



People Systems

Asian Pacific American Influence, Intercultural Competence, & Interorganizational Savvy

People Systems Certificate, Live, Virtual in October 2020

Series Description

The People Systems Certificate integrates Asian Pacific Americans' (APAs) strengths and possibilities to address our challenges. Beyond standard solutions for APA needs, this series emphasizes signature strategies—designed from the ground up—that leverage APA strengths. The tailored tools and tactics unlock opportunities that mutually benefit APA professionals and the organizations that support us.

- **Tailored & Targeted “Ts”:** Practical TrailBlaze Tools™, Tactics, Thought Leadership, & Training for APAs
- **Context & Culture:** APA cultural fluidity & hybridity meet communication & contextual challenges in concentrated programs
- **Mutual Benefit:** This program synergistically features value to APA individuals and institutions that invest in us
- **Co-Authorship & Co-Creat:** Collaborate with Elevate to receive co-authorship credit in Elevate future publication
- **Customized Report:** Provide your managers with a tailored report of your individual program actions, learnings, and outcomes



Program 1

Sphere of Influence

Develop Credibility, Visibility, & Leadership Presence

Oct 23, 2020 from 3:00 p.m. - 6:30 p.m. PST
Oct 24, 2020 from 8:00 am. - 4:00 p.m. PST



Program 2

Leverage

Harness & Deploy the 5 Professional Ps in the Workplace (Purpose, Power, Presence, Politics, & Positioning)

Nov 13, 2020 from 3:00 p.m. - 6:30 p.m. PST
Nov 14, 2020 from 8:00 a.m. - 4:00 p.m. PST

See subsequent pages for details of this series' two programs and more unique features

In lieu of the standard definition, guidelines, and responsibilities of a co-author, this is purely voluntary and of goodwill effort to benefit the public. Be that as it may, the co-author will receive recognition in Elevate future publication. Visit AsianUpward.com for more information.



What Makes WE:Imagine Unique?

The **WE:Imagine** programs reimagine learning through co-creation among students and the instructor—as mutual program leaders—who produce practical products and results. These elements make WE:Imagine programs **YOU**nique:



Co-Authorship

Your name will receive co-authorship recognition on a future Elevate publication. Your class cohorts provide insights that double as data integrated into publications.



Co-Created

You will learn collaboratively from the signature, trademarked TrailBlaze Tools by Elevate that are highly practical, simplified, and visual. Your insights and interactivity further enhance the Tools for future learners and publications.



Captivating & Condensed

Practical, research-based learning taught experientially in short sessions that are homework free!



Career & Competency Connected

Program lessons relate to any job function. See the Competency DNA Matrix.



Customized Report

Provide your managers with a tailored report of your individual program actions, learnings, and outcomes as you boost your career.

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Elevate Faculty Information



Vu H. Pham, PhD

As the Chair of Elevate, Vu H. Pham, PhD works with dozens of organizations from the Fortune 500 to government and non-profit agencies. Elevate is a partnership with the UCI Paul Merage School of Business Office of Executive Education and Spectrum Knowledge. The Elevate Program boosts organizational performance

and strategic effectiveness through interactive training and data-driven research.



Stephanie Piimauna

Stephanie Piimauna is a faculty member of Elevate, which is a partnership that includes UCI Paul Merage School of Business Office of Executive Education and Spectrum Knowledge. She is the Director of Inclusion and Diversity at Gilead Sciences. Stephanie is a veteran of the hospitality industry with over 25 years, including as an executive at MGM

Resorts International, one of the largest worldwide entertainment, gaming, and hospitality companies. She has thrived in the area of learning and development for most of those years and continues to follow her passion for developing leaders. In addition, she provides cutting-edge diversity training and oversight of the company's many employee resource groups through her leadership in diversity and inclusion. Stephanie also manages company groups that are involved in various environmental, philanthropic, and volunteer initiatives.

Distinguished Executive Guest Speaker

Labu Sharma
Regional Vice President
& General Manager
GE Healthcare

We are confirming additional esteemed speakers for 2020!



