


Our Cultural NorthStar Beyond the Title... Into the Calling



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ORA Systems
Former APSEA Board Member



Catalysts of Change: Where training ignites action, and potential becomes impact.





APSEA Legacy Team

Navigating Leadership (2012-2016)
(Cal-IPGCA: 2017-2026+)

Rhonda Basarich | Yk Chalam |
Keith Christensen | Oliver Chu | Linda Eng |
Helen Fong | Grace Koch | Dean Lan |
Stephenson Loveson | Aman Thiara |
Dan Tokutomi | Maeley Tom | Stephanie Tom |
Jeff Uyeda | Alicia Wong |





APSEA Roots (2012 Legacy)



- Foundational Architects: 2012-2026
- Shared History: Co-creating Navigating Leadership Program (NLP)
- Became Cal-IPGCA 2016
- Cal-IPGCA Association 2017
- Always Involved – Always Leaders





APSEA Roots (2012 Legacy)

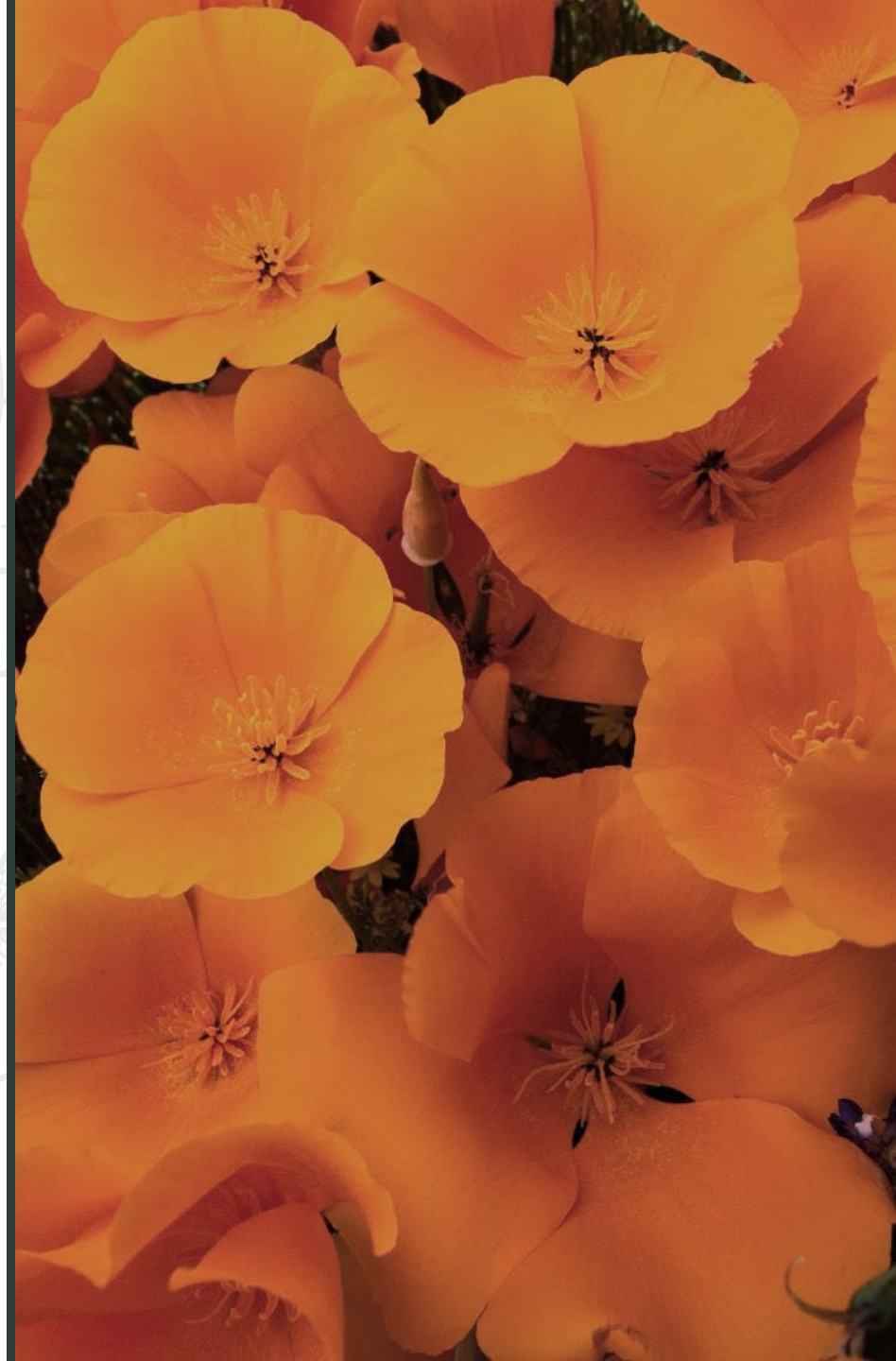



- **The Problem:** Administrative Noise & shifting politics
