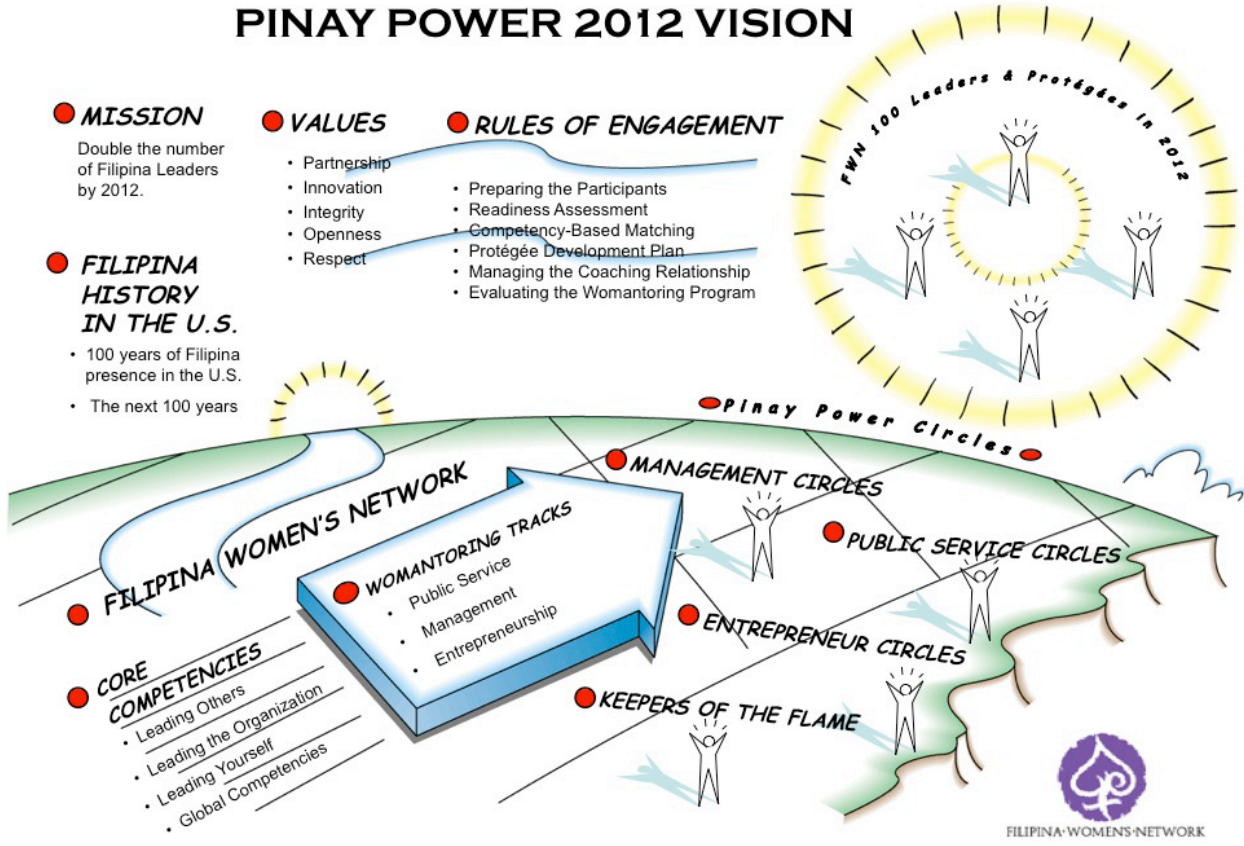




FILIPINA WOMEN WHO COULD BE PRESIDENT FELLOWSHIP

PINAY POWER 2012 VISION



- **MISSION**
Double the number of Filipina Leaders by 2012.
- **FILIPINA HISTORY IN THE U.S.**
 - 100 years of Filipina presence in the U.S.
 - The next 100 years
- **VALUES**
 - Partnership
 - Innovation
 - Integrity
 - Openness
 - Respect
- **RULES OF ENGAGEMENT**
 - Preparing the Participants
 - Readiness Assessment
 - Competency-Based Matching
 - Protégée Development Plan
 - Managing the Coaching Relationship
 - Evaluating the Womantoring Program

"Never again forget the role of Filipina women in the building of America." — Marily Mondejar, President, Filipina Women's Network

ABOUT FWN

The Filipina Women's Network (FWN) is a not-for-profit organization founded and operated to raise funding and awareness of the activities, careers and status of women of Philippine ancestry living in the United States. FWN provides the content, credibility and community to help Filipina women succeed in their businesses and professional careers.

FWN members work in some of the most prestigious corporations, professional practice firms, nonprofits and government agencies and many are business owners or independent contractors. FWN members are represented in 19 states, 30% are in professional occupations, 14% in government, 18% are business owners and another 8% are management executives. Over half of FWN members are 25-34 years old, 12% are 35-44 years old, 9% over 45 years old and 14% are over 65. 63% have college degrees, 56% are U.S. born and 26% have lived in the U.S. over 10 years. The average household income is \$150,000 and above, 82% are homeowners, and 26% have children.

