

Leaders in Development for a New Asia

Organizational Booklet 2023



**We help individuals and organizations to
adapt to thrive and impact.**

Center for Asia Leadership Initiatives



Welcome Message

Welcome to the Center for Asia Leadership!

It was with a leap of faith and hope for the future that we started the Center for Asia Leadership or **CAL** in 2014 in Boston, US. We were scholars at Harvard organizing “treks,” study tour and community service programs that brought Harvard scholars to all throughout Asia to connect, learn and share.

The diverse combination of site visits, roundtables, networking, conferences, and other irresistible firsthand exposures to over 80 exotic locations in over 30 countries made for a unique beyond-the classroom learning experience.

Today, CAL does more than treks. We are a group of **non-for-profit international organizations that aims to address various leadership challenges and needs in Asia through research, teaching, fellowship, consulting, conferences, and publications.**

We are truly grateful for this opportunity to help cultivate leaders of today in preparation for the better tomorrow. Join us in our endeavor to do the greater good in our community.



Gil Alterrovitz
Global Advisory Council Chair, CALI
Professor, Harvard University



Samuel Kim
Founding President, CALI
MPA, Harvard University

Our Purpose



Harvard Beginnings & Our Mission

The Center was established in Boston, US in 2014, among scholars in the Harvard community.

We believe that becoming an agent of change is not an easy task; it **requires thinking deeply and broadly about our responsibility to our communities**—globally, nationally, in our workplace and at home.

It is about the possible **leadership interventions** we can make to bring **meaningful improvements** in our lives and livelihood.

This entails mastering the mindset and mechanisms of change, leading to making necessary adaptations critical for our survival and growth.

Our Milestones

80K+

Lives
Impacted

400+

Organizations
Partnered

300+

Materials
Published

92

Cities,
34 Nations
Reached

5

Offices Globally
Boston, KL, Seoul,
Tokyo, Manila

Our Vision

We have traveled over **8 million miles** to and through **34 nations** in **Asia**.

Our **engagements** over the years have led us to organize our **vision** to help **Government, Business** and **Civil society** to be **Effective, Responsible,** and **Sustainable**.

Government



Business



Civil Society



Effective



Responsible



Sustainable



Our Values

We exist to advance the following core values:



>> 01

Committed Partnership for Collaboration

We pursue robust partnerships to collaboratively generate sustainable solutions to our challenges.



>> 02

Promotion of Effective Leadership

We help leaders think and take actions on how they can be a linchpin to their community's success and prosperity.



>> 03

Constant Development of Best Practices

We make efforts in the development and delivery of world-leading expertise that benefit organizations and communities.

“ Leadership is addressing what hinders us moving from reality to aspirations, so we can ultimately thrive. ”

- Samuel Kim

Our Approach

1. Harvard-developed Theories; CALI-developed Frameworks for Change

All projects and programs we manage are led by Harvard faculties and graduates who are committed to the research, teaching, consulting, fellowship, conferences, and publications as a means of promoting change.

Head Knowing	Hands Doing	Heart Being
Frameworks New & Different Ways of Thinking About Challenges & Problem-solving	Application Thorough Diagnostic Work & Generation of Creative & Realistic Solutions	Mindset Value-driven & Human-centered Change-Process Management
Practice of Leadership		

2. Proven Methodologies for Future-ready Organizations

We equip leaders with the right mindset and tools/skills. They then learn when and how to make effective interventions.

Hindsight Past	Insight Present	Foresight Future
Legacies to Keep, Discard & Build	Diagnosis & Solutions	Risks to Anticipate, Opportunities to Seize

3. Methodologies Developed by Experts on Asia for Asians

We work closely with various stakeholders across Asia to conduct research and develop frameworks, tools, and practices that are relevant to the region. They are primed to help organizations in Asia form actionable insights and hone capacities for change demanded of our times.

