



南加州中華科工學會

CHINESE-AMERICAN ENGINEERS AND SCIENTISTS ASSOCIATION  
OF SOUTHERN CALIFORNIA

## CESASC Career Development Program (Corporate Track)

Dear Members and Friends:

CESASC will launch a new program this year designed to help our members with their career development. The program is designed for those professionals who are motivated to advance their careers to their fullest potentials in the corporate world. We hope to help you improve the skill sets that you need to take on more challenges and responsibilities, get the promotions that you deserve and the commensurate monetary reward. The program is offered in collaboration with another non-profit organization, Asian American Professional Association.

Chinese American engineers and scientists are working very hard at their jobs. We all have very strong desires to improve ourselves. But the improvement is not just technical savvy, it is your management and leadership skills and other intangibles that you need to learn and acquire. It takes an attitude change, a makeover exercise to get rid of the undesirable old habits.

We are looking for aggressive professionals who are really serious about advancing their careers in the corporate world. With minimal investment of time and money, you will join a group of peers from different companies and industries and receive invaluable training and mentoring from seasoned industry professionals. I promise you that the experience will be inspirational, eye-opening and life-changing.

Enclosed are the details of the program for your review. It is time to invest in your future, to get out of your comfort zone and get into this fantastic program. Break out of your old mold and break into a brave new world. Come out and share your career growth with us.

Please fill out the attached form as a formal application to participate in this program and let us know a little bit about you too. If you have any questions, please call any one of us below. Thank you.

Shan Lee	(626)823-1580	shan.lee@gvadaum.com
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Liping Yan	(714)321-0263	lipingyan@earthlink.net
Konrad Zhu	(818) 591-8787	sheng-hua.k.zhu@boeing.com
Linda Chen	(909) 374-6426	linda_chen2001@yahoo.com
Liz Im	(818) 354-7881	eyk@mipl.jpl.nasa.gov

*Shan Lee*

Shan Lee  
President



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OF SOUTHERN CALIFORNIA

## Corporate Track

### Professional Development Program (Track A) and Management Development Program (Track B) through AAPA(Asian American Professional Association)

Frequency: Starting July, 18, 2005, One class/month, 3 hours/class,

Time: Mondays, 6:00 p.m.-9:00 p.m

Cost: \$225 for Track A or B

\$295 for both Track A & B

Cost does not include CESASC Annual Convention

Courses Offered:

Track A:

- 7/18/2005** · Introduction to AAPA
- 8/22** General Session: Does Your Culture Matter?
- 9/12** Prof Dev: To Know Yourself and To Know Others: LIFO
- 10/10** Prof Dev: Goal Setting
- 11/7** General Session: Managing Your Career
- 11/14** Prof Dev: Presentation Skills
- 1/9/06** Prof Dev: Assert Yourself
- 2/13** General Session: Network to Success
- 3/13** Prof Dev: Get the Next Job
- 4/22** CESASC Annual Convention
- 5/15** General Session: Graduation Dinner

Track B:

- 7/18/2005** · Introduction to AAPA
- 8/22** General Session: Does Your Culture Matter?
- 9/19** Mgmt Dev: Interpersonal Skills
- 10/17** Mgmt Dev: Career Life Style Balance
- 11/7** General Session: Managing Your Career
- 11/21** Mgmt Dev: Management Style and Culture
- 1/23/2006** Mgmt Dev: Management Style and Culture
- 2/13** General Session: Network to Success
- 3/20** Mgmt Dev: Decision Analysis
- 4/10** Mgmt Dev: Negotiation Skills
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Location(tentative):

Southern California Edison (SCE) in Rosemead, 2244 Walnut Grove Blvd., Rosemead, CA



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**Cultural Enrichment Program** (Joint Activities):

Date & Venue: To be announced, on weekends

Theme:

Humor

Etiquette

Dress for Success

Food & Wine Appreciation

Concert/Musical/Theater

Your suggestion



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## Career Development Program (Corporate Track) Application Form

Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

Company: \_\_\_\_\_

Business Address: \_\_\_\_\_

Position: \_\_\_\_\_

Tel: \_\_\_\_\_

Email: \_\_\_\_\_

Hobbies: \_\_\_\_\_

Industry: \_\_\_\_\_

Work Experiences: \_\_\_\_\_ Years

Program Interested: Corporate Track \_\_\_\_\_ Track A  
(Please check) \_\_\_\_\_ Track B

\_\_\_\_\_ Yes, I will join CESASC as a \_\_\_\_\_ regular member(free)

\_\_\_\_\_ life member (\$200 enclosed)

Please email the completed form to: [shan.lee@gvadaum.com](mailto:shan.lee@gvadaum.com) or fax to (562)908-5115  
The cutoff date for the career enhancement program is 7/31/05  
Do not send in the check, wait for further notice.