WE INVITE YOUR SUPPORT

FWN's programs provide a unique opportunity to build your organization's image among this growing and influential group. As a sponsor, you align with one of the nation's and Filipino community's most respected association, demonstrate your commitment to excellence and enjoy a generous package of marketing benefits giving you direct access to FWN's nationwide membership. Sponsor benefits and recognition options include exhibit tables, complimentary registrations, magazine and web advertisements, eblast messaging and web links. Each opportunity is a comprehensive marketing package designed to maximize your organization's visibility and expand your client base. Go to www.FilipinaWomensNetwork.org to learn more about FWN's Programs. Questions? Please contact Marily Mondejar at marily@ffwn.org or call her at 415.935.4FWN.



FILIPINA WOMEN WHO COULD BE **PRESIDENT** FELLOWSHIP

ABOUT THE FELLOWSHIP

The Filipina Women Who Could Be President Fellowship Training is a selective part-time leadership development program for future politicians, entrepreneurs, senior and executive leaders in the United States. The Filipina fellowship program will begin in 2012 (May).

Based on established leadership competencies which includes cohort training, coaching and mentoring, the program gives up-and-coming Filipina women leaders the skills and networks they need to develop and manage highly effective campaigns and organizations in the private and public sectors.

PROGRAM ELEMENTS

During the program, Fellows will regularly work with FWN Faculty comprised of national experts, guest trainers, management consultants, successful entrepreneurs, elected officials and political campaign consultants to build their leadership and management skills and prepare for public office, entrepreneurship, senior and executive leadership positions. FWN Fellows will participate in:

- Training Workshops
- One-on-one and Small Group Coaching
- Project-based Learning
- Networking

APPLICATION PROCESS AND COMMITMENT

- The application process will require applicant to choose one of three leadership training tracks – entrepreneurship, public service, or management.
- FWN will select up to 28 participants carefully selected to represent the Filipino American community in terms of leadership potential, volunteer experience and a strong interest in one of the three learning areas.
- Because self-awareness is a key aspect of the leadership program, applicants when accepted, will be asked to fill out several assessment surveys prior to attending. Some of the surveys require that evaluations be completed by the participant's superiors, peers and direct reports.
- Participants will meet quarterly for 2 ½ days for a total of 4 sessions.
- Commitment is paramount – participants will commit to all sessions and will only be allowed to miss one excused absence. Will not officially graduate if participant does not make up the missed class.

CURRICULUM DESIGN & FACULTY

- Faculty will be recruited from experts with actual business or political campaign experience, rather than theory, from practitioners, elected officials, political consultants, corporate managers and leaders,
- The leadership program incorporates a strategy for change grounded on research and a continuing study which focuses on key events that have impacted the careers of high potential managers.
- The program will utilize the 360-degree, multi-rater feedback instrument from the Center for Creative Leadership (CCL) that will provide the participants a confidential report on how they are doing compared to a similar norm group.
- Provides feedback on how successful leaders develop and why they *derail**.
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**Derailment refers to why leaders who were expected to succeed in their organizations but had their careers dropped involuntarily by being demoted, plateaued, or fired.*



FILIPINA WOMEN WHO COULD BE **PRESIDENT** FELLOWSHIP

ORGANIZATIONAL OUTCOMES

- Build FWN's pipeline of qualified leaders, to increase the odds that some will rise to the "President" position in all sectors.
- The participant's sponsoring organization, will gain a high-potential employee who will learn the critical qualities and behaviors that lead to success in leadership, management and executive roles.

PARTICIPANT OUTCOMES

- Gain an honest picture of leadership strengths and developmental needs, and recognize priorities.
- Increase understanding of the perceptions and issues surrounding women's leadership.
- Leverage the advantages of a bi-cultural identity, clarifying personal values and their fit within the organizational culture.
- Explore the choices, tradeoffs and rewards as multicultural women juggling personal and professional goals.
- Develop a personal model of power and influence and effectively apply it in the workplace.
- Learn the skill of receiving and giving authentic feedback.
- Learn strategies to overcome the biases and discomforts and exercise political know-how.
- Design a continuous learning development plan with a career coach

FELLOWSHIP TRAINING IS GROUNDED ON RESEARCH-BASED COMPETENCIES FOR LEADERSHIP*

1) Leading the Organization

- Resourcefulness
- Decisiveness
- Being a Quick Study

2) Leading Yourself

- Self-Awareness
- Straightforwardness and Composure
- Balance Between Personal Life and Work
- Doing Whatever It Takes
- Career Management

