

## 2011 National APAWLI Signature Program Application

The Center for Asian Pacific American Women's ("The Center") national benchmark study, "**Leadership Challenges and Opportunities: An Asian American and Pacific Islander Woman's Lens,**" documents the remarkable under-representation of Asian Pacific American Women in leadership positions in the corporate, non-profit, government and education sectors. The Center's National APAWLI Signature Program seeks to address this under-representation by fostering APA women's ability to lead as a *whole person* expressing themselves and while creating significant change.

The National APAWLI Signature Program will select 12-16 Asian Pacific American women throughout the country who have 8+ years of work/community experience and who are already viewed by their organizations, communities, and/or families as capable and talented high achievers.

The group of women selected (called "APAWLI fellows") will convene for three sessions over a seven-month period. Each session will focus on a different area of development. The first session is foundational to leadership and addresses the question: "Who am I as a whole person leader?" During this session, focus is on inner development, cultural identity, integration of the physical with the mental and emotional as well as learning the practical behaviors and attributes of a whole person leader. The second session focuses on strengths, communication and concrete cross-cultural skills to be an effective whole person leader — especially through the ups and downs of leading. The third session highlights different approaches to leadership, power and influence. It provides an insight into balancing who you are with your daily and intermittent responsibilities. As well, participants will identify their next steps for moving beyond the Program. APAWLI fellows *are required to attend all three sessions* in their entirety, for a total of 11 days.

In addition to these three sessions, APAWLI fellows will demonstrate their whole person leadership through the identification and completion of a learning project that will have a significant impact on others, collaboration with a learning partner from the Program, and the collective experience of sharing the leadership journey with other APA women. Spot coaching and email support during the program will also be provided. With these components, the Program is designed for APAWLI fellows to learn both concrete leadership skills and their intuitive intelligences in leading as a whole person.

The National APAWLI Signature Program seeks leaders who possess the personal responsibility for their own self-development and the public responsibility for bringing teamwork, diversity, equality, and opportunity to their companies, organizations, communities and families. Further the Program seeks applicants who will use their leadership to become even more influential change agents to positively impact their

workplaces and communities, first by changing within themselves, collaborating with the fellows in their class and then by working externally.

The Center views the National APAWLI Signature Program as a unique opportunity for Asian Pacific American women to strengthen their voices as they empower their own lives and improve the organizations, communities and families where they work and live.

***If selected for this program, APAWLI fellows are required to attend all three sessions in their entirety (from the dinner and reconnect which signals the start of each session to the formal close of each session). Moreover, all fellows must design, implement and complete a learning project as part of their commitment to self and the Center.***

Tuition covers APAWLI fellows' lodging and meals but not travel expenses. Fellows will be responsible for their own travel expenses. Tuition for the Program is \$7,200 and must be received prior to the first session unless an alternate payment schedule has been previously agreed upon. Limited number of partial scholarships for tuition and travel are available.

***Class and training session dates for 2011 are as follows (may be subject to change):***

**October 12-16, 2010 - Session I-** San Francisco, CA

***Ascent: The Journey Begins: The Foundational Aspects of my Whole Person Leadership as an Individual OR Who Am I Really or What Does That Mean?***

**February, 2011 - Session II – TBD (Midwest)**

***Trekking: From Individual Exploration to the Interpersonal & Institutional: Whole Person Leadership Skills to Excel Through the Ups and Downs of the Journey***

**April, 2011 - Session III – Washington, DC**

***Triumph: Reaching the Summit and Traveling Beyond: Who am I Becoming as a Whole Person Leader? What are my Next Steps?***

Please honor yourself, your efforts and each other. If you cannot fully commit to participating during all sessions, this is not the appropriate time for you to apply for this program. Full participation is defined as:

- attendance at all scheduled sessions
- completion of all workshop assessment tools and evaluations by scheduled deadlines
- completion of Learning Project and Report prior to Session III
- onsite retreat (i.e. roommates will be assigned for all sessions)

If you are interested or know someone that would be a great candidate, please email us at [info@apawomen.org](mailto:info@apawomen.org) or download an application from our website [www.apawomen.org](http://www.apawomen.org).