Sphere of Influence

Develop Credibility, Visibility, & Leadership Presence

The Sphere of Influence features tactics and strategies to elevate APAs toward increased career opportunities and leadership possibilities. This short program focuses on strengthening your influence capabilities as a core, which expands into methods that consciously craft your personal credibility and reputation. The program lessons then amplify these influence foundations with discussions of visibility and how to leverage your surrounding environments toward persuading others. Topics include:

- The AsianUpward Cultural Fluidity Model
- The Credibility Wheel and How to Wield It toward Professional Effectiveness
- Collective Influence & the Halo Strategy that Aligns More Closely with Asian Values, Yet Translates toward Intercultural Impact
- The Visibility Vectorscope that Leads to Your Workplace “Suite” Spot
- How to Leverage Your Surroundings and External Contexts toward Greater Influence

PROGRAM NUMBER: MEE-601-20 (1.1 CEUs)

INSTRUCTOR: Vu H. Pham, PhD

TUITION: \$2,000

DATE & TIME:

Oct 23, 2020 from 3:00 p.m. - 6:30 p.m. PST

Oct 24, 2020 from 8:00 am. - 4:00 p.m. PST

LOCATION: Live, Virtual (video conferencing details to come later)



Leverage

Harness & Deploy the 5 Professional Ps in the Workplace (Purpose, Power, Presence, Politics, & Positioning)

Leverage presents the 5 Ps framework to develop Asian Pacific Americans (APAs) into more-effective leaders and professionals in the workplace. This short program emphasizes effective and practical tools to understand—and wield—the nuances of these 5 Ps: Purpose, Power, Presence, Politics, & Positioning in professional settings. By synergizing these 5 elements, Leverage strengthens APA professional success, which gives us fuel and momentum to support our organizations. This collective, APA-focused approach truly benefits all parties. Topics include:

- Purpose: Focus Your Purpose to Create Visionary Success
- Power: Gain Insights into the Types and Models of Power
- Presence: Build and Project Your Leadership Presence & Manage Up
- Politics: Navigate Organizational Politics Collaboratively
- Positioning: Evolve into a Change Champion Who Positions Positive Transformation

PROGRAM NUMBER: MEE-602-20 (1.1 CEUs)

INSTRUCTOR: Stephanie Piimauna

TUITION: \$2,000

DATE & TIME:

Nov 13, 2020 from 3:00 p.m. - 6:30 p.m. PST

Nov 14, 2020 from 8:00 a.m. - 4:00 p.m. PST

LOCATION: Live, Virtual (video conferencing details to come later)

Registration Process

1. Register for Sphere of Influence (register.merage.uci.edu/Event/People-Systems-Certificate-Sphere) and/or Leverage (register.merage.uci.edu/Event/People-Systems-Certificate-Leverage)
2. Following completion of registration, registrants will immediately receive a receipt from amanda.pham@uci.edu.
3. Following completion of the program, participants will receive a transcript from the UCI Paul Merage School of Business Office of Executive Education

Early Bird:

Register by August 14 to receive a seat at the annual invitation-only 2021 Elevate National ERG Summit & Leadership Forum in Southern California (see ergsummit.com) and Virtual Leadership Advising Sessions.