ASIA LEADERSHIP INSTITUTE

- ☐ Adaptive Leadership Signature
- ☐ Leadership Masterclasses
- ☐ ESG Masterclass
- ☐ Policy & Strategy Consulting
- ☐ Asian Leadership Conference
- ☐ Asia Leadership Forum
- ☐ Asia Emerging Leaders Fellowship



We help and support key **decision-makers** from government, politics, business, and civil society enhance individual and organizational leadership capacities to **respond more effectively** to challenges and setbacks, to **orchestrate meaningful progress**, and to **invest a future** that is **purposeful** and **intentional**.



ASIA LEADERSHIP™ TREK

We provide a perspective-widening, **first-hand understanding** of the **global**, **regional** and **local** affairs through (1) **site visits**, roundtable **discussions**, **networking** events, and (2) knowledge-sharing **community service** programs.

ACUMEN® PUBLISHING

- Rethinking Asia Series
- Asia Leadership Series
- Case Studies
- 5-Themed Articles
- Online Learning Contents



We facilitate **research**, **development**, and **dissemination** of leading **Asia-centered** content on leadership, innovation, trust-building and ESG in the form of books, cases, articles, and online learning.

Our People

Global Advisory Council



Dean Williams
Australia

Former Adjunct Lecturer in
Public Policy
Harvard University



Kenneth Winston
U.S.

Retired Lecturer in Ethics
Harvard University



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of Korea

Parliamentarian, Korea
National Assembly

Executive Team



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ASIA LEADERSHIPTM INSTITUTE

Through stellar teaching, consulting, conferences, and fellowships, we offer key decision-makers access to global cutting-edge ideas, perspectives, frameworks, and tools for change and growth.

Asia Leadership Institute

1. Courses



2. Consulting



3. Conferences



4. Fellowship



Ran in

27+

Nations

70k+

Individuals
participated

150+

Conferences
organized

500+

Organizations
served

40+

Projects
managed

Regional Footprint

Northeast Asia

China
Mongolia
Japan
South Korea
Taiwan

Southeast Asia

Myanmar
Thailand
Vietnam
Malaysia
Indonesia
Philippines
Cambodia
Singapore

South Asia

India
Bangladesh
Nepal
Bhutan

Central Asia

Kazakhstan
Kyrgyzstan
Tajikistan
Uzbekistan

Caucasus

Ukraine
Georgia
Azerbaijan
Turkey

Teaching Team

Our teaching network comprises faculties and graduates from **Harvard** and **Stanford University**. We bring a wealth of **know-hows**, **experiences** and **perspectives** developed and taught in these institutions.



Samuel Kim
Korea

President, CALI
MPA, Harvard University



Dean Williams
Australia

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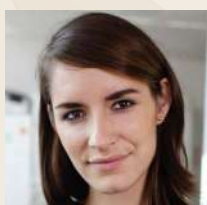
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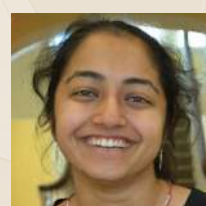
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1. Adaptive Leadership Signature 5 Things Thriving Organizations Do Well

Modeled after Harvard University's Adaptive Leadership course, this 6-day program equips leaders the capacity to diagnose, initiate and manage the process of organizational transformation and growth.

Agenda

Pre-program	Program		Post-program
<input type="checkbox"/> Assessment Essays <input type="checkbox"/> Orientation Seminars <input type="checkbox"/> Reading Materials <input type="checkbox"/> Small Group Consultations <input type="checkbox"/> Optional: 1:1 or Group Coaching Sessions	Modules 1 Managing the Past: Our Legacies	Diagnosing Our Current Realities	Organizational Diagnostic Toolkit
		Making Improvements on Our Realities	Problem Definition Consultation
	Modules 2 Managing the Future: Emerging Trends	Anticipating the Key Forces & Impacts	Peer-coaching ToolKit
		Preparing for the Uncertain Futures	Growth Strategy 2.0

