Welcome to the 2016 ¡Adelante! National Leadership Institute in San Antonio, Texas!

Congratulations and thank you for joining us; by being here today, you’ve made a phenomenal investment into your career and life. We are so excited that you’re able to join us, along with approximately 200 other student scholars from around the country. Together, we will network, learn, and develop the next crop of leaders to effectively change the world.

The ¡Adelante! U.S. Education Leadership Fund is employing its transformation leadership model to inspire all Latinx/a/o college students to graduate from their respective institutions. The National Leadership Institute has established itself as one of the country’s premier leadership development conferences for undergraduate students. Furthermore, ¡Adelante! is connecting leaders from all over the country to develop their talents, find their purpose, and enter the workforce to transform society. We are indeed at a critical crossroads in this country with regards to the Latinx/a/o demographic; millennials are now recognized as the largest generational sub-population in the country. Together, and with this Leadership Institute, we all will collectively realize our true potential.

This year, ¡Adelante! brings together students from New York, Michigan, Wisconsin, Illinois, Florida, Georgia, Oklahoma, New Mexico, Arizona, Nevada, California, Oregon, and Texas. This year, we’ve also implemented new features at our Institute, such as a “Dress for Success” fashion show, an ethical case study competition, the Whataburger Career Suite, and a staff/administrator development track. We also haven’t forgotten about some of our signature events, like the “Ford Fiesta” at the Knibbe Ranch or the Sunday Awards Luncheon. All of this, plus our rigorous curriculum of strict learning outcomes where students can identify a career path, find their life’s mission, and sharpen their skills with tips & tactics for success is truly what ¡Adelante! is all about.

The ¡Adelante! staff have put in long hours to make some of our signature events come to life. I have to thank all of our academic and corporate partners, Board of Directors, volunteers, and Wren Publicity for all of the assistance. We’re looking forward to a great academic year and if there’s anything we may be able to do for you, please do not hesitate to ask.

In closing, we thank you for participating and we hope you’ll enjoy the next three days.

All of my best,

Maximo Anguiano, Executive Director
¡Adelante! U.S. Education Leadership Fund

My mom was the smartest person I have ever known. She raised the seven of us on her own after my dad died when I was only 11. We never had much money, but I realize now that because of things she taught us, we were rich. I carry her wisdom with me throughout my daily work.

I also watched my mom struggle with diabetes. Thanks in part to Lilly, I shared 25 years with her that otherwise would not have been possible. And now I have the opportunity to do the same for other people. Once, in a VA hospital, I was approached by a Vietnam veteran. He told me how his life was transformed by our medicines. And that’s when it clicked for me—the REAL impact of what we do here and the dramatic effect we have on people’s lives. After that meeting, I had an even stronger sense of purpose. Lilly’s done so much for my family and for many others. And I hope the work I am doing today will help my three children overcome some of the challenges they might face tomorrow.

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Economic stability is one of the most pressing issues facing our nation today. As part of the FDIC, you’ll use your financial acumen to take an active role in securing our banking system and protecting consumers. America needs its brightest, most dedicated citizens to help stabilize the economy and strengthen our future. Your talents truly are mission-critical.

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2016 NATIONAL LEADERSHIP INSTITUTE

ABOUT ¡ADELANTE!

ESTABLISHMENT
May 1999 as an independent non-profit organization

FOUNDERS
Began in 1993 as a program by the Miller Brewing Company (now known as MillerCoors) and the Hispanic Association of Colleges and Universities (HACU)

FOCUS
¡Adelante! is a leadership development, non-profit organization that targets Hispanic college students - along with providing them with great scholarships and real world professional experiences, we also inform, prepare, and connect them to Corporate America. While many non-profit organizations focus on ensuring Hispanic/Latino students go to college, ¡Adelante! enhances the skills being learned in the college classroom by providing insightful professional advice and teaching planning skills that allow them to understand and realize their full potential. Any CEO or executive today would state that they would not be where they are today without an individual or an event in their lives that provided them with key advice that made it possible for them to achieve their career goals. We strongly believe our Leadership Institute’s curriculum helps students develop the specific skills needed to avoid career-limiting mistakes, network with individuals that will lead to door-opening relationships, and distinguish oneself as a great candidate for Corporate America. ¡Adelante! is one of only a handful of non-profit organizations in the U.S. that is strictly devoted to delivering this specific type of program to minorities. Our program directly addresses low-attainment rates by providing Hispanic/Latino college students with the steps needed during their academic careers in order to gain employment in Corporate America and be successful beyond their college degrees.