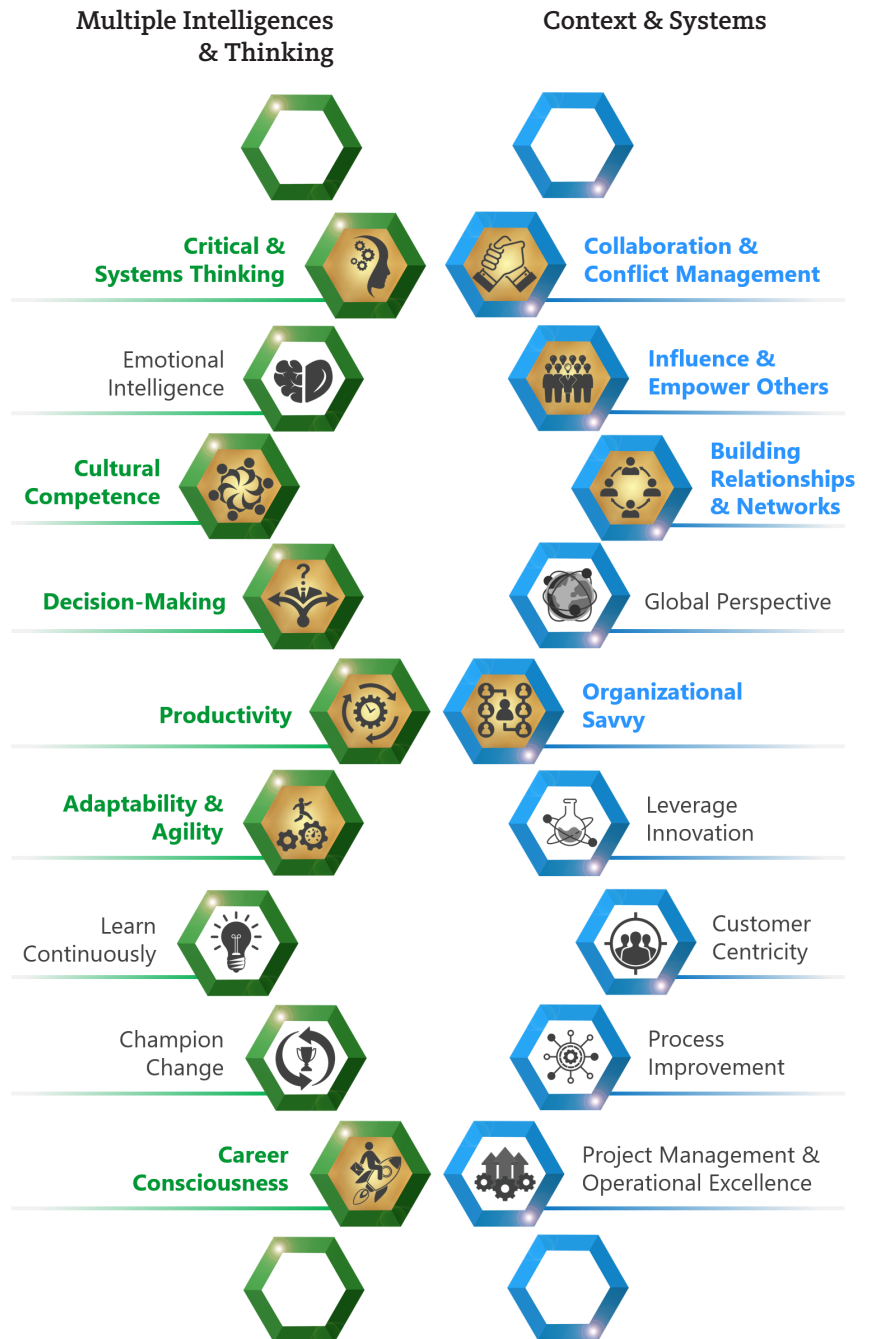
FAQs:

- Q: Will I earn continuing education units upon completion of the course?
 A: Each course qualifies for 1.1 CEUs.
- Q: Can I use my company's tuition assistance program for this class?
 A: This program may qualify for your company's tuition assistance program. Please refer to your company's guidelines and ensure that you receive approval before attending the class.
- Q: I can't make it to all of the sessions. Can I still participate in the program and earn my certificate?
 A: You can take as many of the sessions as you can at this time and complete the rest through makeup sessions or at subsequent offerings. While we do suggest taking all the sessions in the same season, we do keep track of what you have taken, and will award your program certificate once you have completed all of the required sessions. To inquire about makeup session, please contact Amanda Pham amanda.pham@uci.edu.

Competency DNA Matrix

The Elevate Competency DNA Matrix reflects the majority of competencies that organizations seek across job functions.

The primary competencies covered in this specific series are **bolded** with gold-filled icons.



Past Speakers

The **Elevate ERG Summit** features speakers and panel discussion on Business and Employee Resource Groups (ERGs).

The **Elevate Leadership Forum** showcases senior executives from major Fortune 500-level organizations who will deliver condensed and practical advice in 3-minute leadership lightning talks.

Note: Speakers' titles reflect role at the time of speaking. This is a representative list of past speakers.