Approach

Comprehension	Interpretation	Application	Results
Framework	Case Study & Simulation	On-the-job Challenges	Output
<ul style="list-style-type: none"> • Key Concepts & Principles • Reflections, Sense-making & Discussions 	<ul style="list-style-type: none"> • CALI & Harvard Cases • Faculty Expertise & Experiences • Diagnosis 	<ul style="list-style-type: none"> • Ideation of Solutions & Strategies • Coaching & Consultation • Debriefs & Improvement Plans 	<ul style="list-style-type: none"> • Self-Leadership Kit • New Products, Services, Processes • High Performance with Papers • Challenge Diagnosis Report



2. Leadership Masterclasses

ONLINE

Duration: 2-90 min. sessions per week; 3 Weeks

Format: On-demand Lecture, Assignments, Live Q&A Discussions



IN-PERSON

These programs are intended to delve deep into various **21st-century leadership competencies**.

Duration: 1-2 Full Days

Format: Lecture, Discussion, Simulation, Case Study

TOPICS

1. **Leading with Purpose:** How Value-driven Organizations Thrive
2. Becoming a **Professional Thinker**
3. Building High-Trust Organizations Through **Mediation & Arbitration**
4. **Persuasion:** The Science and Art of Effective Influence
5. **Negotiating** Across the Boundaries

“The program is refreshing. Content is excellent. [Through the program], I hope to close the gap between present leadership and leadership of the future.”



3. ESG Masterclass—Key Factors, Trends & Impacts

This masterclass helps to explore the foundations upon which **modern-day ESG** was built, how **market forces** react to and **government regulations** interact with ESG, and ways to create and maintain value using **ESG implementation strategies**. We will also cover the **five key factors** that define ESG, and how those interplay with or against **ESG performance**.

We will examine the many challenges that corporations and governments face when it comes to ESG formulations, implementations and enforcements, and how the changing **macro** and **micro circumstances** are making this also an area of untapped potential. There will be **7 real-life case studies** that illustrate how risk can be assessed, better **risk management policy** can be developed, and **roadmap** built to identify valuable areas of **opportunity** and create better **decision-making approaches**.



Duration: 2 Days

Materials: 7 Case Studies, 5 Articles, Laptop, Notes

Pedagogy: Lectures, Case Discussion, Small Group Consultations, Presentations & Debriefs

Output: ESG Challenge Diagnosis, Strategy Proposals, and/or Implementation Plans

AGENDA

Module 1 – Intro to ESG Factors and Concepts

Module 2 – Key ESG Trends, Practices & Impacts

Module 3 – ESG Government Regulations

Module 4 – ESG Strategies at the Business-Level

Module 5 – ESG Implementation at the Business-Level

INSTRUCTOR

Samuel Kim & Christoph Frehsee



Philippine Emerging Leaders 2018



Malaysia Leadership Program 2022



Central Asia Leadership Program 2017



China Leadership Program 2019



Bangladesh Leadership Program 2019



Malaysia Leadership Program 2019



Asia Emerging Leaders Program 2018



Cambodia Leadership Program 2019



Singapore Industry Leaders 2020



UAE Leadership Program 2019



ASEAN Industry Leaders 2018



FMCG Leadership Program 2021



Malaysia-Singapore Program 2022



Asia FMCG Program 2022



Asia FMCG Program 2022

2. Consulting

In our new Covid reality, the decisions we make today will have an indelible impact on our lives & communities tomorrow. It is ever more important for leaders to have true sounding boards and capable partners for support and guidance to 1. **help fill knowledge gaps**, 2. **generate ideas, strategies and plans for growth & impact**, and 3. **stay anchored to their aspirations & inspirations**.



Key Services

Policies	Strategies	Implementations	Audits
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Key Focus Areas

Organizational Sustainability	Future-proof Strategies	ESG
<ul style="list-style-type: none">• Resistance to Change• Cross-boundary Communications• Work Avoidances• Maladaptive Cultures• Performance Management	<ul style="list-style-type: none">• Trends & Impacts Analysis• Scenario Building & Planning• Best Practices Formulation• Product, Service, Process Design• Capacity-building Programs	<ul style="list-style-type: none">• Corporate Compliances• Gov't Regulations• Public Trust-building• CSR• Policy Design & Audit

