

The Failure of Asian Leadership in Silicon Valley

Buck Gee

Former VP/GM Cisco Systems

Member, Committee-of-100

US-ATMC Spring Seminar

Stanford University

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So Who am I?

- 41 Years in Silicon Valley (1967-2008)
- Engineering and Management
 - Stanford BSEE, MSEE
 - Harvard Business School MBA
- Big Companies and Small
 - Hewlett Packard, Cisco Systems
 - Three start up busts, three wins
Crescendo (1993), Com21 (1998), Andiamo (2004)

Advanced Leadership Program for Asian American Executives



<http://www.gsb.stanford.edu/exed/alp/>

The Popular Asian Narrative in Silicon Valley

SundayReview | OP-ED COLUMNIST

The Asian Advantage

[点击查看本文中文版](#) | Read in Chinese

[한국어로 읽기](#) | Read in Korean



Nicholas Kristof OCT. 10, 2015



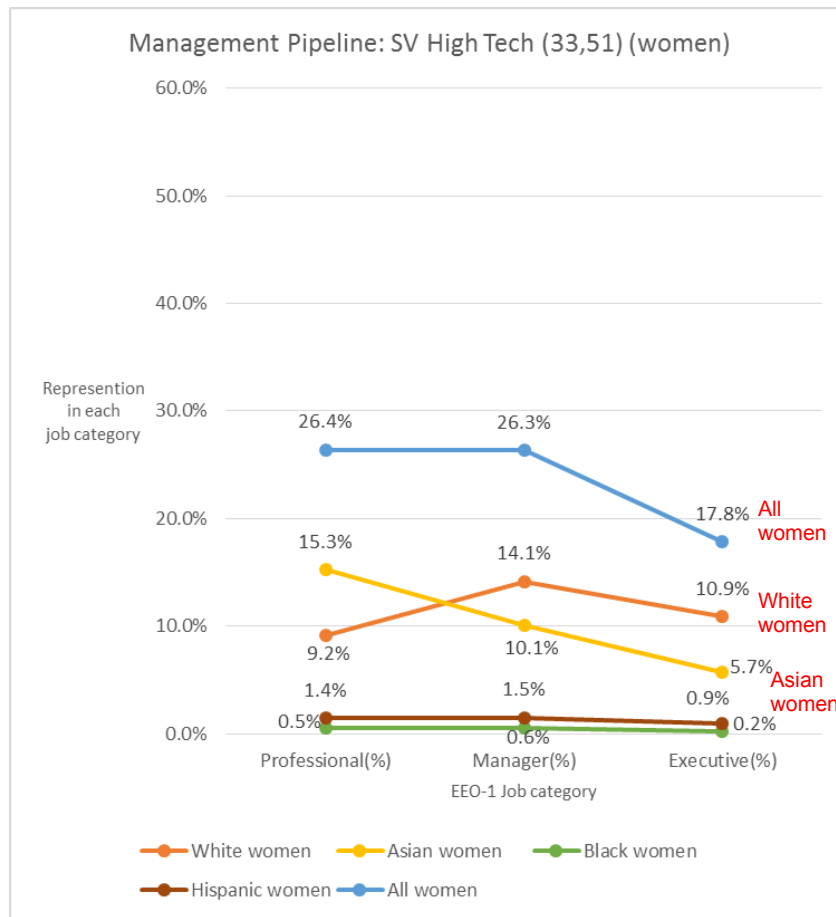
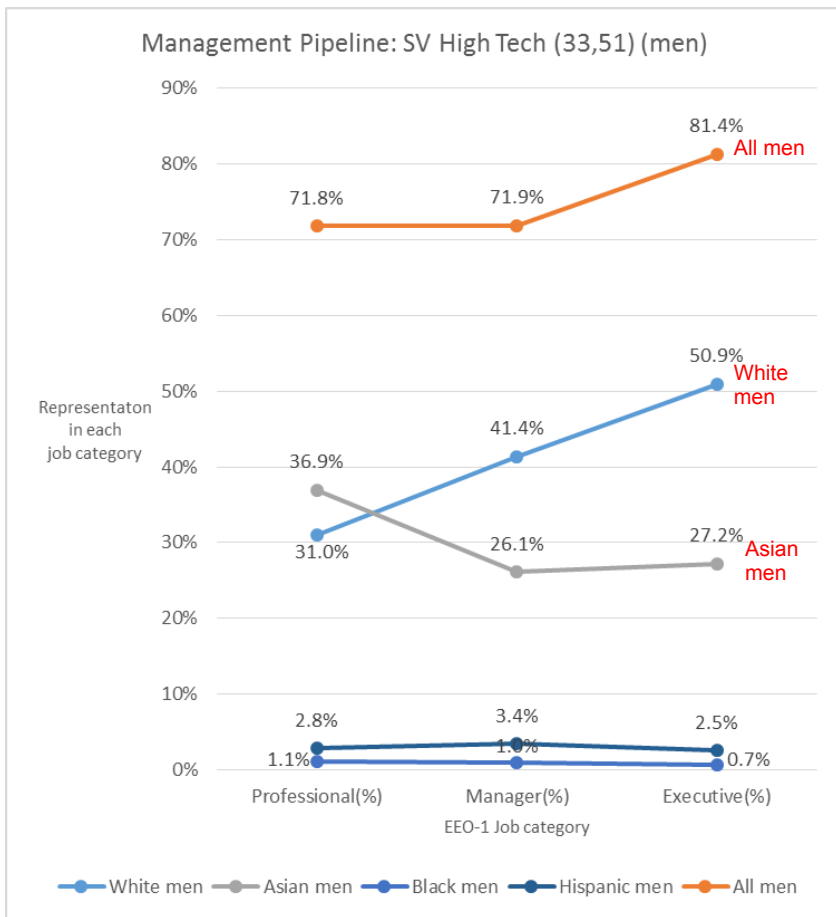
Columbia University's commencement in 2005. Asian-Americans have higher educational attainment than any other group in the United States. Includes photos from [The New York Times](#).

