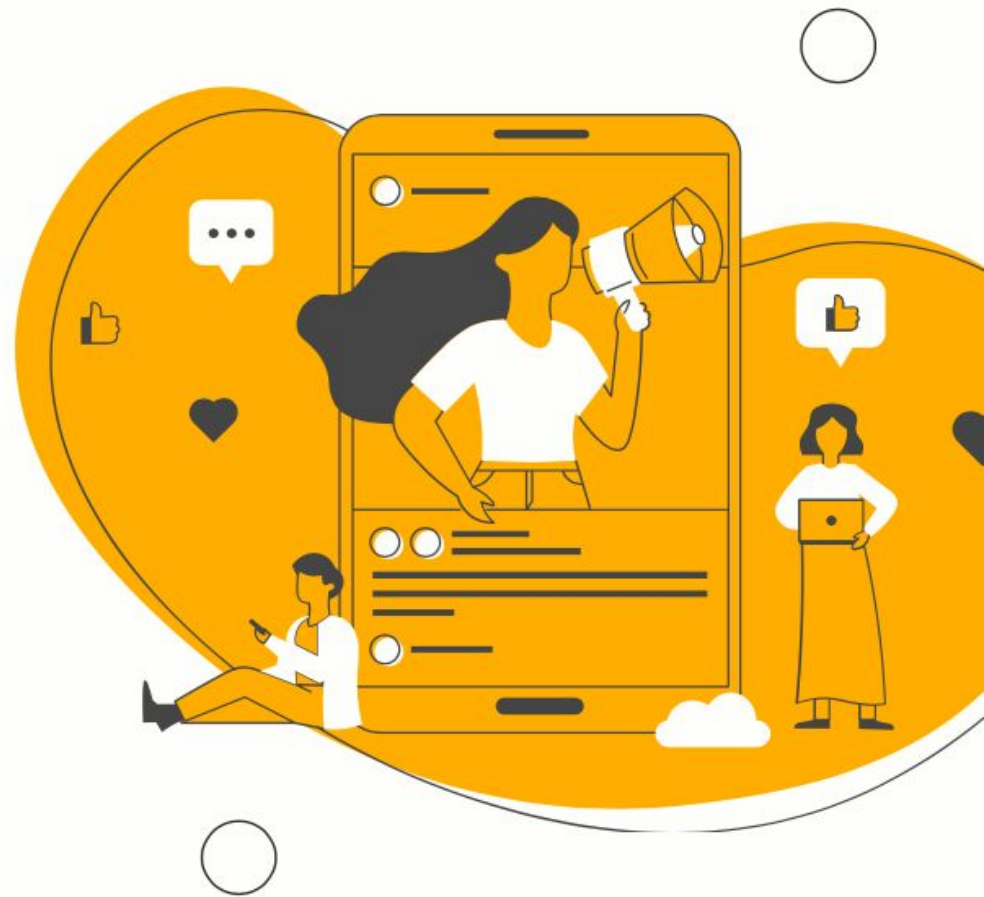


# Bay Engaged

 **HISPANICS IN  
PHILANTHROPY**





# Agenda:

11:00am-12:00pm PT

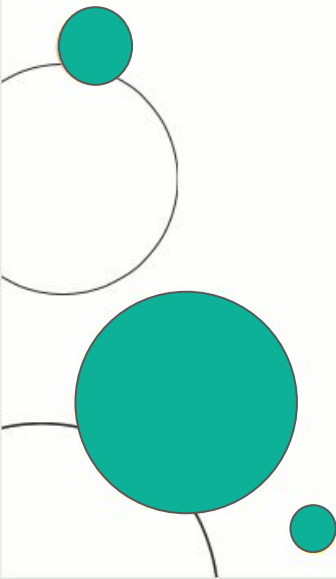
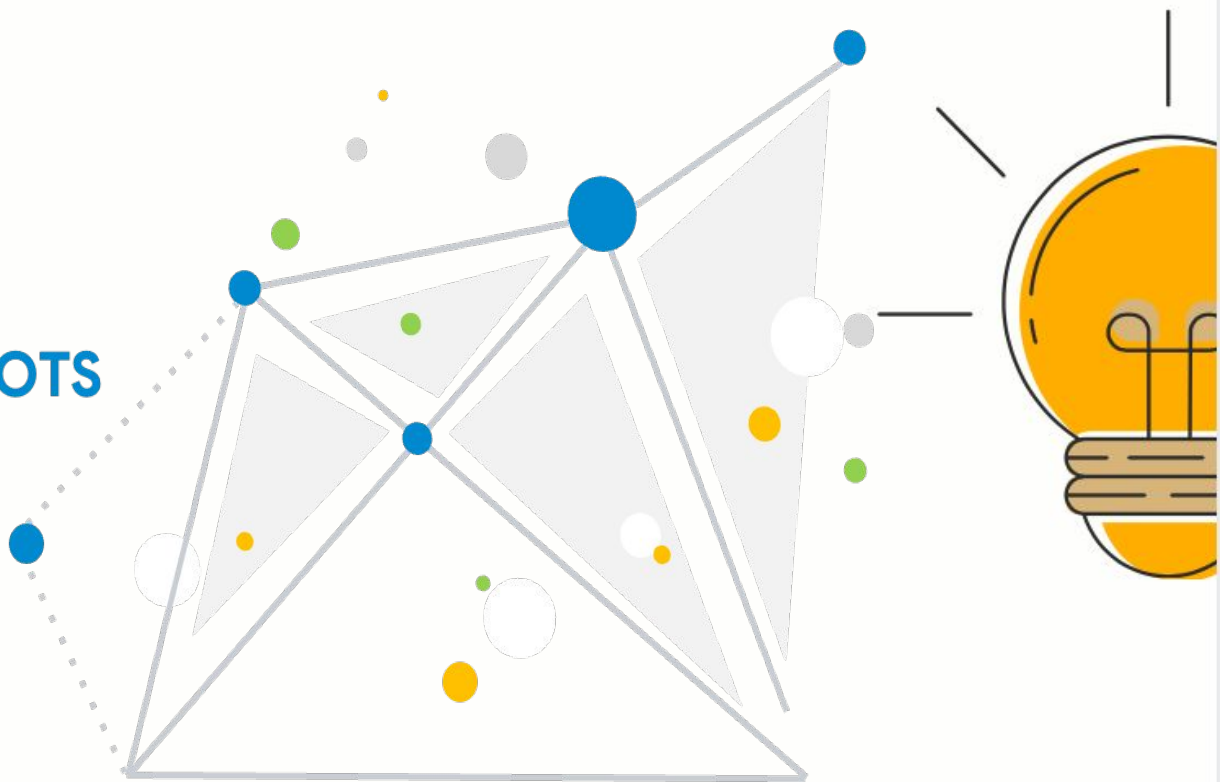
1. Welcome & Land Acknowledgement
2. Intercambio | Networking
3. Professional Development  
Exercise: Individual Strengths Mapping
4. Announcements & Closing

# Intercambio | Networking

As we hit the two year mark of the pandemic, what is keeping you hopeful and what is keeping you grounded?



YOUR CAREER MAP:  
**CONNECTING YOUR DOTS**





**Michael Balaoing, Esq.**  
**Founder & CEO**  
**Candlelion LLC**

**Education & Teaching Credentials**

- BA, International Relations, Princeton University
- JD, UCLA School of Law (focus: civil rights & public interest law)
- Adjunct Faculty Positions: Johns Hopkins University, New York University

**Areas of Expertise**

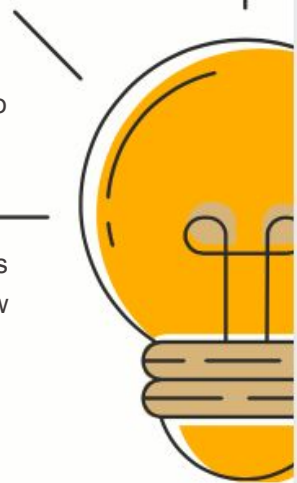
- Executive Leadership
- Strategic Communication
- Leadership Development
- Change Management
- Career Development
- Diversity, Equity & Inclusion



