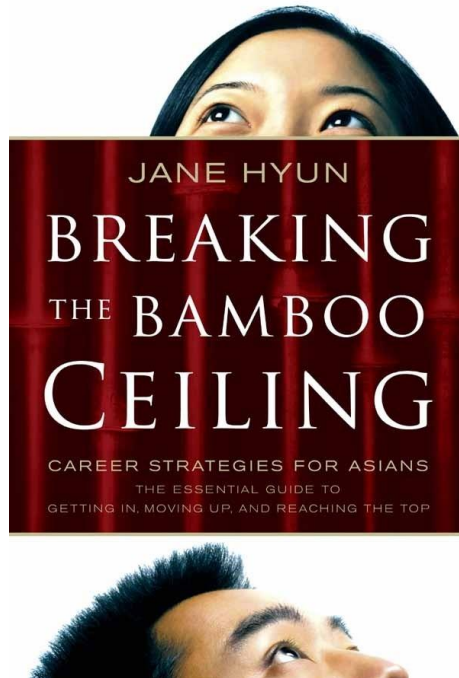


# Through the Bamboo Ceiling: Unpacking the Asian Leadership Journey

Urbana 2015 Handout



*Developed by:*

**HYUN**   
**&ASSOCIATES**

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Dear Friend,

Thank you for attending the seminar! I look forward to engaging with you at Urbana on December 29<sup>th</sup>. I trust that this journey of self exploration will enrich you personally and that session provides practical “takeaways” for future development.

I’m always interested in hearing your stories. Do send your feedback, success stories, and leadership challenges. I make the time at the end of the week to read every email.

Here are some current media clips where we discuss the “Bamboo Ceiling Effect” in corporate America.

- **CNN Education in America: “Breaking the Bamboo Ceiling: Children of Tiger Parenting”**

<http://www.cnn.com/video/#/video/business/2011/05/31/ybl.tiger.mother.children.cnn>

- **Wall Street Journal: “Study Finds Asians Occupying Few Corner Offices”**

<http://online.wsj.com/article/SB10001424053111904233404576462042857022426.html?KEYWORDS=top+asian+talent>

Blessings,

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*“Behavior is often misinterpreted by people from different cultures, because it is visible, unlike motivations, feelings, intentions, and thought processes.”*

J. Hyun, *Breaking the Bamboo Ceiling*

**I. Discussion Questions - “But I Didn’t Mean it That Way!” Understanding the Impact of Your Cultural Values (Book Pages 27 – 54)**

- What surprised you about the “bamboo ceiling” discussion?
- How does being “Asian” play out for you in your leadership journey? With your friends? In school? At work? In your community?

**II. Discussion Questions - “Superior Mentoring Strategies” (Book pages 213-227)**

- Miles’ story resonates deeply with many readers, both Asians and their mentors. When you hear this story, can you relate to Miles or his mentor?
- What will you do differently upon hearing his story?

## Thank you for your engagement today!

Stay in touch: [jhyun@hyunassociates.com](mailto:jhyun@hyunassociates.com)

**Jane Hyun**  
**Global Leadership Strategist and Executive Coach**  
**Founder & President, Hyun & Associates**  
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Jane Hyun is a leadership strategist and coach to Fortune 500 companies. She has held a variety of line and people management roles, including Vice President of HR/Talent at JP Morgan, and Director of Recruiting at Deloitte. Hyun & Associates' programs (including *The Art of Cultural Fluency Roundtables™*) have received acclaim from clients who seek to grow their bottom line through the effective use of their human capital.

She has worked with sales teams, guided leadership through a merger integration and divestiture, led organizational change initiatives with new leadership, and designed innovative reward programs for retaining top talent. Most recently, she was the research director for The Conference Board study: *Cultural Fluency: How Culture Impacts Talent in China*.

She appears on media such as *CNN*, *NPR*, *Time*, *Atlantic*, *Wall Street Journal*, and *Washington Post* and speaks frequently on the topics of cross-cultural effectiveness and leadership. A graduate of Cornell University with a degree in Economics/International Studies, she serves on the board of Operation Exodus in Washington Heights, and is an advisor to the Task Force for Talent Innovation.

Jane's first book, *Breaking the Bamboo Ceiling*, opened up a critical dialogue for the need for a culturally grounded career development approach. Most recently, she co-authored *Flex* (2014), which examines the art of switching between styles to more effectively leverage diversity to drive innovation. Jane is passionate about helping individuals realize their fullest potential in the workplace and community.