Key Methodology

Pre-engagement	Engagement	Post-engagement
<ul style="list-style-type: none">• Interviews• Surveys• Toolkits & Methodologies• Research	<ul style="list-style-type: none">• 1:1 & Small Group Consultations• CSPLD Processes• White Papers, Policy Proposals, Implementation Milestones, Audit Reports• Roundtable Discussions	<ul style="list-style-type: none">• Impact Reports• Debriefs• Roll-outs

3. Conferences

Organized by:



In Collaboration with:



1. Asian Leadership Conference

Hosted by Chosun Media, Korea's largest media group, in collaboration with the Center as a knowledge partner, we bring **Asia's premier international conference** where about **380 global leaders** coalesce to discuss and provide **possible solutions for the pressing issues currently facing Asia**. The audience comprises a mix of **3500 leading thinkers, decision-makers**, C-level and senior executives from the business, senior government officials, community leaders, and scholars.

Duration: 2 days (May or November) **Venue:** Seoul, Korea

Partners: **HYUNDAI** **SK** **LOTTE** **LG** **KOREAN AIR** **McKinsey & Company**

Past Keynotes



Yoon Suk-Yeol
President of
the Korea Republic

Narendra Modi
Prime Minister of India

Joko Widodo
President of Indonesia

**Volodymyr
Zelenskyy**
President of Ukraine

Barack Obama
Former President
of USA

Michelle Obama
Former US First Lady

Past Speakers



Mark Fagan
Faculty
Harvard University

**Barbara
Kellerman**
Faculty
Harvard University

Moshik Temkin
Faculty
Harvard University

Samuel Kim
President, CALI
MPA, Harvard
University

Robert Livingston
Faculty
Harvard University

Dana Born
Faculty
Harvard University



2. Asia Leadership Forum

We bring another knowledge-sharing opportunity to hear from leading experts on the **topics of leadership innovation** encompassing both **theories for change** and **real-life cases**. Using frameworks taught at Harvard's various graduate schools, it is designed to help those in **positions of authority** develop **personal leadership capacity and competence as change-agents**.

Date: 2 Days (May or July)

Venue: Kuala Lumpur, Malaysia

Speakers



John Riady
Executive Director
Lippo Group

Dean Williams
Faculty,
Harvard University

Steve Jarding
Faculty,
Harvard University

Christoph Frehsee
Lecturer,
Stanford University

Bilahari Kausikan
Former Permanent
Secretary,
Singapore Ministry
of Foreign Affairs

David Shore
Faculty,
Harvard University

Gita Wirjawan
Minister of Trade
of Indonesia

Topics

- **Future of Work and Leadership**—4 Mega Trends
- **Sustainable Innovative Leadership**—Harnessing a Capacity for Organizational Breakthroughs
- **Foresight Leadership**—Discovering Key Trends and Career Pathways
- **Confidante Leadership**—Individual and Collective Mentorship Strategies to Accomplish Goals
- **Adaptive Leadership**—How to Cross Boundaries, Build Bridges and Lead Change
- **Future-proof Leadership**—9 Top Tips for Successfully Leading Innovation and Change
- **Persuasive Leadership**—Exercising the Art of Strategic Influence



4. Fellowship

The **Asia Emerging Leaders Fellowship** offers **1-2 leaders** from each of the **47 countries in Asia** a **six month-long immersion** in 1. Conferencing planning and speaking, 2. Inter-disciplinary learning, 3. Peer-to-peer sharing, 4. Professional networking, and 5. Asia knowledge-building. Fellows become part of a vibrant community of changemakers who continue learning, collaborating, and innovating for impact for the greater good.



Leadership & Team-building Program Virtual Jan-May	Conference Planning Virtual Feb-Apr	Conference Engagement In-person May 16-18	Asia Leadership Trek In-person May 19-22
<ul style="list-style-type: none">• Leadership Courses by Harvard University Professors & Graduates• Peer-to-Peer Bonding	<ul style="list-style-type: none">• Asian Leadership Conference Tracks, Sessions, and Speakers Planning	<ul style="list-style-type: none">• ALC Speaking• Exclusive Leadership Dialogue with Keynotes & Speakers• Networking Dinners	<ul style="list-style-type: none">• Site Visits• Roundtable Discussions



Fellowship Award

An award of up to **US\$8,000** in in-kind will be provided to each selected Fellow, including airfares, accommodation, meals, and programs.