CANDLELION

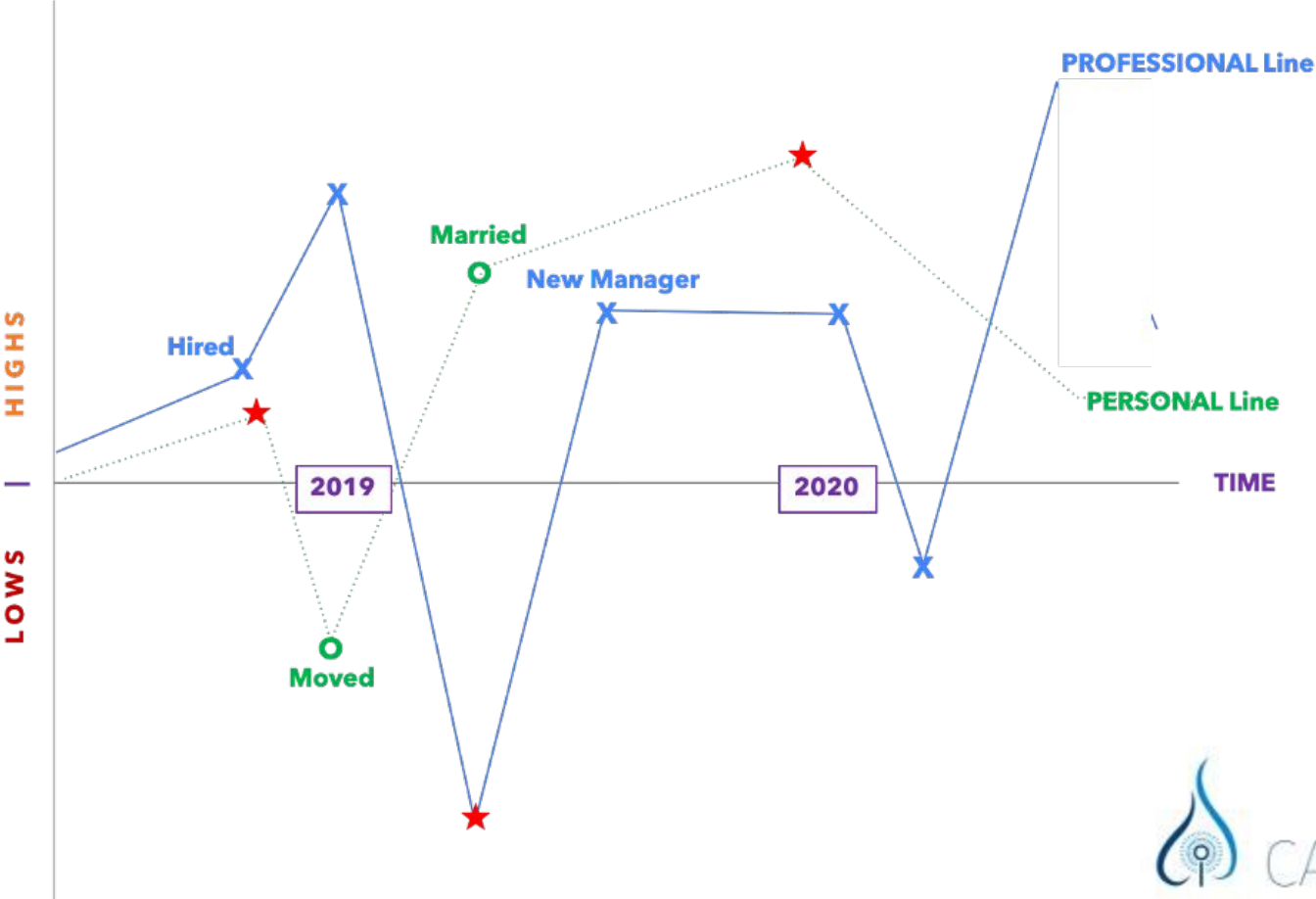
**Michael** teaches the skill that every leader needs: how to communicate effectively and authentically with any audience. For 25 years, Michael has been an expert in strategic communications, leadership development, corporate responsibility and global philanthropy. He helps leaders define who they are, what they stand for and how to lift others as you rise. A lifelong advocate of social justice, he has coached many nonprofits like National Domestic Workers Alliance, City Year, DonorsChoose, Girls Leadership, International Medical Corps, Lean In, Points of Light and Special Olympics.

