



2014 LADDERS FOR LEADERS PROGRAM

New York City Ladders for Leaders Gazette, Fall 2014



LADDERS
FOR LEADERS

FAST FACTS

2014 Ladders for Leaders program provided 475 high school and college students, the largest number of participants in the program's history, the opportunity to participate in summer internships with some of the most dynamic corporations, non-profit organizations, and government agencies in New York City. The program engaged new organizations and strengthened established partnerships which offered a rich variety of internship experiences to the class of 2014.

Through the internships, participants gained exposure to a professional setting, had the opportunity to meet successful professionals and role models, and learned about their respective fields. In the program's annual survey, a vast majority of the participants noted their relationship with their internship manager or mentor very valuable.

Participants also gained essential workplace readiness skills and business etiquette through 30-hours of pre-employment training. In addition to these topics, providers also covered topics such as financial literacy, health, career exploration, and leadership development. Similar to prior years, an overwhelming majority of both the participants and employers rated their experience participating in the program as positive.

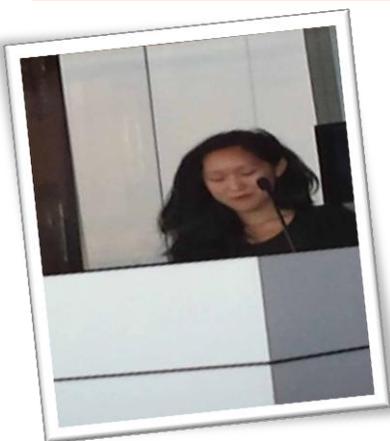
475 high school and college students participated in the program in 2014

In 2014, **184** private, public and nonprofit organizations hosted interns

99% of both participants rated their overall experience participating in the program as positive in 2014

Since its inception in 2006, **2000** graduated from Ladders for Leaders

"My internship was a great opportunity for me to get a taste of the corporate world and really dive into the world of finance through real hands on learning" Kerri Shek, Ladders Intern at JPMorgan Chase & Co.



Finance and Art Crosses Over

By Michelle Sheu

As a timid high school student with absolutely no idea of what I'd like to study and pursue in college, I turned to Ladders for Leaders to help guide the way. Not only did the program teach me the importance of networking, how to improve my public speaking and to write a captivating resume, but

Ladders for Leaders also empowered me. Thanks to the program, I was encouraged to escape my comfort zone and develop fundamental skills relevant to any professional career. I was made aware of my capabilities and ambition to chase after big dreams. I was able to intern at amazing organizations that I never believed was possible for a high school student.

I was fortunate enough to participate for both the summer of my high school junior and senior year. In my first summer, I had the great

opportunity to intern at Bank of America. As a Convenient Banking Ambassador, I found myself immersed in the fast-paced world of corporate business and significantly expanded my network. I developed patience, teamwork and high analytical skills. I completed the internship feeling more confident than ever and with a sense of accomplishment.

In my most recent venture with Ladders for Leaders, I was able to intern at the renowned cultural institution, The Metropolitan Museum of Art. There, I was able to dive deep into gallery discussions about Monet, explore every crack and crevice of the museum, wander through exclusive staff-only areas and breathe the same air as numerous museum professionals with careers I have only dreamt of. In a matter of weeks, I found myself rattling off all the latest collections and exhibitions at the Met, bestowed a newly found appreciation for the arts and cultures in lights that were never before exposed.

The great structure of Ladders for Leaders allows students to explore interests, find passions and even do some soul-searching. I was able to make a dramatic jump from business to arts and culture, a rather unusual combination to many, but an enlightening experience for me.

Michelle Sheu
Macaulay Honors College at Baruch College
2014 Ladders for Leader Participant

Jackpot

By Frank Tiu



Frank Tiu with his supervisor, Dr. Lisa Ross, at Harlem Hospital Center

Joining the Ladders for Leader's Internship under the Chinese-American Planning Council (CPC) is like winning a jackpot. Contrary to many pre-med students, I was never certain whether medical school was right for me. It was something that was always on my mind, but I was never really convinced until I joined this internship. Luckily, through Ladders for Leader's program and Harlem Hospital's Anesthesiology Department, I had the opportunity to shadow anesthesiologists, certified registered nurse anesthetists, operation room staff and surgeons.