**2005 – 2006 AAPA MENTORING PROGRAM**  
**Sponsored by Asian American Professional Association**  
**Co-Sponsored by Southern California Edison**

**\*\*\*A Yearlong Program with 4 Quarterly Sessions and 15 Mini-workshops\*\*\***

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**Areas of Emphasis**

Mentoring and Networking of Asian American Professionals  
Self-assessment and Career Planning  
Special workshop sessions on Management and Communication skills  
Leadership and Management – Asian American Success Factors  
Successful Asian American Executive is featured speaker at each General Session

◆ **INTRODUCTORY SESSION – “Introduction to AAPA Mentor Group”**

**Monday, July 18, 2005 - 6:00pm to 9:00pm**

- **\*\* Complimentary Session - No charge**
- **\*\* (pre-registration is required for security reason)**

Southern California Edison (Employee Lounge)  
2244 Walnut Grove Ave, Rosemead, CA 91770

◆ **General Session 1 – “Does Your Culture Matter?”**

**Monday, August 22, 2005 - 6:00pm to 9:30pm**

Southern California Edison (Employee Lounge)  
2244 Walnut Grove Ave, Rosemead, CA 91770

◆ **General Session 2 – “Manage Your Career for Advancement”**

**Monday, November 7, 2004- 6:00pm to 9:30pm**

Southern California Edison (Employee Lounge)  
2244 Walnut Grove Ave, Rosemead, CA 91770

◆ **General Session 3 – “Network to Success”**

**Monday, February 13, 2005 - 6:00pm to 9:30pm**

Southern California Edison  
2244 Walnut Grove Ave, Rosemead, CA 91770

◆ **General Session 4 – “GRADUATION DINNER”**

**Monday, May 15, 2005 - 6:00pm to 9:30pm**

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**Registration fee:**

**\$225/person -for (a) 4 sessions and (b) either 5 track A workshops or 5 track B workshops, dinners included.**  
**\$350/person – for Combo of (a) 4 sessions, (b) 5 track A workshops AND (c) 5 track B workshops, dinners included.**  
**\$275 – for (a) 4 sessions and (b) 5 track C Leadership workshops, dinners included.**

**\*\*Track A workshops focuses on Professional Development**

**\*\*Track B workshops are oriented towards Management Development**

**\*\*Track C workshops are oriented towards Leadership Development**

**Please make check payable to AAPA and mail to Florence Kuo, Apex Computer Systems, Inc., 16601 Valley View Ave., Cerritos, CA 90703 before August 10, 2005. Due to limited space, registration will be available on a first-come-first-serve basis. For more information, please contact Florence Kuo or visit our website: <http://www.AAPAnetwork.com>.**

**Tel: (562) 926-6820 ext. 188, or Fax: (562) 926-0825, or E-mail: [fkuo@acsi2000.com](mailto:fkuo@acsi2000.com)**

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**Executive Mentors**

**Elizabeth Bennett**, CIO, Metropolitan Transportation Authority  
**Philip Chen**, CEO, Apex Computer Systems, Inc.  
**Francis Cheung**, Former Director, Technology Planning, Sony Pictures  
**Kathy Fong**, Manager, Controllers Department, SCE  
**John Hwang**, Professor Emeritus, Calif/ State University-Long Beach

**Bill Mao**, CIO, Orange County Transportation Authority  
**Lorene Miller**, Director, Busi. Process & Technology Integration, SCE  
**Charlie Sie**, Vice President, Xerox Corporation (Retired)  
**Peter Sio**, Director of Business Development, Edgesoft Inc  
**Tom Sy**, Professor, Cal State Long Beach

**Sam Kim**, Busi. Unit Exec, eServer Manager Team, W. Regions, IBM  
**David Lowe**, Director, Web Deployment, Sony Pictures

**Gil Tam**, Director of Grid Contracts, SCE  
**Pokil Wong**, Systems Architect, IBM

# AAPA 2005/2006 ANNUAL MEETING CALENDAR

<b>DATE 2005</b>	<b>GENERAL SESSION</b>	<b>TRACK A PROFESSIONAL DEVELOPMENT</b>	<b>TRACK B MANAGEMENT DEVELOPMENT</b>	<b>TRACK C LEADERSHIP DEVELOPMENT</b>
JULY 18	Introduction to AAPA			
AUG 22	<b>Session 1</b> DOES YOUR CULTURE MATTER?			
SEPT 12		To Know Yourself and To Know Others: LIFO		
SEPT 19			Interpersonal Skills	
SEPT 26				Leadership
OCT 10		Goal Setting		
OCT 17			Career Life Style Balance	
OCT 24				Branding & Promotion
NOV 07	<b>Session 2</b> MANAGING YOUR CAREER			
NOV 14		Presentation Skills		