Eligibility Criteria

Candidate must:

- Have a demonstrable record of a social change/impact work & potential to scale its impact: *governance and law, entrepreneurship, climate change, regional cooperation, technology, gender equality and women’s empowerment, conflict resolution, stakeholder capitalism, etc.*
- Be thoughtful, committed, respected and inspirational leaders within their professional fields and larger community;
- Be available and able to participate in all program components on the dates specified; and
- Be resident nationals or citizens of any of the 47 countries in Asia

Partners





ASIA LEADERSHIPTM **TREK**

The flagship ALT is a twice a year, one-month-long study tour and community service program that brings scholars from Harvard to various destinations across Asia to gain a better understanding of the region.

Asia Leadership Trek

Regional Footprint

Northeast Asia

China
Mongolia
Japan
South Korea
Taiwan
Hong Kong

Southeast Asia

Myanmar
Thailand
Vietnam
Malaysia
Indonesia
Philippines
Cambodia
Singapore
Brunei
Laos

South Asia

India
Bangladesh
Nepal
Sri Lanka
Bhutan

Central Asia

Kazakhstan
Kyrgyzstan
Tajikistan
Turkmenistan
Uzbekistan

Caucasus

Ukraine
Georgia
Azerbaijan
Turkey
Moldova
Armenia

34

Nations
Visited

83

Cities
Traveled

500+

Harvard, MIT,
Stanford **Scholars**
Participated

400+

Organizations
Collaborated

800+

Thought-leaders
& **Decision-makers**
Met



Key Activities

Site Visits	Leadership Dialogues	Networking Events	Leadership Conferences
<input type="checkbox"/> Government <input type="checkbox"/> Businesses <input type="checkbox"/> Marketplaces <input type="checkbox"/> Institutions <input type="checkbox"/> Rurals <input type="checkbox"/> Cultural Heritages	<input type="checkbox"/> Head of States <input type="checkbox"/> Government Leaders <input type="checkbox"/> Political Leaders <input type="checkbox"/> Civil Society Leaders <input type="checkbox"/> Scholars <input type="checkbox"/> Media <input type="checkbox"/> Religious Leaders	<input type="checkbox"/> Decision-makers <input type="checkbox"/> Business Communities <input type="checkbox"/> Youth Groups <input type="checkbox"/> Harvard Clubs	<input type="checkbox"/> Keynotes <input type="checkbox"/> Professional Skills <input type="checkbox"/> Career Mentoring <input type="checkbox"/> TED-style Talks <input type="checkbox"/> Harvard Courses <input type="checkbox"/> Small Group Coaching

Gallery



Meeting with Leaders of The Central Bank of Thailand



With Senior Leaders of Mitsubishi Corporation



Dr. Ibrahim Kalin, the Presidential Spokesperson of the Republic of Turkey



Meeting with Georgian Prime Minister Giorgi Kvirikashvili



CALI President Samuel Kim with former Secretary-General of the United Nations Ban Ki-moon



Meeting with Venkaiah Nadu, Honorable Vice President of India



Former President of Indonesia Susilo Bambang Yudhoyono with the Asia Leadership Trek III delegation



President of Mongolia Tsakhiagiin Elbegdorj with the Mongolia Leadership Trek organizing committee members



Minister of Education, Youth and Sport of Cambodia Dr. Hang Chuon Naron with CALI President Samuel Kim



Meeting with Honorable Minister of Trade and Commerce of the Republic of India, Suresh Prabhu



ACUMEN[®] PUBLISHING

Acumen Publishing is a platform to conduct research and develop contents relating to ideas, frameworks, and expertise on leadership and innovation, organizational growth, trust-building, and ESG and its implementation.

