

YOUNGLEADER

FOSTERING LEADERSHIP THROUGH ENGAGEMENT

THE OFFICIAL PUBLICATION OF THE LEADERS OF TOMORROW MENTORSHIP PROGRAM

A PROGRAM OF THE VANCOUVER BOARD OF TRADE

www.leadersoftomorrow.com



LOT students and Premier Gordon Campbell at the Greater Vancouver Leadership Summit.

“Leadership is about challenging ourselves,” Premier tells Greater Vancouver Leadership Summit

Inspired leadership is about taking action and taking risks, Premier Gordon Campbell told The Vancouver Board of Trade at the opening of the sixth annual Greater Vancouver Leadership Summit today.

“If we do the same stuff the same way every day, guess what we’re going to get? Exactly the same results,” Campbell said. “Leadership is not about talking about it, it’s about doing it. It’s about getting out and saying what are we going to do and challenging ourselves.”

Campbell was the breakfast keynote speaker at this year’s Leadership Summit, a position he has held since the inaugural Summit in 2001. Titled “Putting Our House In Order,” the 2006

Summit was structured to highlight the region’s challenges and opportunities.

“The issues we face today are not easy because they involve all of us,” the Premier said, referring particularly to the “tsunamis of change” that include health-care funding for an aging population and the emerging economies of Asia.

“There are huge opportunities there,” Campbell said. “But the opportunities are going to require all of us to work, and they’re going to require relentless pursuit of those opportunities if we’re going to take advantage of them.”

Anna Grimes

Update from The Company of Young Professionals™

From October to December, The Vancouver Board of Trade held seven successful joint events presented by The Company of Young Professionals & Leaders of Tomorrow including:

1. Judy Thomson and Gayle Hallgren-Rezac, co-authors, *Work the Pond*, Positive Networking tips for Woman Part I & II
2. Derek Shelton, president of Mastry Mindset Inc., led an audience through improve theatre skills
3. Michael Gerber, author of *The E-myth Revised*
4. Beth Wilson, partner and chief human resource officer, KPMG
5. Karin Kirkpatrick, peopleTHiNK Human Capital Consulting
6. Moya Greene, president & CEO, Canada Post
7. Business Objects Roundtable Series at Electronic Arts with Colin MacRae, HR specialist.

CYP & LOT held their first ever roundtable events with Gwen Morgan, vice-chairman and former CEO of Encana Corp., and Moya Greene, president & CEO, Canada Post, respectively, following their presentations to The Board. Approximately twenty young inquisitive minds gathered at each one to ask candid questions.

Tara Boatness

Mentee Profile: Jerry Young

Mail courier, tutor, administrative assistant, technical support, programmer, magazine editor and operations manager are just some of an impressive list of job experiences that 2006/07 LOT member Jerry Young has acquired. As a fourth year business administration student at Simon Fraser University with minors in computer science and psychology, Jerry balances both work (coop position as an Business Development Analyst at CMHC) and volunteering (LOT Recruitment committee).

To Jerry, academic institution isn't the sole location for learning. He can often be found participating in workshops for personal and career development. "Weekly networking contact with his LOT mentor Travis Dowle, a portfolio manager with HSBC Bank of Canada, teaches me to create value for myself and my network contacts from its execution" says Jerry.

Juggling many responsibilities, Jerry manages to do contract work for small businesses, tutor, work on side projects, and enjoy skydiving. "I read constantly--- everything from self-improvement books, to textbooks," admits Jerry.

William Ng



Jerry Young, LOT mentee

Off to a good start: first impressions



David Thompson, co-chair of the BC Competition Council
Josh Blair, senior vice-president, HR strategy & business support, Telus and Dr. Arvind Gupta, CEO & scientific director of MITACS

In the world of business, time is a luxury most people do not afford to strangers. Although first impressions may not be reflective of one's true character; they are absolutely critical in sparking a potentially invaluable business relationship.

Speak Audibly: Nothing speaks more of your character than the coherency and audibility of your tone. Speak clearly but not too loud, your voice should reflect your confidence.

Wear a Smile: Always try to be cheerful, if appropriate, you can even start with a humorous joke or anecdote. If you are able to make your new acquaintance laugh or feel amused, you're in good shape.

Shake Hands Confidently: an old cliché? Perhaps. But the fact is a loose handshake implies a weak personality to many people.

Eye Contact: When meeting a new business contact, put yourself in his perspective and try to envision yourself through his eyes. Look at your partner directly in the eye, but do not fixate your line of sight. Shake your head and nod if you have to break the fixation every once in a while.

Find Common Grounds: The most successful first impression is one that includes a conversation that involves both party's interests and passions. The sooner you can find that common ground, the better your chances would be to hopefully convert a first impression into a friendship.

Don't Be Over Aggressive: Do not start a conversation by a sales pitch and don't start by asking if he/she knows of any job openings. If you manage to make an unforgettable first impression, you won't have to ask for a job.

Dress to Impress: A picture is worth a thousand words. Invest the money in decent business attire and you will see returns on your investment sooner than you receive the bill on your monthly credit card statement.

Shiva Badiee

Workplace wellness

Employee wellness initiatives are becoming an essential part of maintaining a happy and healthy work environment. They help reduce stress, decrease injuries and illness, increase productivity, and improve morale. It also demonstrates that the organization is concerned about the overall health and well-being of its employees.