- **The Threshold:** Your title is rented space; your “Why” is ground Zero
- **The Realization:** A public servant is not a “cog in a machine”
- **The Shift:** Moving from a “User” to an “Architect”
- **Leadership:** Everyone’s a “Leader” when you “own your Why”
- **Influence:** YOU mentor future generations by the example you create.



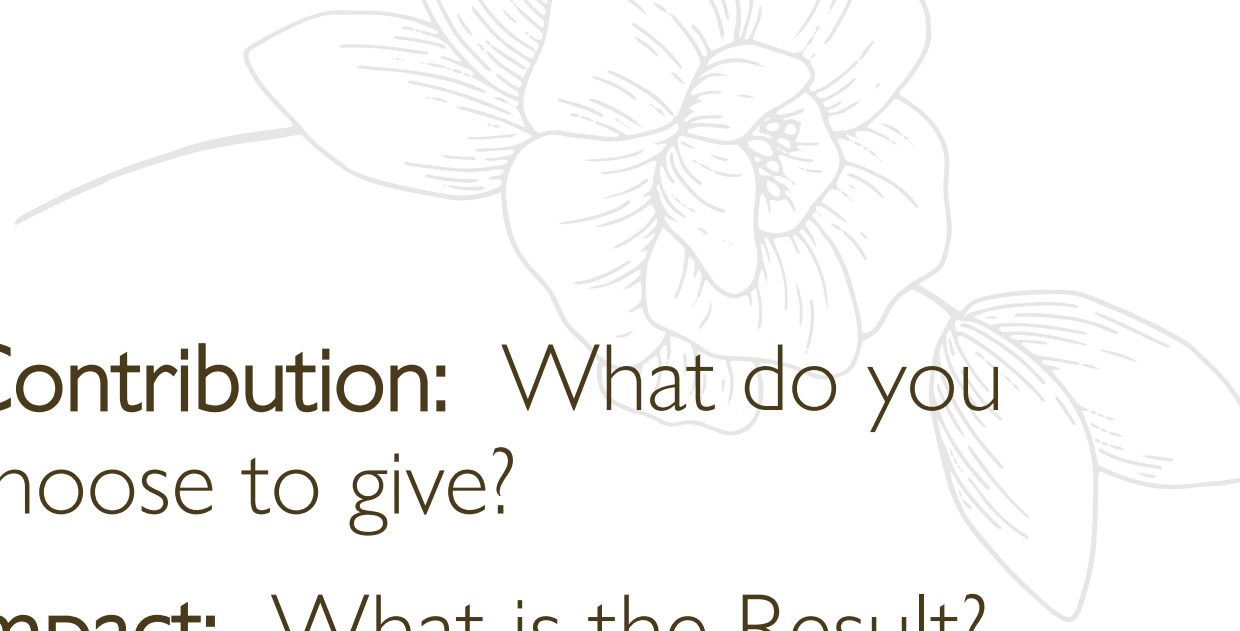
Methodology: The “Just Ask Why” Framework

- **The Core:** Contribution + Impact + Core Belief
 - **The Framework:** Human Centric Design – (YOU) meets your Digital Persona
-
- **The Declaration:** Moving from: Individual purpose to “Interdependence.” (Me – We)
 - **The Result:** Becoming “Politic-Resistant” by serving your “Why”.



Breaking it
down...feel with
your heart 
don't think with
your head

- **Contribution:** What do you choose to give?
- **Impact:** What is the Result?
- **Core Belief:** From the contribution I make and the impact it creates, what is my core belief?