**Come join in the process of learning and growing with other Asian Pacific American women leaders! If it's your time, do it!**

## National APAWLI Signature Program Objectives

The National APAWLI Signature Program provides Asian Pacific American women the opportunity to discover their unique whole person leadership values, attributes and skills. Specifically, the Program supports participants to:

- Experience who they are — at a fundamental level — so they gain clarity about themselves and can engage more effectively within their companies, organizations, communities and families.
- Better understand and acknowledge the leadership strengths, assets and gifts they bring — in addition to gifts of intelligence, experience or skills in order to navigate their organizational cultures with greater awareness, grace and ease and *without* losing a fundamental sense of who they are.
- Understand the influence of their cultural identity on their relationships with others and on their leadership style, while adding to their cross-cultural competency skills and their ability to build partnerships across differences.
- Through the Gallup StrengthsFinder to discover and understand their fundamental strengths, identify their potential blind spots, and practice communication skills to deepen trust, manage difficult conversations and enhance their work within teams.
- Learn and practice ways to maintain balance (body, mind and spirit), while they traverse the ups and downs of leadership, change and transition.
- Develop greater skills in collaborating with others, sharing and demonstrating leadership mastery, and providing sustainable development, impact and service through their learning projects.
- Connect and network with other Asian Pacific American women leaders both within the class, through the faculty, staff, board members and invited guests and community supporters, who are government, corporate, academic and NGO Asian Pacific American leaders.
- Develop a whole person leadership plan for moving forward while giving back after the Program.
- Share in the delight of being an Asian Pacific American woman leader.
- Develop a learning orientation to leadership such that their experiences provide insight for their next level of development.

**Part I: Biographical Data** *(Please print or type clearly)*

\_\_\_\_\_  
 Name (Last, First, Middle) Today's Date

\_\_\_\_\_  
 Home Address City State Zip

\_\_\_\_\_  
 Home Phone Home Email Mobile Phone

\_\_\_\_\_  
 Date of Birth Place of Birth US Citizen/Permanent Resident

\_\_\_\_\_  
 Asian Ethnic Origin Pacific Island Ethnic Origin Other Ethnic Origin

Please list any medications you take which we should be aware of: \_\_\_\_\_

***Employment Information:***

\_\_\_\_\_  
 Present Employer/Company/Organization Number of Years Current Title

\_\_\_\_\_  
 Work Address City State Zip

\_\_\_\_\_  
 Work Phone Mobile Work Phone Work Fax Work Email

Best method of contacting you is: \_\_\_\_\_

\_\_\_\_\_  
 Supervisor's Name/Title Your Annual Salary

***Employer is:***

Nonprofit\_\_\_\_\_ Government\_\_\_\_\_ Political\_\_\_\_\_ Corporate\_\_\_\_\_ Self Employed\_\_\_\_\_

Other\_\_\_\_\_

**Note: For Parts II through IX, please provide your answers on separate sheets.**

## **Part II: Employment/Community/Family Background<sup>1</sup>**

- A. Define current responsibilities, position and significant mileposts.
- B. Briefly list your previous employment: organization, position, dates of employment, responsibilities (attaching resume is acceptable).
- C. What specific skills have you acquired from these professional/community/family experiences?
- D. What do you consider to be your most significant professional/community/family accomplishments? Please explain.
- E. What about your current work poses the most leadership challenges for you?

## **Part III: Education**

- A. Please list your educational achievements, including training programs, certifications, etc., dates attended, and highest levels completed, (programs especially related to leadership) and how they have impacted your leadership effectiveness.
- B. How have your personal and/or professional development training(s) served you (or not) thus far? (i.e., What value have you received from these training(s)? What may have been missing for you?)

## **Part IV: Personal**

- A. Please describe your childhood and family background. How did your background influence and shape who you are today — personally, professionally, and as a leader?
- B. Describe a challenge you faced in your childhood and/or within your family. What was your most significant learning from that challenge? What significance does it play in your life today?
- C. What do you do — in a consistent manner — to nourish and take care of yourself? What is your greatest obstacle, if any, in maintaining excellent self care (other than time or money)?
- D. When you are *in a stressful situation that involves conflict with others* - describe how you react, what do you do/not do, and what is the *internal conversation* going on in your head? (e.g., I generally avoid conflict and think of ways to get around this person; I confront conflict sometimes having huge battles; I engage in the conflict with an intention of agree/disagree rather than right/wrong, etc.)
- E. Are you under the supervision of a therapist, counselor or other mental health professional? If yes, please explain.