Acumen Publishing



1. Publications

Rethinking Asia Series



Titles

1. Education and Innovation
2. Entrepreneurship and Economic Development
3. Political and Social Change
4. Why Asia is Hopeful
5. Realities & Aspirations for the New Eurasia
6. How Leadership Can Be Taught
7. The Future of Work
8. Women's Leadership Retold
9. The Art of Adaptive Leadership
10. The New Policy Proposals

Asia Leadership Series

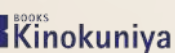


Case Studies



For Direct Purchase: asialeadership.org/publication/

Also at:



2. Articles

Themes

- Managing Self
- Business Intelligence
- Rethinking Asia
- Organizational Resilience
- Future of Work

asialeadership.org

3. Online Learning Contents

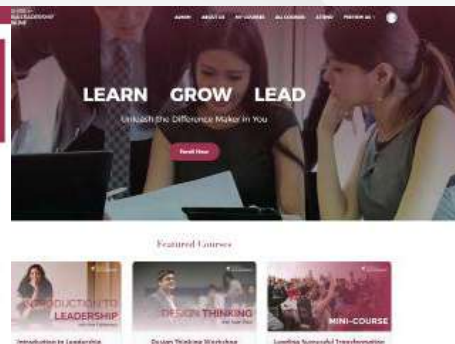
CAL Online supplements our in-person programs by providing a refreshing **post-program learning experience** through **videos, articles, interviews, and mini lessons**. While enjoying each Fellow's inimitable teaching style, users can access change leadership courses on a variety of topics.

Course Topics

- **Design Thinking** & Innovation
- Unlocking the **Diversity** Code
- Introduction to **Adaptive Leadership**
- **Narratives** to Mobilize and Inspire
- The Art of Effective **Influence**
- **Negotiation** Across Boundaries
- **Problem-Driven Iterative Design**
- Leading Successful **Transformation**
- Leadership **Communication**
- **Ethics**, Power & Decision-making

asialeadership.org





Adaptive Leader Series

Topics:

- 3 Ways to Build Your Team's **Resilience** to Change
- How to Think Like a **Futurist**: 3 Ways to Prepare for the **New Normal**
- How to Build Your Team's **Learning Mindset** Amidst Uncertainty
- Lead with **Influence**: How to **Gain Alliance** and Succeed in Uncertainty
- 3 Strategies for **Upskilling** in a Post-Covid World
- Adaptive Leadership: A Four-part Framework For Your Organization to Make **Sustainable Progress**
- How to **Communicate** and **Inspire** in Times of Uncertainty
- Delivering **Work** While **At Home**: Lessons from Silicon Valley
- To **Control Your Fate**, You Must Innovate: Entrepreneurial Lessons for the New Normal
- The Adaptive Edge: 3 Ways Leadership Impacts **Team Agility**
- 3 Ways to Power Your Teams through **Vulnerability**
- **Designing Experiences** in the Covid Era: 3 Tools to Adapt Your Business
- 3 Strategies to Boost Your Leadership Through **Self-Awareness**
- Developing Your **Creative Potential**: 3 Surprising Lessons We can Learn from Children

Future of Work Series

Topics:

- Working from Home: Flexible Strategies for **Productivity and Culture**
- Leadership Development in the New Normal: Strategies to Create a **Future-ready Workforce**
- How Firms and Individuals can Redefine Themselves to **Thrive Beyond Covid**
- The Age of **Empathy**: How to Develop Future-ready **Citizens**
- A Thinking Asia: Developing **Creative Minds** to Build Asia's Future
- **Mindful Communication**: How to Expand Your Awareness to Lead Yourself and Others
- Work Strategies for the New Era: Mastering **On-Camera Leadership**, Communication, and Influence
- The **Power of Experiments**: How the Help You and Your Company Meet the Future Head On



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Interview with BFM 89.9, Malaysia



TV Feature on KBS, Korea 이노베이션 포럼 개최



News Article on Utusan Malaysia



News Article on The Edge, Malaysia



News Article on Georgia Today, Georgia



News Article on JoongAng Daily, Korea



News Article on Sinchew Daily, Malaysia



News Article on Sinchew Daily, Malaysia

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