So what types of wellness programs are being offered? This really depends on the company, what its objectives are for the program, and the characteristics of its workforce. Some of the common options include fitness centres, personal training, health counselling, massage

therapy, injury prevention classes, relationship counselling, ergonomic workspaces, and smoking cessation programs. Some companies even provide a health or life balance account for employees to use towards leisure and wellness activities.

Although employee wellness programs are often overlooked as a resource, they can provide the necessary balance between work and health when beginning a new job. So don't forget to check out what programs each company has to offer!

Rob Agon



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Welcome to the jungle

With the dawn of the new year, it's time to start securing your career future. But with so many options out there, which is the right future for you?

It's a lot like hunting: there's a wild jungle out there and you have to enter it and pull out the prize. Before you can even enter the jungle, you have to decide what you're hunting for. Observe the creatures in their natural habitats by online research, conducting information interviews or job shadows and by networking with industry people.

Then prepare the bait: Make sure your resume and cover-letters are tailored to the specific

positions you're applying for; ensure that your references are relevant and that they know they are references; and most importantly arm yourself mentally in preparation for the tough interview questions with the juicy tid-bits that make up who you are. For example, think of a time you utilized your strengths and overcame difficult situations.

With your tools ready to go, take aim and fire away! You can't get that dream job without applying.

Happy hunting!

Chris Lee

Mentor in the spotlight: Carl Queton



Carl Queton, LOT mentor

Being a first time mentor, Carl Queton entered the LOT Mentorship Program not knowing what to expect. "I have been mentored before, but I have never been on the other side. Being a recent graduate myself and a relatively young professional, I hope to offer as much insight as I can for my student."

After graduating from Simon Fraser University with a major in Communications and an

extended minor in Visual Arts, Carl volunteered with Ricepaper Magazine as the Visual Arts Editor and Marketing Manager for two years. Currently Carl is a communications coordinator for Institute of Chartered Accountants of British Columbia (ICABC). Working for a non-profit organization allows him to obtain a wide range of experience and meet people from all walks of life. In particular, he enjoys engaging with groups at different levels and having the responsibility of coming up with solutions to unique communication issues.

Though Carl is one of the youngest LOT mentors in the program, he doesn't think of his age as a discouraging factor. "[Being] on the young side, I can better relate to a market that I am really part of. I am happy that the people I work with respect me, knowing full well that I am competent at what I do."

His advice for LOT mentees? "Take an active role in your life. I try to apply the same work ethic to building quality relationships as I do to completing tasks. It seems the more you do that in the beginning, the easier opportunities come to you in the future."

Jasmine Teh

Are you emotionally intelligent?

How would you rate yourself on the following?

1. Self-awareness: knowing what you are feeling in the moment, and using those preferences to guide your decision making; having a realistic assessment of your own abilities and a well-grounded sense of self-confidence
2. Self-regulation: Handling your emotions so that they facilitate, rather than interfere with, the task at hand
3. Motivation: Using our deepest preferences to move and guide us toward our goals, to help us take initiative and strive to improve
4. Empathy: Sensing what people are feeling, being able to take their perspective into account
5. Social skills: handling emotions in relationships and accurately reading social situations and networks; interacting smoothly; using these skills to persuade, lead, negotiate, and settle disputes for cooperation and teamwork

The higher you score, the more emotionally intelligent you are!

Emotional intelligence (EI) is the ability to understand your emotions and those around you for managing emotions in yourself and in your relationships. Emotionally intelligent individuals are better at handling relationships of every kind. In today's business world, having this ability will enable you to define your goals while considering different aspects of your personality. EI is just one of many leadership qualities that can be developed over time and will make a positive impact on your life.

Amir Moghadasi



ELECTRONIC ARTS

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Hot hire profile: Electronic Arts Canada



Colin MacRae, senior manager of human resources, Electronic Arts with a group of over 25 LOT mentees at the Business Objects Roundtable Series event

This month's Hot Hire Profile features Electronic Arts (EA), one of the world's most successful and innovative software development companies. I interviewed Colin MacRae, senior manager of human resources, to learn more about their exciting opportunities.

Q: What kinds of opportunities are available at EA for new grads or young professionals?

A: The most common new grad profile is the Software Engineer; they are responsible for the programming and technical building of our games. Beyond that, we hire new grads and young professionals to join our game teams as Development Managers, working as project managers to help us build great games. There

are also opportunities in art, marketing, human resources, accounting, finance, and many more places. EA employs more than 1800 people in the Lower Mainland.

Q: How do I apply for these opportunities?

A: The EA jobs site at jobs.ea.com

Q: What are you looking for in potential candidates?

A: First and foremost, we're looking for passion. We hire people who are passionate about their craft, their games, and their approach to their life. We also look for people with a good variety of professional experience. Being a fast learner and showing an ability to keep up with the pace of our company and industry is also a key trait.

Q: Is there anything else you would like to highlight about employment at EA?

A: You get to work with the most creative, dynamic people. We support our employees with great career development tools and you to help develop the best games on the planet!

Robert Agon

Informational interviewing

Looking for the inside scoop on an industry, position, or company? If you are choosing a degree, close to graduating, beginning your job search, or looking for a career change an information interviewing is a valuable tool. Here are a few tips:

- Arrive early, be courteous to everyone you meet, and thank your interviewee
- Let the interviewee know you're interested in their industry
- Make yourself a list of three to five key questions. Let the conversation grow from there
- Open by asking them to tell you their story. Leave questions about yourself for the end of the interview
- Make sure to stick to the time limit
- Ask if for a reference
- Always send a thank you note

Sophie Fortin



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