Michael has also served in a range of leadership roles in philanthropy: Council on Foundations (Board Secretary), Liberty Hill Foundation (Board Chair), California Volunteers (Chairman), Philippine Development Foundation (Board Secretary), Women's Philanthropy Institute (Advisory Board), Entertainment Industry Foundation (Senior Vice President).



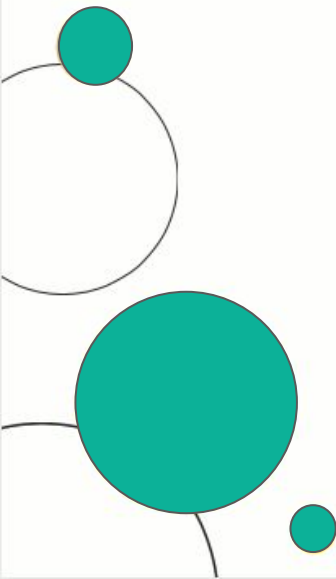
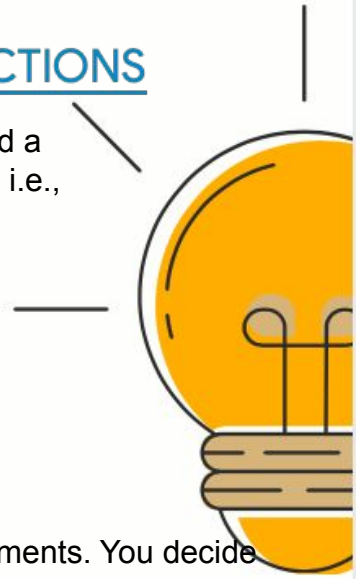
**BAY ENGAGED**  
HISPANICS IN PHILANTHROPY

# CONNECTING YOUR DOTS :: SAMPLE



# CONNECTING YOUR DOTS :: INDIVIDUAL MAPPING INSTRUCTIONS

- Draw Your Map:** Take a blank page, draw a horizontal line (representing time) and a vertical line (to show highs and lows). Pick your time horizon (how far back to go - i.e., 2000 - now).
- Add Dates:** to each of the following moments: (month/year)
  - the best moments in your career?
  - the toughest moments in your career?
  - the best moments in your personal life?
  - the toughest moments in your personal life?
- Assign Dots:** Identify key points: points you consider high, low and defining moments. You decide what “high”, “low” and “defining” mean to you.
- Chart Points** by plotting dots along the vertical axis (highs | lows) and across the horizontal axis (timeline)  
Professional: use an X    Personal: use an O    Defining: use a ★
- Connect The Dots:**  
use **one color** or a straight line ——— for **Professional**  
a **different color** or a dotted line - - - - - for **Personal**



## Professional Journey

*What have been significant experiences and achievements in your career?*

**Prior & current jobs:** start & end dates, highs & lows, key contributions/impact, proud moments, big setbacks

**Major changes:** new clients, new organization, manager/team, reorgs, different duties (i.e., expanded scope), promotion, raise, etc.

**Supporters:** helpful colleagues, peers, advisors, mentors, sponsors, allies (formal & informal)

**Tormentors:** difficult people in your career (i.e., challenging managers or peers)

**Groups:** key groups, networks, clubs, associations (formal & informal)

## Personal Journey

*What are major moments and milestones in your personal life?*

**Moves:** geographic, other

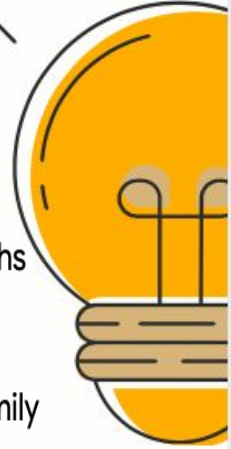
**Relationships:** breakups, marriage, divorce, deaths

