

YOYO JI HAS A BIG JOB WITH AN IMPORTANT MISSION— THAT’S WHY SHE SOUGHT LEADERSHIP TRAINING

TRANSFORMATIONAL TRAINING

Yoyo Ji serves as the director of business transformation at [Thales](#), a multinational company that provides solutions for aerospace, space, defense, security, and transportation. In this capacity, she drives transformative initiatives that not only enable the company to adapt to the rapidly changing tech landscape but also position it to lead and excel in this dynamic environment.

“The ‘transformation’ can encompass a wide range of initiatives,” she explains. “For instance, it may involve transitioning from manual processes to automated systems or enabling operational workflows to support the shift from selling on-premises products to cloud-based solutions. Essentially, it’s about identifying opportunities for change that enhance our operations and ensure we are continually evolving.”

In particular, Yoyo’s division is focused on cybersecurity; her team seeks to “uphold a mission of building a future we can all trust,” as she puts it. “Cybersecurity is a rapidly growing industry, and its importance cannot be overstated, given the escalating risks we face,” she continues. “Ensuring we have a highly skilled team to manage such a critical area, one that impacts the safety and security of everyone, is absolutely essential.”

The importance of fostering a stellar team was what prompted her to seek out leadership training from the Dr. Nancy Grasmick Leadership Institute.

“I researched their programs online and discovered the ‘Manager to Leader’ two-day training which seemed highly relevant to my needs,” Yoyo shares. “The fact that the training was held just ten minutes from my home made it an easy decision to sign up.”

“It was absolutely amazing,” she raves. “The experience was truly transformational. It not only covered the core principles of leadership, but also integrated emotional intelligence, which has helped me become a more mindful and effective leader. It inspired me to take the next step and pursue an even deeper exploration to further strengthen my leadership capabilities.”

Her search led her to the Institute’s [Next Level Leaders](#), an interactive, project-based leadership training program designed specifically for mid-level managers. Initially, Yoyo was concerned about managing the time commitment, given her demanding work schedule.

“I was leading a major project at the time, so I wasn’t sure if I could commit the time, or if my organization would support me dedicating time to the program. After careful consideration, I spoke with my manager and received her full support. It was a moment where I realized that sometimes, you just have to seize the opportunity and go for it!”

In Next Level Leaders, Yoyo gained valuable skills in areas such as public speaking, emotional intelligence, and effective networking, all of which helped her grow as a leader. The program also requires participants to complete a “pod project,” where they develop and present a new initiative to their management team. For her project, Yoyo proposed a job rotation program, where employees would rotate through different roles within the company to gain broader perspectives and enhance their skills.

“The goal is to provide employees with a deeper understanding of how different departments operate, expand their skill sets, and improve cross-functional collaboration,” Yoyo explains.

She adds, “I’ve participated in other leadership programs, but none compare to the training offered by the Dr. Nancy Grasmick Leadership Institute.”

Yoyo appreciates how the Institute gave her the confidence and the tools to truly make a meaningful impact within her organization.