# AAPA 2005/2006 ANNUAL MEETING CALENDAR

<b>DATE</b> <b>2006</b>	<b>GENERAL SESSION</b>	<b>TRACK A PROFESSIONAL DEVELOPMENT</b>	<b>TRACK B MANAGEMENT DEVELOPMENT</b>	<b>TRACK C LEADERSHIP DEVELOPMENT</b>
JAN 09		Assert Yourself		
JAN 23			Management Style and Culture	
FEB 13	<b>Session 3 NETWORK TO SUCCESS</b>			
FEB 27				Corporate Roles & Engagement
MAR 13		Getting the Next Job		
MAR 20			Decision Analysis	
MAR 27				Understanding Mainstream Culture
APRIL 10			Negotiation Skills	
APRIL 17				Integrating the Mind Set
MAY 15	<b>Session 4 GRADUATION DINNER</b>			

For information, e-mail [FKuo@acsi2000.com](mailto:FKuo@acsi2000.com) or visit our website: <http://www.AAPAnetwork.com>



## Asian American Professional Association

### **2005-2006 Mentoring Program - Preliminary**

#### **Mini-Workshop Personal/Professional Development Track**

##### **LIFO – To know yourself and to know others (A1)**

“Know your enemy and know yourself; in a hundred battles, you will never be defeated,” said Sun Tzu. Although the goal in the corporate world often is not to defeat your opponent, it is about winning over friendship and gaining support from your boss and peers. Through this workshop, you’ll learn to identify peoples’ basic orientations to life and work. Based on this information, it offers powerful learning strategies that enable individuals and teams to be more productive and more influential when dealing with key people.

##### **Goal Setting Exercise (A2)**

This workshop provides step by step approach allowing you to focus on what you want in life by having you prioritize and write down your career or personal goals based on your own values. This program is designed to assist you in formulating and writing your personal or business goals with time-tested approaches that will significantly increase the possibility of turning your dreams and goals into realities.

##### **Presentation Skills (A3)**

Effective communication always ranks high as one of the key factors for individual to be successful in the business world. Participants have already learned critical skills of how to be an effective communicator in the one-on-one situation and in the group meeting from prior workshops. In this workshop, you will learn key techniques of how to conduct an effective presentation. There will be several practice sessions for you to practice what you learned during the workshop. This workshop will be conducted in two consecutive nights for total of six hours.

##### **Assertiveness (A4)**

There is a strong misconception about Asian Americans are not assertive. Is it because Asian Americans, manner towards authority or is it simply an inherent behavior of being a minority in an organization? Being assertive requires thinking assertively, feeling confidently and behaving positively. This mini-workshop offers the approach and tips on strengthening our mindset, build confident and effectively express our feeling, especially in situations of conflict or disagreement.

##### **Getting the Next Job (A5)**

This workshop will examine the trends and dynamics in the job market and see how your personal profile and interest will fit into that landscape. Once you have planned the direction of your career, you need to assess what to do in your present job to serve as stepping-stones in your career path. Networking and exposure become critical elements in your career development strategy. Do you have a strategy and plan to develop your network and build your personal brand? Learn the insight and resources available to build an effective network and relationship in this workshop.



# Asian American Professional Association

## Mini Workshop Management Track

### **Interpersonal Skills (B1)**

Team-based organizations have proven to have higher productivity because everyone in the firm feels accountable and responsible for the success of the enterprise. Thus self-managed teams have become the prevalent organization design in the last decade. In order to have a successful career in today's corporate world, one needs to learn the critical skills of how to interact with others in this team-oriented environment. Interpersonal skills are important in the mainstream management culture, can Asian Americans develop the our soft skills to be successful?

### **Career Life Balance (B2)**

After a self-examination of one's values and goals, this workshop examines the issue of balancing career and personal life. Mentors will share their experience and insight on successful strategies of balancing and achieving career priorities, personal goals, family and relationship. This workshop is tailored to address the competing and sometimes crashing of culture, roles and values of Asian Americans on family, personal happiness and career advancement challenges.

### **Management Style and Culture (B3)**

This workshop examines the success factor of various management styles and how these styles conflict and complement with managers of different cultural background. It examines the perception of management styles of Asian American managers and those with mainstream American values. Understanding the cultural differences will help you navigate in the organization, career advancement and gain greater satisfaction in the work environment.

### **Decision Analysis (B4)**

This workshop discusses the different styles of decision-making. It explains key principles for developing your thinking skills and applying them creatively and productively to every challenge. It provides practical methods of brain-storming, decision analysis, risk assessment, decision-making and problem solving techniques. Again, we'll discuss the different styles of Asian American managers and how our styles and approaches affect our effectiveness on decision-making and problem resolution.