Even though waking up at 5AM in the morning and commuting from Staten Island was not easy, it was well worth it because I had the chance to observe a typical workday of many healthcare professionals working in the hospital. Under Dr. Lisa Ross' guidance, the Director of Anesthesiology, I have learned the business model of a hospital with supplementary books provided, such as

Lean Sigma Six and confronting problems with the Ag form. Along with the business side, I have learned to appreciate with Excel, inputting various formulas to calculate and analyze where the hospital can increase its efficiency. Also through Dr. Ross' supervision, I have had the chance to observe various surgeries, from the frequent laparoscopy gastric sleeve to rhinoplasty and asked doctors about their journey in the medical field, along with medical school advice.

From this internship, I have met many inspiring doctors and mentors. I am extremely grateful for CPC and Harlem Hospital for this great experience. I have gained knowledge and wisdom, with memories and friendships that will last forever. I definitely cannot imagine where I would be without this internship. It gave me a sense of direction and passion in pursuing my future career."

Frank Tiu
Binghamton University
2014 Ladders for Leaders Participant

2014 LADDERS FOR LEADERS IN PICTURES



Ladders Intern Ashley Tapper at Harris Law Group



CQY participants at Y&R after a reflection session



Ladders Intern Thomas O'Connor with his supervisor at Mayor's Office of Immigrant Affairs



Ladders Intern Betty Fong with her supervisors at American Italian Cancer Foundation



New York City Bar Association - Thurgood Marshall Program



Ladders Interns Caitlin Collins and Christean Wilson with their supervisor at United Way of New York City



Ladders Intern Asata Hendricks at Bank of America



DYCD Administrators and Ladders Providers at the Office of Chief Medical Examiner



Ladders Intern Max Ehrlich with his supervisor at Helen Dalton Law Group

2014 LADDERS FOR LEADERS IN PARTICIPANTS' WORDS

"I was able to communicate with people that are at a senior CEO level and watch the inner workings of the company."

Christean Wilson

"I was unaware that a world of advertising even existed. It was a career that I constantly neglected. I am strongly considering a future career in advertising, particularly at Ogilvy if possible."

Azeem Hernandez

"Being an alumnus of Ladders for Leaders, I've come to appreciate and value every lesson taught and all the opportunities placed in front of me. Everything about LFL is valuable and has allowed me to excel."

Christian Hernandez

WHERE ARE OUR ALUMNI NOW?

Teach for America, Comcast Spotlight, **Verizon Wireless**, Let's Get Ready, **Boeing**, Howard University, **Citi**, Global Portfolio Management Systems, LLC, **JPMorgan Chase**, Morgan Stanley, **Baby Buggy**, **TripAdvisor**, Chinese-American Planning Council, **BlackRock**, **KPMG**, **Hilton**, **Barclays**, **ProVentures**, **iMentor**, The TemPositions Group of Companies, **Coney Island Hospital**, NYCHA, **Bloomberg LP**, International Fund Services Ltd, **Covenant House**, Legends Hospitality, NYC Department of Education, **Digitas**, **Ernst & Young**, Hudson Valley Hospital Center, **NY1 News**, News America Marketing, **URS Corporation**, **Deloitte**, **Allegría Boutique**, **The Tap Music LLC**, **MediaVest**, **Michelin**, **Travelers**, HEAT USA, **Brain Trauma Foundation**, **Sushi Samba**, **Macy's**, **Avon**, **PwC**, **Kidville**, **Brixmor**, Florida Atlantic University, **Morgan Stanley**, **Tishman Speyer**, **Baruch College**, **RevTrax**, **Swaine & Moore LLP**, **MKG**, United States Marine Corps, **Gill Engineering**, **AOL**, **Time Warner Cable**, **Major League Baseball (MLB)**, **Graham Windham**, **Cravath**

ALUMNI IN SPOTLIGHT



Hiren Desai was a member of the inaugural class of NYC Ladders for Leaders program in 2008. Through the program, he participated in a summer internship with KPMG, which he rejoined as an Associate in the Risk Advisory Division after graduating from college. Hiren credits his summer experience with the program as an eye-opener and turning point in his professional and career development. As Hiren noted,

"This entire invaluable experience not only opened the door to rejoin the firm 6 years later, but taught me much about the various fields within the field of accounting."

Through his internship with KPMG, Hiren gained the opportunity to network with many members of the firm and learn about the industry in-depth. He believes the early exposure to a professional setting along with

the opportunity to meet successful professionals in the field paved the way for him to return to the firm as an Associate.