¡ADELANTE!’S LEADERSHIP INSTITUTE UNIQUEENESS:
• We give step-by-step tips, not just motivational speeches
• Teaching critical steps students need to take during their undergraduate journey in order to become great candidates for Corporate America
• Enhancing skills being learned in the college classroom by providing insightful professional advice
• Provide advice from Corporate America that help students develop the specific skills needed to avoid career-limiting mistakes
• Create professional and educational networks for students that will lead to door-opening relationships

¡ADELANTE!’S PROGRAMS INCLUDE:
• Leadership/Professional Development Events - ¡Adelante! host an Annual National Leadership Institute that brings the country’s top Hispanic college students to San Antonio (average GPA 3.4, business and engineering makeup 75% of attendees); host regional workshops in Chicago, Denver, Miami, Phoenix, and Portland, Oregon
• Scholarships - Awarded more than $2.4 million in scholarships to high-achieving Hispanic college students across the United States
• Internships - Provides “real world” connections and experiences to students seeking to get an edge before graduation

IMPACT:
• ¡Adelante! has awarded $2.4 million in scholarships since 1999
• More than 40% of our student attendees at our Leadership Institute (2012, 2013 and 2014) have landed an internship or full-time employment through our Leadership Institute!
• ¡Adelante! serves more than 1,000 students (and parents) annually through its workshops, scholarships, internships, one-on-one counseling, academic contests, parent programs, and services

8415 DATAPoint DRIVE, STE. 400 • SAN ANTONIO, TEXAS 78229 • PHONE • 210.692.1971 • FAX 210.692.1951 • WWW.ADELANTEFUND.ORG
ADELANTE STUDENT SCHOLAR PROFILE

STATES REPRESENTED:
California, Texas, Illinois, Colorado, New York, Puerto Rico, Missouri, Nevada, Arizona, Oregon, Michigan, North Carolina, Florida, Georgia

FEMALE: 58%
MALE: 42%

CLASSIFICATION PERCENTAGE:
FRESHMAN 14%
SOPHOMORE 24%
JUNIOR 23%
SENIOR 39%

TOP MAJORS REPRESENTED:
Twenty-eight engineering majors in various concentrations, including: Electrical, Biomedical, Aerospace, Chemical, Biochemistry, Industrial, Civil and Architecture

ADDITIONAL MAJORS INCLUDE:
Music Education, Cyber Security, Nursing, Journalism, Communications, Computer Science, Accounting, Vision Science, and Nutrition and Dietetics

AVERAGE GPA:
3.64%

76% OF STUDENTS PLAN TO SEEK GRADUATE DEGREES
63% OF STUDENTS SERVE IN LEADERSHIP ROLES ON CAMPUS
WITH MORE THAN 100,000 EMPLOYEES IN NEARLY 60 COUNTRIES, KOCH INDUSTRIES WORKS TO MAKE A DIFFERENCE. EVERY DAY, WE STRIVE TO HELP MAKE PRODUCTS FOR BETTER FOOD, CLOTHING, TECHNOLOGY AND OTHER NECESSITIES AROUND THE WORLD.

COUNTLESS CAREER PATHS

- Accounting, Audit & Tax
- Engineering
- Information Technology
- Human Resources
- Financial Analysis & Business Development
- Supply Chain & Logistics

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### 2016 National Leadership Institute

#### Student Track: Saturday, October 29

<table>
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<th>Time</th>
<th>Event</th>
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| 7:30-8:10 a.m. | Breakfast - Salon D  
Sponsored by Eli Lilly and Company |
| 8:15-9:30 a.m. | General Session - Salon A/B/C  
Life at Lilly by Eli Lilly and Company |
| 10:00 a.m.  | Whataburger Career Suite - Valero Room  
Resume Reviews, Mock Interviews, Career Advice, Executive Coaching, and More |
| 9:30-10:25 a.m. | General Session - Salon A/B/C  
The State of the Latinx/a/o Community - Voces in Leadership, Featuring:  
• Ramiro Cavazos, San Antonio Hispanic Chamber of Commerce  
• Dora Frias, Colorado University-Denver  
• The Honorable Lucy Flores |
| 10:25-11:15 a.m. | Student Breakout session I.  
• Hermanos Unidos: Initiatives, Challenges, and Perspectives for Latina/o Male Success  
  - Bowie Room  
  ° Facilitated by Emilio Zamarripa, Steepletown  
  ° Panelists:  
    • David Melena, the Foundation for Hispanic Education  
    • Dr. Ennet Campos, University of Texas at Austin  
    • Omar Ortiz, DePaul University Student  
    • The Story of Us: First-Generation and In College, Building Your Personal Narrative and More - Salon E  
  ° Facilitated by Mayra Mendosa  
  ° Academic Preparedness: Small Tips for Big Success in the Classroom - Salon A  
  ° Gaston Cantu, Hispanic Association of Colleges & Universities |
| 11:25 a.m. - 12:15 p.m. | Student Breakout Session II.  
• A Prescription for Success: Making it In Med School - Salon F  
  ° Facilitated by Angela Zamarripa, Grand Rapids Children’s Hospital  
  ° Social Entrepreneurship - The Next Generation of Latinx/a Business Owners - Salon E  
  ° Irene Chavez, Maestro Entrepreneur Center  
  ° Ruben Cantu, CRE Media Enterprises  
  ° Conflict Resolution: How to Work with Everyone - Travis Room  
  ° Jaden Felix, the University of Texas at Austin  
  ° Alana Williams, J.D., the University of Texas at Austin  
  ° Working for a Purpose - Organizations with a Cause - Travis Room  
  ° Facilitated by Alison Vasquez, Teatro Audaz San Antonio  
  ° Laura Bohorquez, United We Dream  
  ° Patricia Castillo, the PEACE Initiative  
  ° Cristina Balli, Guadalupe Cultural Arts  
  ° Dennis Gonzalez, Voto Latino |
| 12:25-1:15 p.m. | Lunch - Salon D  
Sponsored by the Federal Deposit Insurance Corporation |
| 1:25-2:15 p.m. | General Session - Salon A/B/C  
Thinking Outside of the Box in Today's Work Environment, by Ada Perez of the Federal Deposit Insurance Corporation |
| 2:30-3:15 p.m. | General Session - Salon A/B/C  
Leading from the Ground Up with Dr. Cynthia Matson-Teniente, President of Texas A&M University -San Antonio |
| 3:30-3:35 p.m. | Presentation of MillerCoors Science and Regional Scholars - Salon A/B/C |
| 3:35-3:40 p.m. | Break - Hallway |
| 3:45-4:45 p.m. | Student Breakout Session III.  
• Leveraging the Power of Social Media and Tech – Bowie Room  
  ° Melanie Mendez-Gonzalez, Que Means What  
  ° Stephanie Garza, Puro Pinche  
  • Knowing your True Self: Talents, Values and Goals for Student Advancement – Salon F  
  ° Marisa Ortiz, Global Learning Consultant, Gallup Certified Strengths Coach  
  • Careers in a Digital-Age Media – Travis Room  
  ° Gonzalo Magana, Univision Communications Inc.  
  ° Who is the Federal Deposit Insurance Company? A Career with the FDIC – Salon E  
  ° Marco D’Antonio |
| 4:50-5:40 p.m. |  
| 5:45-7:00 p.m. | General Session - Salon A/B/C  
being ñ, a film by Denise Soler Cox |
| 7:00 p.m. | Dinner on your own |