Your Lived Experience



Your Asian heritage brings a view of family and community that is your **cultural birthright.**

- You are **not adapting** to a system.
- You are **architecting** the system.

Values are the deeply held beliefs that guide the choices you make

What are the top **3 non-negotiable** values that guide your life and cultural birthright. These are the “**Compass**” for your **North Star**.

Values

*Passions are your “Vehicle” –
your “How!”*

When you engage with **Passion** – time shifts and hours can seem like minutes! When you “see” the impact your “Why” makes in the lives of those around you, it’s your “passion” that carries you forward!

It’s not uncommon for our “unique genius” in the world to be “born of passion!” **Why?**

Passions




The Unseen Foundation



- **The Roots:** Living your "Why"—a legacy rooted in deep respect for yourself and for every person's unique journey.
- **Mentoring Others:** Leading by example—planting seeds of growth in the heart of bureaucracy.
- **Administrative Silence:** Choosing quiet, strategic resilience over unnecessary friction.
- **Total Ownership:** Modeling the way—a legacy of integrity built moment by moment, day by day.

The Unseen Foundation



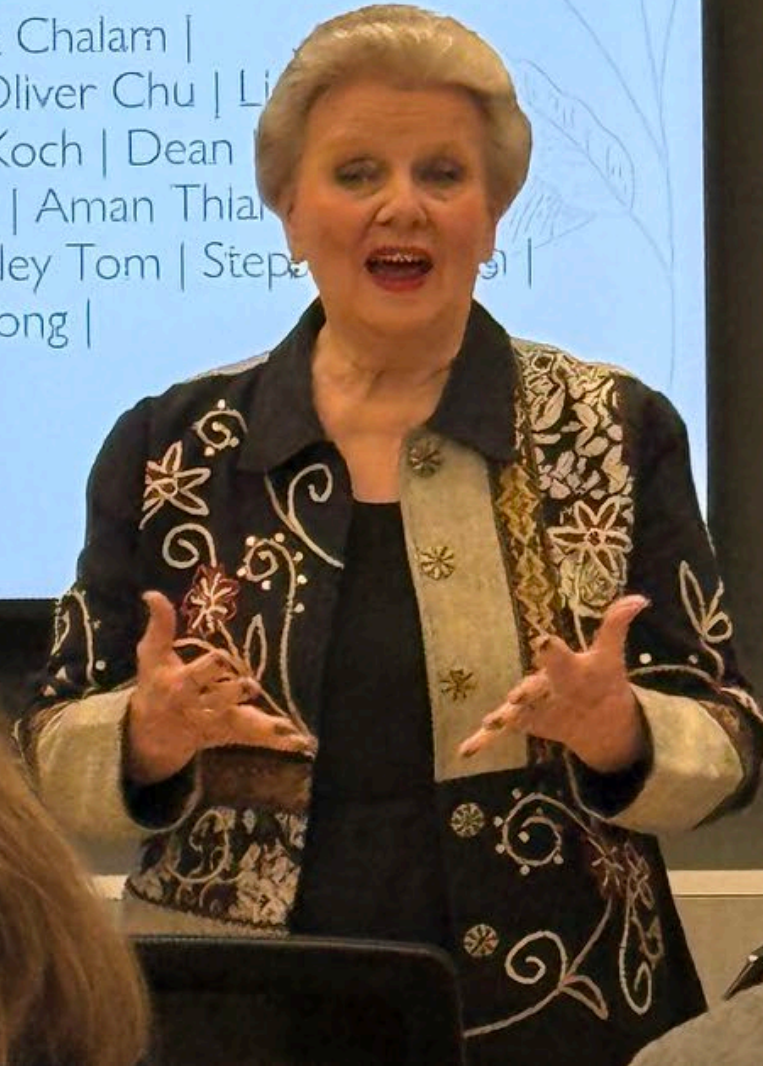
Fourteen years ago, we planted a seed of change because we knew the way leadership was taught had to evolve. We couldn't have imagined then that the Navigating Leadership Program would become the Cal-IPGCA, navigating the complexity of the world's 4th largest economy. While California sees the "iterations," we know the roots. The same is true for the legacy you model every day. Thank you.