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<sup>1</sup> Should you not be employed currently but have strong community and/or family work, please complete the application with those experiences in mind.

### **Part V: Developmental Goals**

- A. What professional development goals do you wish to achieve in the next two years? Five years? (i.e., Where would you ideally see yourself in two years? Five years?)
- B. List any other personal and/or professional development training that you have completed to date and have not listed elsewhere in this application.
- B. How would you like to achieve those goals? Do you have a plan? If yes, what is it?
- C. Please describe areas/skills you would like to focus on in which you believe leadership development can have a significant impact.

### **Part VI: Community and Civic Involvement**

- A. List the major community, professional, religious, and/or civic activities/ associations in which you have participated in the past ten years. Indicate the specific nature and length of your involvement. Include any honors, publications, awards, significant accomplishments and distinctions.
- B. What have been your greatest contribution(s) to the advancement of Asian Pacific American women and/or Asian American and/or Pacific Islander communities in general?

### **Part VII: Issues Analyses**

- A. What do you believe are the two major public policy issues facing Asian American and/or Pacific Islander American communities today? What do you think can/should be done by Asian Pacific American women leaders/communities regarding those issues?

### **Part VIII: Leadership**

- A. How would you describe your leadership style, focus, etc? What are your strongest assets as an effective leader? What is your greatest challenge in being an effective leader?
- B. After reading the article on *Whole Person Leadership* what do you feel is your next level of development? What skills and qualities would you like to do more of?? What habits would you like to do less of?
- C. How do you envision this Program might assist you in your leadership journey?

## Part IX: Learning Project

- A. As a program participant you will have the opportunity to stretch yourself while putting your vision and whole person leadership skills into action by developing a learning project. The project can be as large as you would like or as focused as impacting 25 people. It must also (1) be a stretch for your leadership development; (2) impact a minimum of 25 people; and (3) is something that could be sustainable or replicable. The project and a report must be completed prior to Session III of the Signature Program.
- B. Please provide preliminary thoughts about a learning project that will demonstrate your vision, whole person leadership skills, be an authentic expression of your true self and a stretch goal?
- C. Please briefly describe a possible project goal, its impact on others and a stretch for you?

## Part X: References

Please provide three (3) letters of references who can speak to your character, professional and personal accomplishments, community involvement, family involvement, etc.

*A note on the Selection Process: The goal of the National APAWLI Signature Program is to make the Program available to all who are ready to participate in their own leadership development and to fill all the classes with extraordinary people. We intentionally keep the class sizes small to provide maximum benefit to all participants. As such, a few qualified applicants may be asked to delay their participation until a subsequent year. If this occurs, we will keep your application on file and ask you to update information only if necessary*

*Applications are reviewed by the president and program director. Applications will be distributed to the Admissions Committee for review and interview with the Admissions Committee/board member/past fellows residing in the applicant's region.*

*Applicants who may not be ready for the Program will be asked to defer. Those who defer will be referred to other trainings such as regional symposium, and/or other leadership programs.*

## Part XI: Recommendation Form

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Applicant's Name (Last, First, Middle)

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Recommender's Name

---

Title

---

Organization/Company Name

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Organization/Company Address

City

State

Zip

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Signature

**Please place your business card here.**

*The Center for Asian Pacific American Women is seeking 12-16 women of exceptional potential and ability. Please return recommendation form to CAPAW, 1750 Montgomery Street, San Francisco, CA, 94111 and/or [info@apawomen.org](mailto:info@apawomen.org) asap but no later than July 31, 2010.*

1. How are you acquainted with the candidate? How long have you known her?
2. The Center's National APAWLI Signature Program is designed to foster development/leadership skills in Asian Pacific American women for reaching their next level of leadership and to become even more effective and visible leaders at work, in their communities and within their families.