Asian Americans are

- 6% of U.S. population
- But 52% of Silicon Valley high-tech professional workforce
- >80% of Asian population in the Bay Area are 1st or 2nd generation

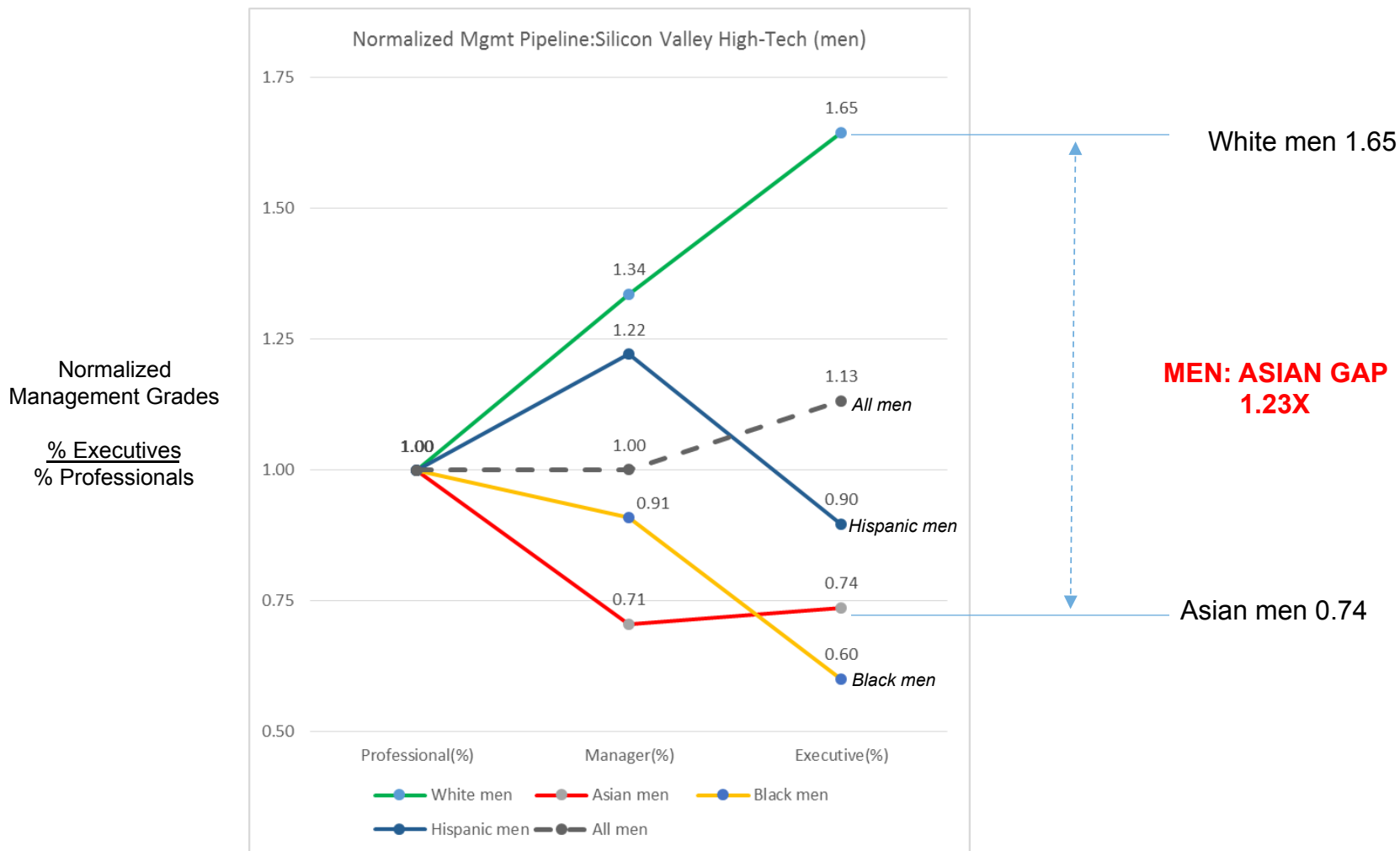
THIS is an awkward question, but here goes: Why are Asian-Americans so successful in America?