3) Leading Others

- Self-Awareness
- Building and Mending Relationships
- Leading Employees/Volunteers
- Compassion and Sensitivity
- Participative Management
- Putting People at Ease
- Differences Matter
- Confronting Problem Employees / Volunteers

4) Global Competencies

- Decision Maker
- Negotiator
- Business Knowledge
- Coping
- International Business
- Perspective Taking
- Innovator
- Cultural Adaptability

Potential for Derailment:

In addition, the 360-degree feedback instrument identifies 5 potential flaws that may stall or derail a promising career:

- Problems with Interpersonal Relationships
- Difficulty Building and Leading a Team
- Difficulty Changing or Adapting
- Failure to Meet Business Objectives
- Too Narrow Functional Orientation

**Leadership Competencies and Derailment Factors are based on research conducted by the Center for Creative Leadership*



FILIPINA WOMEN WHO COULD BE **PRESIDENT** FELLOWSHIP

2012 - 2013 FELLOWSHIP TRAINING SCHEDULE*

1st Session (May 4-6, 2012)

Day 1 (ALL participants) – Friday afternoon

- Check-in, Connect, Dinner
- Leadership Program Overview
- Leveraging personal networks
- Mentoring vs Coaching Models

Day 2 (participants move to their respective learning tracks) - Saturday

- Leadership Competencies (ALL)
- CCL research-based developmental themes for Filipino American women leaders
- 360-degree feedback confidential report
- Understanding Yourself – behavioral strengths and developmental areas
- Behavior patterns that influence leadership style and power
- Forge connections with fellow participants

Day 3 (participants split to their respective learning tracks) - Sunday

Public Service Track

- Nonprofit, Government, Political Leadership
- Campaigns and Elections
- The legislative system and public policy advocacy
- Impacting public policy through community organizing

Entrepreneurship Track

- Being in Business in the 21st Century
- Start a business from scratch
- Starting a consultancy
- Buying a franchise
- Buying an existing business

Management Track

- Professional
- Corporate
- Individual Contributor
- Organizational Cultures

End of 1st Session Integration

- Participants gather for debrief and integration of learning experiences.

2nd Session (Jul 27-29, 2012)

Day 1 (ALL participants) – Friday afternoon

LEADERSHIP COMPETENCIES (ALL)

- Check-in, Connect, Dinner
- Personality and interpersonal needs self assessment (*assessments completed prior to attending*)
- Political behaviors in relation to power and influence
- Experiential activity

Day 2 & 3 (participants move to respective learning tracks) - Saturday & Sunday

Public Service Track

- Getting ready to run
- Developing a Campaign Plan
- Messaging – Voters / Media
- Research

Entrepreneurship Track

- Strategy
- Business Vision and Planning
- Business Systems and Processes

Management Track (FOCUS ON SELF)

- Interpersonal Savvy
- Learning from Experience
- Credibility
- Executive

End of 2nd Quarter Integration

- Participants gather for debrief and integration of learning experiences.



FILIPINA WOMEN WHO COULD BE **PRESIDENT** FELLOWSHIP

2012 - 2013 FELLOWSHIP TRAINING SCHEDULE*

3rd Session (Oct 12-14, 2012)

Day 1 (ALL participants) – Friday afternoon

- Check-in, Connect, Dinner
- Assessment of one's authority, influence, collaboration and leadership effectiveness with the organizational context
- Experiential activity

Day 2 & 3 (participants move to their respective learning tracks) - Saturday & Sunday

Public Service Track

- Are you ready to run?
- Coalition Building
- Endorsements
- Fundraising

Entrepreneurship Track

- Marketing Matters
- Marketing Models
- Financing Your Business
- Financing Models

Management Track (FOCUS ON OTHERS)

- Forging Synergy
- Leveraging Differences
- Global Awareness
- Inspiring Commitment
- Developing and Empowering Others
- Communicating Effectively
- Professional Presence
- Business Etiquette

End of 3rd Session Integration

- Participants gather for debrief and integration of learning experiences.

4th Session (Mar 29-31, 2013)

Day 1 (ALL participants) – Friday afternoon

LEADERSHIP COMPETENCIES (ALL)

- Check-in, Connect, Dinner
- Leadership behaviors rewarded in one's organization
- One-on-one session with a CCL feedback coach

Day 2 & 3 (participants move to their respective learning tracks) - Saturday & Sunday

Public Service Track

- Staff & Structure
- Budgeting
- Personal Image and Presentation
- The Home Stretch
- After the Election

Entrepreneurship Track

- Accessing Support & Networks
- Action Planning
- Entrepreneurial Development Plan
- Mentoring / Matching

Management Track (FOCUS ON THE ORGANIZATION)

- Leading Change
- Sound Judgment
- Courage
- Strategic Planning
- Results Orientation
- The Business Perspective

End of 4th Session Integration

- Integration, goal setting, strategy building
- Next Steps
- Graduation