Where do you see the applicant in her profession, community, and/or family five years from now?

Also, what is her potential as an ethical and compassionate leader who expresses her whole self and uses multiple intelligences in her work to accomplish significant results?

## National APAWLI Signature Program Application

### *The Application Process:*

To be considered for the Class of 2011, it is recommended you submit all required components of this application asap. Applications are accepted on a rolling basis. Once your application has been received, you will be contacted by The Center to acknowledge receipt and to schedule a phone interview. Finalists will be notified by telephone and email on or before August 30, 2011. Prior to program participation, tuition will be due by October 4, 2010 at the Center's office.

### *Program Application Instructions:*

Please read and follow the guidelines and instructions below. Incomplete applications will not be considered. If you have questions, please contact Peggy Nagae, Program Director at [peggynagae@earthlink.net](mailto:peggynagae@earthlink.net) or 503-815-4920.

Please email the completed application to:  
[info@apawomen.org](mailto:info@apawomen.org)

1. One application **must be in hard copy and received at the Center's office (The Center for APA Women, 1750 Montgomery St, San Francisco, CA 94111).** A soft copy should also be emailed to [info@apawomen.org](mailto:info@apawomen.org).
2. A \$35 application fee must be attached to the hard copy application. Please make your check or money order payable to the Center for Asian Pacific American Women. Once your application AND application fee are received, additional instructions will be sent to you.
3. A letter (if applicable) indicating your employer's commitment to release you from work to attend the three sessions of the National APAWLI Signature Program must be enclosed with the application. If you have chosen to use vacation time or use other options that do not involve release time, you do not need to submit a statement from your employer.
4. Please check the appropriate statement(s):
  - My employer will cover the program tuition fee of \$7,200 if I am accepted.
  - In addition, my employer is willing to cover my travel and/or other incidental costs.
  - A letter of commitment from my employer is enclosed.
  - I will be responsible for the tuition fee of \$7,200 if I am accepted.
  - If accepted, please consider me for a partial scholarship. I have filled out the appropriate CAPAW financial form.
5. How did you learn about the Center for Asian Pacific American Women?

6. **If selected for this program, all participants are required to attend all three sessions in their entirety. Class of 2011 training session dates are as follows:**

**October 12-16, 2010 - Session I**

**Ascent:** *The Journey Begins: The Foundational Aspects of my Whole Person Development of Leadership*, San Francisco, CA

**Feb, 2011 - Session II**

**Trekking:** *The Journey Continues: Skills to Lead Through the Ups and Downs of the Journey*, TBD (Midwest)

**April, 2011 - Session III**

**Triumph:** *Reaching the Summit and Traveling Beyond: Who am I Becoming as a Whole Person Leader?* Washington DC

*Please note: Session dates and locations are subject to change.*

7. Certification: I certify that all the information and statements in this application are true and accurate to the best of my knowledge. I understand the information on this application may be verified. If selected, I will send CAPAW the \$7,200 tuition fee on or before the deadline of October 4, 2010 to reserve my place in the class of 2011. Moreover, I will participate fully in all required sessions, complete other assignments on a timely basis and implement a learning project as part of my commitment to myself and the Center.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

**Financial Information**  
 (Optional - For scholarship applicants only)

*Only complete this section  
 if you who wish to be  
 considered for a partial  
 scholarship.*

Name	Age	Telephone	
Address	City	State	Zip
Marital Status	Number of Children	Ages	
Occupation	Years in Position		
Annual Gross Salary	Spouse's Annual Gross Salary (if applicable)		
<b>Per Year Available Resources:</b>	Applicant	Spouse	Total
After Tax Earnings			
Other Income from other sources (include Veteran's Benefits)			
Savings			
Securities (est. market value)			
Trust Fund(s)			
Total Available Resources			
<b>Per Year Estimated Expenses:</b>	Applicant	Spouse	Total
Mortgage, rent, etc.			
Loans, credit cards, other debt			
Other Major Expenses (please explain)			
Total Estimated Expenses			
Total Resources			

*I understand that CAPAW will only use this information to consider my request for a partial scholarship. I attest that, to the best of my knowledge, all the information on this form is accurate and complete.*

Applicant's Signature

Date