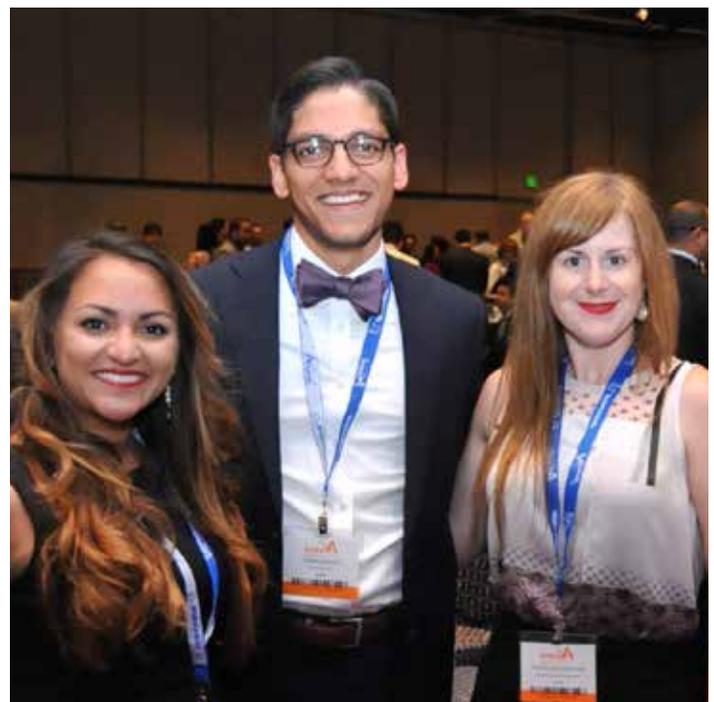


## PAST CONVENTION HIGHLIGHTS

- Myths of Asian Leadership 2.0 – what’s needed for Pan-Asians to gain leadership assignments
- “Doctors’ Offices” – clinics for special career situations hosted by corporate level executives
- Branding Opportunity for Corporations – ability to showcase the company, its products and services
- Highly popular Ascend Talks
- Business-to-Consumer Marketplace – space for product and service displays
- Scholarships provided in partnership with our corporate partners and local chapters across the country are awarded to honor university students

“It was inspirational. I walked out of the Convention knowing more about my own strengths and weaknesses. It helped me with redefining my career path and motivated me to try and do new things that I did not have the courage and tools to try before.”

*-Business & Planning Analyst, Boeing*



# AscendNAAMBA (NATIONAL ASSOCIATION OF ASIAN MBAS)



National Association of Asian MBAs (NAAMBA) joined the Ascend family and together both organizations are committed to the empowerment and advancement of Pan-Asian professionals and students, globally.

AscendNAAMBA provides Competent, Committed, Competitive, and Collaborative global MBA leaders to fulfill diverse talent pipelines.

## OFFERINGS

- The Women's Leadership Council (WLC) aspires to create an inclusive community of opportunities for multicultural women leaders to propel them to new professional heights.
- We have MBA/graduate AscendNAAMBA chapters across the country to provide professional development workshops, mentoring programs and networking opportunities. Visit page 5 to learn more.



# ELEVATE MILLENNIAL LEADERSHIP PROGRAM



Elevate is a first-of-its-kind leadership program for millennials working in global corporations:

- Unique virtual delivery mechanism – fully accessible and participatory anywhere in the world
- Short, compelling and interactive leadership development sessions
- Leadership topics selected by millennials from around the world
- Leadership scenarios reflect multicultural, multigenerational environments
- Developed with millennials. Taught with millennials. For millennials.

Elevate is delivered through state-of-the-art interactive video and cloud-based technologies. This virtual leadership program will be based on a 50-minute "talk show" format and plans to "air" one episode per quarter. Each episode will broadcast a new leadership scenario selected by our millennial council and will be hosted by an executive. Program participants will have the ability to interact with the experienced millennial guests and with each other in real time through messaging and video. Elevate will provide a platform for our partners to participate and contribute to the outcomes of the leadership lessons.



# INSPIRING ACROSS GENERATIONS (IAG) CONFERENCES

## ABOUT IAG

Inspiring Across Generations regional conferences gather our corporate and community partners for a day of leadership, mentorship and relationship development programs providing insight and benefits for both students and seasoned professionals. These conferences also provide networking opportunities for leaders, professionals, and students at the local level.

## SAMPLE IAG SESSIONS AND WORKSHOPS

- “Entering the C-Suite and Beyond” Workshop – senior executive leaders share their experiences for getting to and succeeding in the C-Suite, challenges they faced in their careers, key skill sets for success, and the roles of mentors and sponsors
- “Promotion Project” Workshop – professional development program for young Pan-Asian executives and MBAs
- Building Your Own Executive Brand Name – senior executive panel insight and tips for shaping and credibly “selling” your brand to key constituents
- Transformational Leadership – interactive session focused on developing strategies for a globalized economy



# MENTORSHIP PROGRAMS

## MENTORING FUTURE LEADERS

The 12-month mentoring program provides the tools necessary to enhance leadership, teaching and coaching skills. Mentors have the opportunity to strengthen their knowledge base and improve communication skills while gaining satisfaction and recognition for helping mentees gain insight that help them develop professionally.