Barbara Arneklev-Krol, Vice President of Human Resources, Tilly's
Roy Azevedo, Vice President, Advanced Concepts & Technology, Space & Airborne Systems, Raytheon Company
Young J. Bang, Vice President, Booz Allen Hamilton
Ken Baruth, Vice President Risk, Dealer Credit & IT Security, and Chief Risk Officer, Toyota Financial Services Corporation
John Basile, Vice President, Diversity & Inclusion, Fidelity Investments
Susan L. Beat, Senior Vice President, Union Bank
Brad Bennett, Executive Vice President, Enforcement, FINRA – Financial Industry Regulatory Authority
Ondra L. Berry, Vice President of Diversity and Inclusion for Corporate Diversity and Community Engagement, MGM Resorts International
Emanuel Brady Jr., Vice President of IT & CIO, Space & Airborne Systems, Raytheon
Cary Burch, SVP Global Innovation, Thomson Reuters
Michael Burkeen, HR Director, Organizational Effectiveness, ConAgra Foods
Lisa Cagnolatti, Vice President, Business Customer Division, Southern California Edison
Anthony P. Carter, Vice President, Diversity & Inclusion, Johnson & Johnson
Jessica Choi, Associate Vice President, Talent Acquisition & Diversity, Penn Mutual
Joan M. Clark, Area Vice President, Human Resources, Parker Hannifin
James Colon, Vice President, African American Business Strategy, North America, Toyota Motor Sales, U.S.A., Inc.
Christopher Cool, Sector Vice President, Affordability, Aerospace Systems, Northrop Grumman
Mark Czaja, Group Vice President, Technology & Innovation, Parker Aerospace
Ralph de Chabert, Senior Vice President, Chief Diversity Officer, Brown-Forman Corp.
Monica Davy, Executive Director, Office Equity, Diversity & Inclusion, Internal Revenue Service
Michelle DiTondo, Senior Vice President, Human Resources, MGM Resorts International
Khoa D. Do, Partner, Jones Day
Barry Draskovich, Group Director, Program Management, Parker Aerospace
Sandra Evers-Manly, Corporate Vice President, Corporate Responsibility & President of Northrop Grumman Foundation, Northrop Grumman
Donna Farrugia, Executive Director, The Creative Group, Robert Half International
Frank Flores, Vice President, Engineering, Unmanned Systems, Aerospace Systems, Northrop Grumman
Gene Fraser, Vice President, Programs, Quality and Engineering, Northrop Grumman Corporation
Mary Ann Fresco, Senior Executive Service, Office of Management and Budget, National Nuclear Security Administration (NNSA)
Scott Furgerson, Vice President, Gas Operations, Southern California Gas Company and San Diego Gas & Electric
Michael E. Geary, Managing Partner, Penn Mutual Life Insurance Company & President/CEO, Sterling Wealth Strategies
Paul Geary, Vice President, C3 Solutions Business Group, Electronic & Information Solution, Boeing Defense, Space & Security
Sonya Gong-Jent, Vice President, Operations of Multicultural Business Development, State Farm