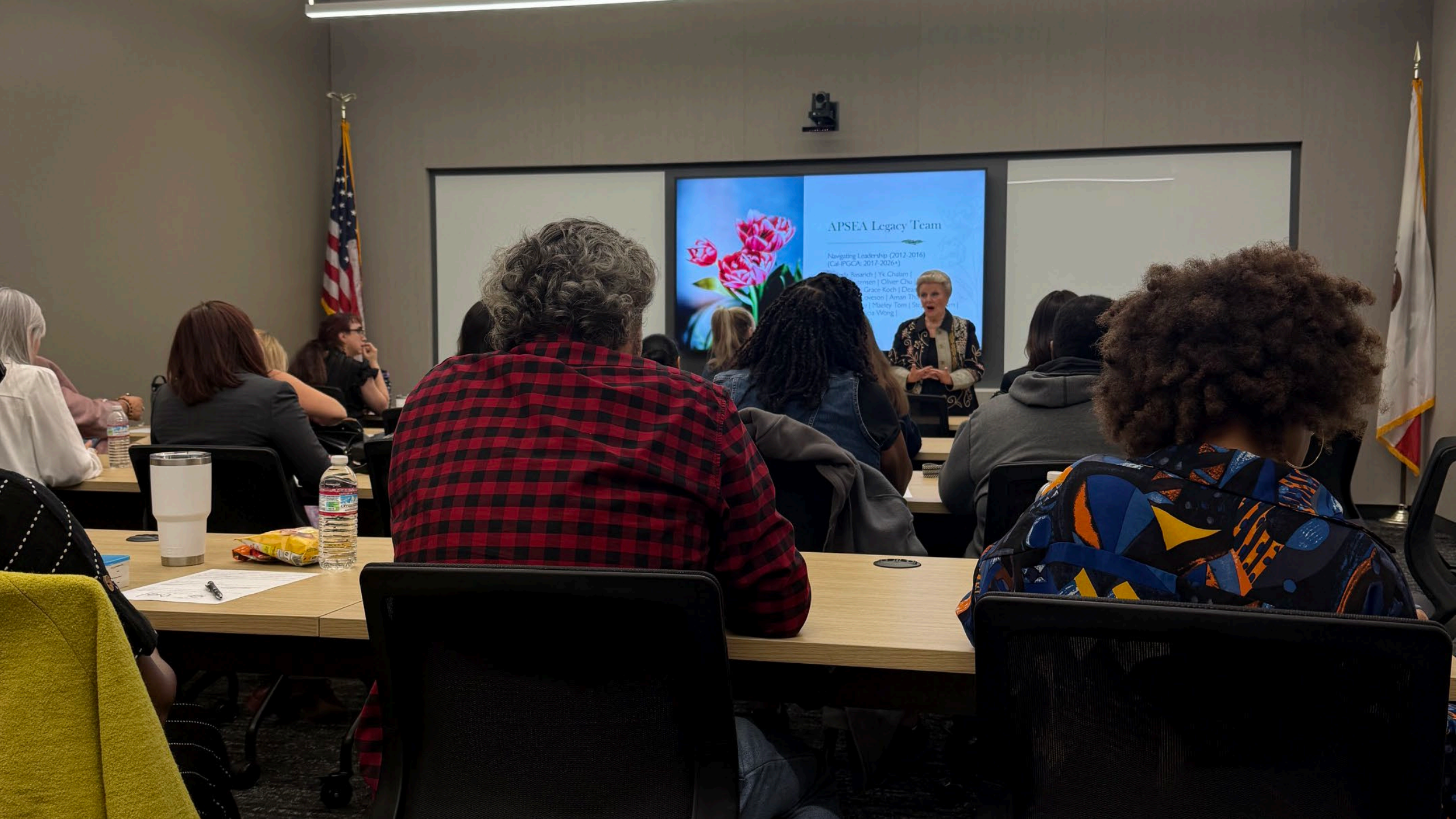
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- Christina | Oliver Ch...
- Grace Koch | Debra...
- Lowison | Arsan Th...
- Mailey Tom | Su...
- Wong |



Thank You