### **Negotiation Skills (B5)**

Human relationship is a life-long experience of negotiation skills, whether you are dealing with your children, spouse, co-worker, or a million dollar contract, you'll need a tool-kit of negotiation skills. This workshop will show you how to get your counterpart to say "Yes". Asians are know to be great bargain hunters, are we good negotiators too?



# Asian American Professional Association

## Mini Workshop Leadership Track

### **Leadership (C1)**

Leadership means a lot of things to different people. In this workshop, you will discover what leadership means to you and how you can implement a roadmap to further develop your leadership potential. Key topics to be covered include leadership characteristics, cultural perspectives on leadership, barriers to climbing the corporate ladder, and developing your leadership potential.

### **Branding and Promotion (C2)**

“Work hard...others will recognize your accomplishments...and you’ll be automatically promoted.” This has been the prescription that most Asian Americans have taken. While this prescription is certainly correct, it is only partly true. Certainly success requires hard work. However, recognition and promotion will only come to those who understand how to brand and promote their achievements. In this workshop, you will identify your unique brand – the brand called “you.” You will also discover practical and effective tools to promote yourself to advance your career.

### **Corporate Roles and Engagement (C3)**

Are you part of the “in” crowd? Do you enjoy the company and support of your peers and coworkers? Success is only partly determined by the individual. Few jobs today are done solely by one individual. Most jobs consist of multiple individuals working together toward an organizational goal. Success comes to those who possess the interpersonal skills to work and collaborate with others. In this workshop, you will identify the key individuals in your social network and develop the skills to win their support and gain access to the “in” crowd.

### **Understanding the Mainstream Culture (C4)**

What perceptions do mainstream workers have of Asian Americans? How do these perceptions affect you? These and many other questions regarding the cultural differences/similarities between Asian Americans and mainstream workforce will be addressed. We will identify the key elements of culture, behavioral differences as a result of culture and how to effectively manage cultural differences.

### **Integrating Mindset (C5)**

A key success factor identified by most Asian American Executives is the ability to integrate one’s values system with those of the mainstream. We will explore the three different mindsets possessed by Asian Americans: Assimilation, separation, and integration. Through thought provoking discussions and interactions, you will discover the attributes of each mindset, which mindset best describes you, and the strengths of each mindset. More importantly, you will gain insight into the mindset of Asian American Executives to help guide the development of your success mindset.



# Asian American Professional Association

## Mentor Matching Program

### Approach

This is a formal mentor matching program to develop an effective and result-oriented mentoring relationship between mentors and mentees. Beginning in Session 2 of the Mentoring Program, mentees will form one-on-one matching partners with a mentor throughout the mentoring program year. The partnered mentee and mentor will establish specific and achievable goal(s) and action plan on subjects such as goal setting, career development, etc. The mentee and mentor should meet at an agreed upon meeting frequency to work on achieving the goals. At the end of the program year, the partnered mentee and mentor pair should evaluate the accomplishment and the mentoring relationship.

### Guidelines

This Mentor Matching Program is voluntary and is available to returning mentees only. Mentees can request the mentor they prefer to work with and this matching request will receive matching priority. If the mentee does not indicate a preferred mentor, a mentor will be assigned to match with the mentee, based on mentee's mentoring interest, background and mentor's experience and availability.

Mentor and mentee pairs should jointly setting goals for this program year, meet a least quarterly or at mutually agreed intervals and time to share goal progress and other coaching activities. At the end of the program year, the mentor and mentee pair should prepare an assessment of the goals, relationship and the mentor matching program.



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Sikun Lan	(310)279-2805	sikun@yahoo.com
Liping Yan	(714)321-0263	lipingyan@earthlink.net
Konrad Zhu	(818) 591-8787	sheng-hua.k.zhu@boeing.com
Linda Chen	(909) 374-6426	linda_chen2001@yahoo.com
Liz Im	(818) 354-7881	eyk@mipl.jpl.nasa.gov

*Shan Lee*

Shan Lee  
President



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Dress for Success

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Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

Company: \_\_\_\_\_

Business Address: \_\_\_\_\_

Position: \_\_\_\_\_

Tel: \_\_\_\_\_

Email: \_\_\_\_\_

Hobbies: \_\_\_\_\_

Industry: \_\_\_\_\_

Work Experiences: \_\_\_\_\_ Years

Program Interested: Corporate Track \_\_\_\_\_ Track A  
(Please check) \_\_\_\_\_ Track B

\_\_\_\_\_ Yes, I will join CESASC as a \_\_\_\_\_ regular member(free)

\_\_\_\_\_ life member (\$200 enclosed)

Please email the completed form to: [shan.lee@gvadaum.com](mailto:shan.lee@gvadaum.com)  
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