## ONE-TO-ONE MENTORING

The purpose of this program is to advance leadership development using a facilitated and defined mentoring process. This process is based on accredited and established research that leverages one-to-one relationships. The program is a structured process with a 10-week curriculum consisting of four group workshops, followed by a period of facilitated learning, after which mentors and mentees meet in person.

## FOUR PRINCIPLES OF THE WORKSHOPS

- Building Foundations – reinforcing the fundamentals of mentoring
- Understanding Feedback – learning how to give and receive feedback
- Executive Presence and Leadership – maximizing contributions through better professional communication
- Teamwork and Community – working together and keeping the cycle going

## VIEW FROM THE TOP

These periodic events provide groups of Pan-Asian professionals valuable insight and knowledge in two formats. In the first approach, a guest speaker, typically a seasoned executive, presents a topic of interest, such as “Developing an Effective Internal and External Network.” The second format includes a panel consisting of executives who participate in moderated discussions that include sharing personal experiences, a question and answer segment and the opportunity for attendees to receive critical feedback on communications, interpersonal relationships, dealing with management, and leadership skills.



# LEAD SERIES

## LEADERSHIP, EMPOWERMENT, ADVANCEMENT, AND DEVELOPMENT.



### LEADERSHIP DEVELOPMENT

Ascend's LEAD Series helps members develop and strengthen leadership skills that enable them to advance and achieve their professional goals. Executive panelists from diverse fields share experiences including what shaped their decisions and perspectives. Mentoring circles and/or a general question and answer session follow the panel discussion. LEAD Series is open to Ascend professional members of all experience levels (non-members can also register to attend).

### PROGRAM CATEGORIES

- Management Style and Management Approach
- Implementing and Driving Change
- Effective Written and Nonverbal Communication
- Inspiring and Optimizing Your Team
- Presentation Presence

### DISCUSSION TOPICS INCLUDE

- Reach For The Top (National LEAD Series)
- Executing Your Vision with Superiors and Peers
- Seeking Opportunities to Lead
- Incorporating Personal Values into Your Leadership Style
- Making Decisions and Leading by Example

# ASCEND FOUNDATION

## ABOUT ASCEND FOUNDATION

Ascend Foundation is a 501(c)(3) non-profit Pan-Asian organization primarily engaged in research with a mission to educate, advocate, and enable Pan-Asian business leaders to reach their full potential. Ascend Foundation also focuses on education and provides scholarships. Through our research and thought leadership activities, the Foundation's goal is to help make a difference in the Pan-Asian business community, and help Pan-Asian leaders make greater impacts in business.

The Ascend Foundation engages in both basic and applied research in trying to create applicable ways for the Pan-Asian community in North America to become better innovators, role models and catalysts for change. The Ascend Foundation's research findings support and advocate the Pan-Asian community by cultivating the leadership skills needed to improve the stance of Pan-Asians in North American corporate environments as well as recognize skills that could propel them to leadership positions. The Ascend Foundation aims to reach an understanding of how to integrate multiple cultures and leadership styles leading to global success.

## THE ASCEND FOUNDATION'S RESEARCH IS FOCUSED ON THREE DISTINCTIVE AREAS:

1. How innovation and cross-cultural enrichment opens doors to leadership positions for Pan-Asians and helps create role models and pioneers for the Pan-Asian community in North America
2. The potential need to rewrite the Pan-Asian narrative as it relates to the characteristics and communal heritage that Pan-Asians share and the potential challenges and advantages this combination poses to their full ability to become leaders
3. Leveraging existing Pan-Asian and other minority leaders as change agents and catalysts and highlighting the significance of creating fluid, yet structured, networks to foster and maintain dynamic connections among good ideas, as well as enhance the diversity of management systems

The intent of these focus areas is to support Pan-Asians in North America both on the community and individual level.



# A SAMPLE OF OUR PARTNERS

Accenture	Johnson & Johnson
AlixPartners	KPMG LLP
American Institute of CPAs	MetLife, Inc.
AT&T Inc.	Microsoft
Bank of America	Moody's Corporation
BNY Mellon	New York Life Insurance Company
BDO	Oracle
Boeing	Pfizer, Inc.
Capital One	PNC Financial Services Group, Inc.
Cargill	Praxair, Inc.
Chevron Corporation	PwC US
Cigna Corporation	Prudential Financial, Inc.
Cisco	Robert Half
Citi	RSM US LLP
City National Bank	Sodexo
Comcast NBCUniversal	Target Corporation
Crowe Horwath LLP	The Clorox Company
Deloitte	The Hershey Company
EY	The Walt Disney Company
Fannie Mae	Thomson Reuters
Freddie Mac	Time Warner Inc.
General Motors	Transamerica Financial Advisors, Inc.
Goldman Sachs Group, Inc.	Uber Technologies Inc.
Grant Thornton LLP	UPS
Hilton	Verizon Communications Inc.
HSBC Bank USA, N.A.	Wells Fargo