**Children/Family leave**

**Health:** COVID-19, serious challenges for you, family or friends

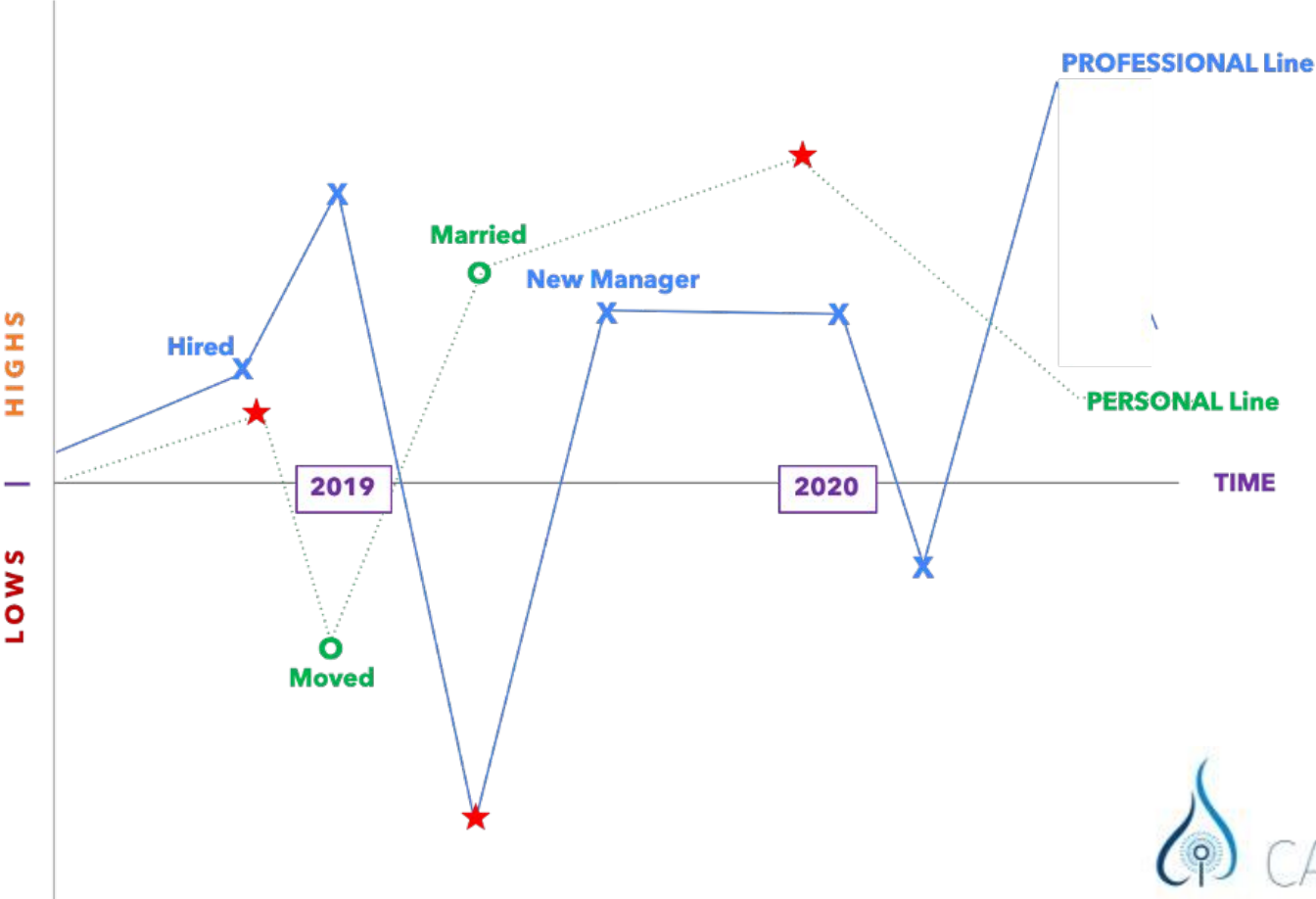
**Education:** college, grad school, training, etc.

**Family/Community:** responsibilities, volunteer work





# CONNECTING YOUR DOTS :: SAMPLE



# Closing Reflection

Thoughts/questions you are sitting with as we think about the second part of the mapping exercises?



## Announcements & Events

- **Feb 15: #GOMujeres: The Next Level Bootcamp for Intermediates.**  
If you've participated in any of our training sessions or if you have prior experience running a crowdfunding campaign this bootcamp is for you. Please send us an e-mail to [mapy.villalobos@hiponline.org](mailto:mapy.villalobos@hiponline.org) if you would like to be part of this bootcamp.
- **Feb 25: HIP Conference - Call for Sessions Deadline**