During his time with Ladders for Leaders, Hiren also acquired a magnitude of professional knowledge through 30-hours of pre-employment training as well as other workshops that are offered by the program. "As a young professional, Ladders for Leaders taught me how to dress professionally, work and email etiquette, resume and interviewing techniques, as well as many other valuable skills," Hiren recalls.

After successfully completing the Ladders for Leaders program and graduating high school, Hiren attended Rutgers University for two years, and later transferred to Baruch College where he graduated with a BBA in Accounting. During his time at Baruch, he was highly engaged in students' activities as he served in the Student Government and was an Orientation Leader, helping new students to acclimatize to their new environment.

Before joining KPMG, Hiren worked as a Financial Accountant at 33Across, an advertising technology firm, where he was responsible for Accounts Payable, Accounts Receivable, Payroll, and Financial Reporting. Hiren also has experience doing Accounts Payable and Treasury work at Baruch College and Investigative Auditing work at the Business Integrity Commission.

Hiren Desai
Associate at KPMG
Ladders for Leaders Class of 2007-08

Beyond Border: Enoch Sowah Explores Rwanda



Enoch A Sowah is a senior at Occidental College, and an alumnus of Ladders for Leaders

I recently got back from a trip to Rwanda, East Africa, where I was conducting research on the economic, social and political transformations that have taken place in the country, post 1994 genocide. Throughout the course of my three and half weeks in Rwanda, I learned a lot about the country, its people and culture, not to talk about their warm hospitality and curiosity to know everything about you

within seconds after meeting you.

Rwanda is rising in leaps and bounds and its recipe for development is increasingly becoming a model for many

post-conflict societies. After the devastating genocide that claimed the lives of approximately 1 million Rwandans and left their economy destitute, the Rwandan people are focused in their hearts and minds to develop their small East-African nation. The capital city of Kigali that had its first share of

destruction and suffering during the genocide is today experiencing a real estate boom and has become one of the major cities for economic activity in the East-African region. Social life is also improving drastically in the country as the government and its partners have put in place a number of intervention programs aimed at pushing people, especially the youth, up the social ladder. Life today in Rwanda can be summed in this statement, a Rwandan friend told me "Gone are the days when I had to look at my back everywhere I go. Today I have the clarity of mind to see myself and everybody around me not as an enemy, but as people belonging to one big Rwandan family," he said.



Living or doing business in Rwanda, especially, Kigali, is very interesting! There is a perfect mix of traditional and modern life interacting in ways unimagined. People in Kigali, like their counterparts in New York are used to the robust and fast paced lifestyle, although people here are much more polite. Do not be surprised to have people stopping you on the street; eager to know where you're from and what brings you to their country (their curiosity is intense). Due to the robust lifestyle, motorcycle taxis are very popular in the city and its surroundings. Although skeptical and a little bit fearful at first, I have

come to love the motorcycles, especially during rush-hour times where the bikes are able to cruise through the heavy city traffic with such ease. Growing up in Ghana I thought Ghanaians knew how to have fun, but I must say, we finally met our match in our East-African sibling. Every evening is a "party" night in the Kigali; people here do not have the "patience" to wait till a weeknight to have a good time. As one friend told me "You Americans get excited on Fridays, here in Rwanda, every day is a Friday. You say TGIF, we say TGWIO (Thank God Work Is Over)." It is therefore not surprising that a huge aspect of the real estate boom in Kigali is made of bars, restaurants and hotels and they provide diverse events on a daily basis. Visitors to Rwanda can expect one thing for sure: you'll never get bored!



Rwanda is definitely far from being an utopian state. It continues to face many challenges, like many post-genocide countries. The scars of the genocide are still ever present in the society. Poverty and youth unemployment pose a threat to stability and development chalked in the last two decades, just to highlight a few. During my time in Rwanda, our team initiated a project aimed at providing emergency gardens and shelter to a local community of porters whose houses and roofs were destroyed by torrential rain. Two of the houses were destroyed by heavy rains. However, despite these challenges, one cannot deny the fact that Rwanda



seems to have succeeded where many other post-conflict nations have failed. As a "son of the soil" who bemoans the current state of affairs of many nations in the continent, it was really exhilarating to see a nation and a people strongly determined to rise out of the ashes and build a better and prosperous future for their children and grandchildren.

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