### Professional Staff Track: Saturday, October 29

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| 7:30-8:10 a.m. | Breakfast - Salon D  
Sponsored by Eli Lilly and Company |
| 8:15-9:15 a.m. | Staff Track Session I. - Riverview Room  
Latinx Rising: Raising Retention Rates in Education with Dr. Margarita Bianco,  
University of Colorado Denver |
| 9:20-10:20 a.m. | Staff Track Session II. - Riverview Room  
Intercultural Leadership by Gilberto Perez, Goshen College |
| 10:25 a.m. - 12:25 p.m. | Staff Track Session III. - Riverview Room  
First Generation Leadership: Growing Pains of a Young HSI with Dr. Elsa Diego-Mechano,  
West Texas A&M University |
| 12:25-1:15 p.m. | Lunch - Salon D  
Sponsored by the Federal Deposit Insurance Corporation |

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ETHICAL CASE STUDY COMPETITION

Isabella was recently promoted to a managerial position at her industrial engineering company. With her new position, she is now responsible for overseeing the company’s production factory, meaning approximately 50 factory workers now report to her. Although Isabella previously worked as an engineer and does not have any experience running a factory, she is excited to begin her new position.

At the end of her first day, Isabella is confused to see her factory workers continuing to work well past the end of their 8-hour shift. She then goes to the factory supervisor (who reports to her) to express concern because the factory does not have the budget to pay so many workers overtime. The supervisor smiles at Isabella and explains that the factory meets production goals by making the factory workers work off the clock. The workers are well aware of this expectation and went along with it in order to keep their jobs. Isabella is shocked to learn this illegal practice had become part of the company culture, but the supervisor explains that the company’s CEO (who is Isabella’s boss) is well aware of this expectation.

How should Isabella handle this discovery? Describe the best plan of action for Isabella, thoroughly outlining what she should do.

Instructions: Find a partner to create a team of two, no more than two students per team. Develop a full written response, clearly answering the presented questions. At the top of your paper please write each team member’s name and school. Submit your response to the Registration Desk by Sunday, October 30th at 10:00am. The winning team will be announced on Sunday during the awards luncheon.

Thank you for participating and good luck!
KEYNOTE SPEAKERS:

Mark Madrid  
President and CEO at the Greater Austin Hispanic Chamber of Commerce

Dr. Margarita Machado-Casas  
Associate Professor at The University of Texas at San Antonio in the College of Education and Human Development, Division of Bicultural-Bilingual Studies

Shavonne Brown  
Founder & CEO of StyleChurch

Congressman Joaquin Castro

Ramiro Cavazos  
President & CEO of the San Antonio Hispanic Chamber of Commerce

Dora Frias  
Director for Latin@ Student Services at the University of Colorado-Denver

The Honorable Lucy Flores

Dr. Cynthia Teniente-Matson  
President of Texas A&M University-San Antonio

Ramona Ortega  
CEO & Founder of My Money My Future

Denise Soler-Cox  
Filmmaker and Co-Founder of Project Ñ

PERFORMERS:

Bombasta

Mariachi Flor de Jalisco