Andres E. Gonzalez, Chief Diversity & Inclusion Officer, Baystate Health
Genevieve Haldeman, Vice President of Global Communications, Plantronics
Ash Hanson, Vice President, Diversity & Inclusion, Aramark
Lawrence (Larry) J. Harrington, Vice President, Internal Audit, Raytheon Company
Bill He, Vice President, Global Procurement Strategic Sourcing, Kimberly-Clark
David Hinson, National Director, United States Minority Business Development Agency
Dennis Hirotsu, Vice President, Corporate Research & Development Innovation Capability, Procter & Gamble
Dewey R. Houck, II, Vice President and General Manager, Electronic & Information Solutions, Boeing Network & Space Systems
Gilbert Ivey, Chief Administrative Officer, The Metropolitan Water District of Southern California (Ret.)
Tisa Jackson, Vice President, Corporate Diversity & Inclusion, MUFG Union Bank, N.A.
J. Michael (Mick) W. Jaggars, Global Hawk UAS Director and Program Manager, Northrop Grumman Aerospace Systems
Donna A. Johnson, Chief Diversity Officer, MasterCard Worldwide
Jaе Junkunc, Vice President, Head of Strategic Risk, MassMutual Financial Group
Leonard L. Kaigler, Vice President–Agency, State Farm Insurance
John Kalohn, Vice President, Testing & Continuing Education, FINRA – Financial Industry Regulatory Authority
Daphne Kwok, Chair, President's Advisory Commission on Asian Americans & Pacific Islanders
Bert Lacher, Managing Partner & Sr. Director, Strategy & Enterprise Development, Verizon Business Solutions
Gary LaMonte, Vice President, Human Resources & Security, Space & Airborne Systems, Raytheon
Jamie Latiano, Vice President, Human Resources, In-Flight Entertainment & Connectivity, Thales Avionics
Harry Q.H. Lee, II, Vice President, Corporate Contracts, Pricing & Supply Chain, Northrop Grumman (Ret.)
Patrick Lee, Senior Vice President, Customer Service, Innovation & Business Strategy and Chief Environmental Compliance Officer, Southern California Gas Company
Dr. Andrea Lewis, Chief Diversity & Inclusion Officer, BAE Systems, Inc.
Wil Lewis, Diversity & Inclusion Executive, Bank of America/ Merrill Lynch
Jen E. Mahone, Corporate Vice President, Diversity & Inclusion, New York Life Insurance Company
Robert Marchman, Executive Vice President, Legal Section, FINRA – Financial Industry Regulatory Authority
Sean Mehranbod, Regional Vice President, Southwest General Manager, Sam's Club
Patricia Miller, Vice President, Human Resources, Southern California Edison
Diego Miralles, Global Head, Janssen Healthcare Innovation, Janssen Pharmaceutical Companies, Johnson & Johnson
Kevin L. Mitchell, Vice President, Manufacturing & El Segundo Site Manager, Northrop Grumman Aerospace Systems
Michael Moran, Vice President, Clinical, Facility & Guest Services, Baystate Health
Angela Morris, Vice President, Manager of External Branding & Sponsorships, Bank of America
Peggy Nelson, Vice President, Engineering & Global Product Development, Northrop Grumman

Ilesha O'Deneal, Senior Vice President, Global Diversity & Inclusion Strategy, Consulting & Internal Initiatives Executive, Bank of America
Ty Ondatje, Senior Vice President, Corporate Responsibility & Chief Diversity Officer, Iron Mountain
Rosalyn Taylor O'Neale, Vice President & Chief Diversity Officer, Campbell Soup Company
Sharon Orlopp, Global Chief Diversity Officer & Senior Vice President of Corporate People, Wal-Mart
Nimesh Patel, Executive Director, Diversity & Inclusion, U.S. Department of Homeland Security
Neddy Perez, Vice President, Global Diversity & Inclusion, Ingersoll Rand
Jim Phillips, CFO, Mobility Surveillance & Engagement at Defense, Space & Security, Boeing
Michael B. Reding, Vice President, Sales Support & International Operations, Toyota Motor Sales, U.S.A., Inc.
Jonathan Reichental, Ph.D., Chief Information Officer, City of Palo Alto
Catherine Rice, Vice President of Contracts, Pricing and Program Business Operations, Northrop Grumman, Aerospace Systems Sector
Scott Shane, Managing Director, Talent Acquisition & Staffing for the Americas, MUFG Union Bank, N.A.
Kenneth A. Shaw, Vice President, Supply Chain Management, Boeing
Daniel M. Sibears, Executive Vice President, Regulatory Operations/Shared Services, FINRA - Financial Industry Regulatory Authority
Albert A. Smith, Vice President of Customer Service, Lexus Division, Toyota Motor Sales U.S.A., Inc.
Jimmy Thai, Vice President for Technology, SAIC
Geri Thomas, SVP, Chief Diversity Officer and Georgia Market President, Bank of America
Joyce E. Tucker, Vice President, Global Diversity & Employee Rights, The Boeing Company
Lorie Valle-Yanez, Vice President, Chief Diversity Officer, MassMutual Financial Group
Veronica E. Villalobos, Director, Office of Diversity & Inclusion, U.S. Office of Personnel Management (OPM)
Mark Welch, Senior Vice President & Global Chief Diversity & Inclusion Officer, Northern Trust
Gillian Wright, Vice President, Customer Services, Southern California Gas Company