Silicon Valley Management Pipeline (NAICS 33,51 codes)



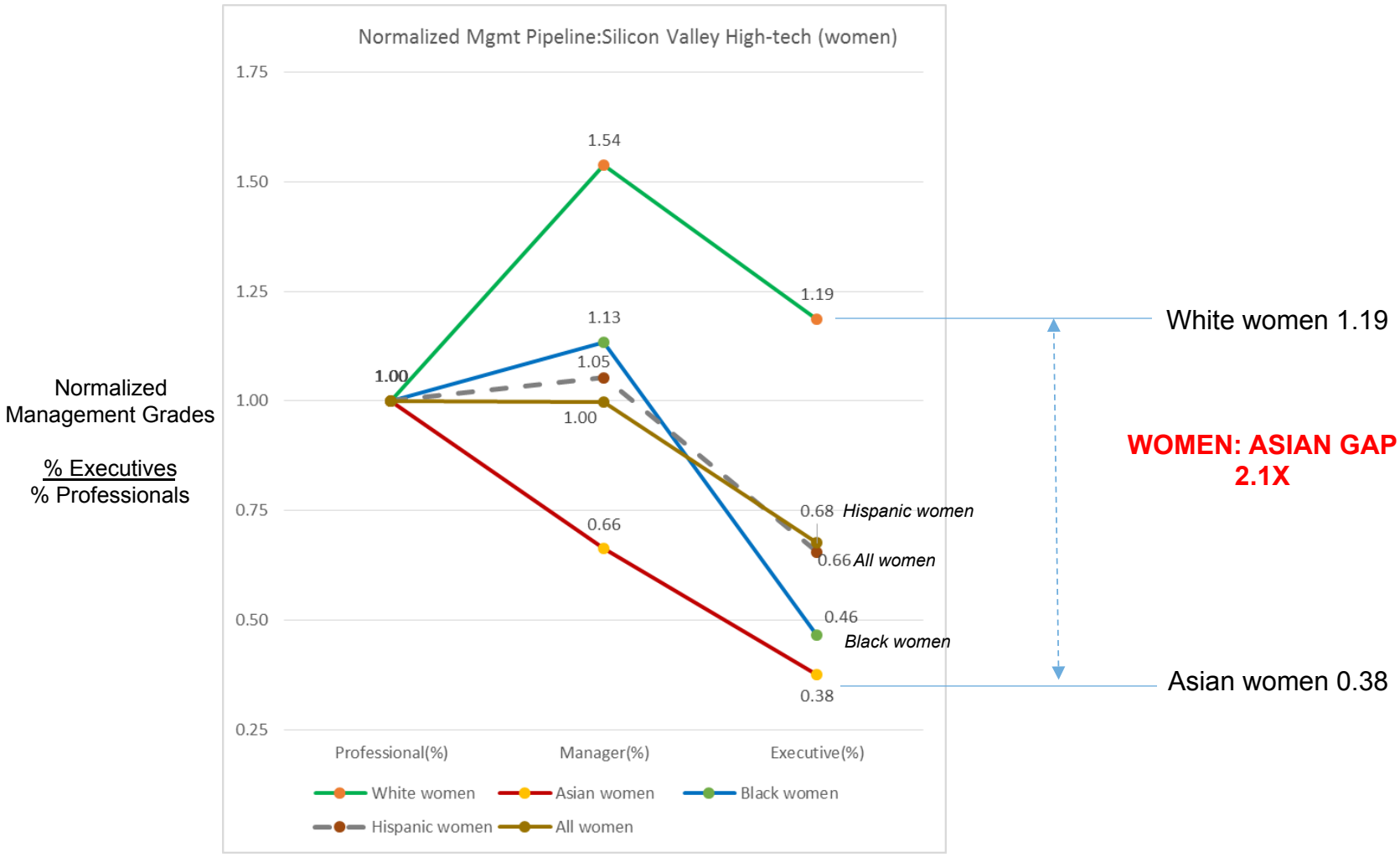
* Only white, black, Hispanic, Asian, not including other

Silicon Valley Racial Gaps (Men) (33,51 codes)



Silicon Valley Racial Gaps (Women)

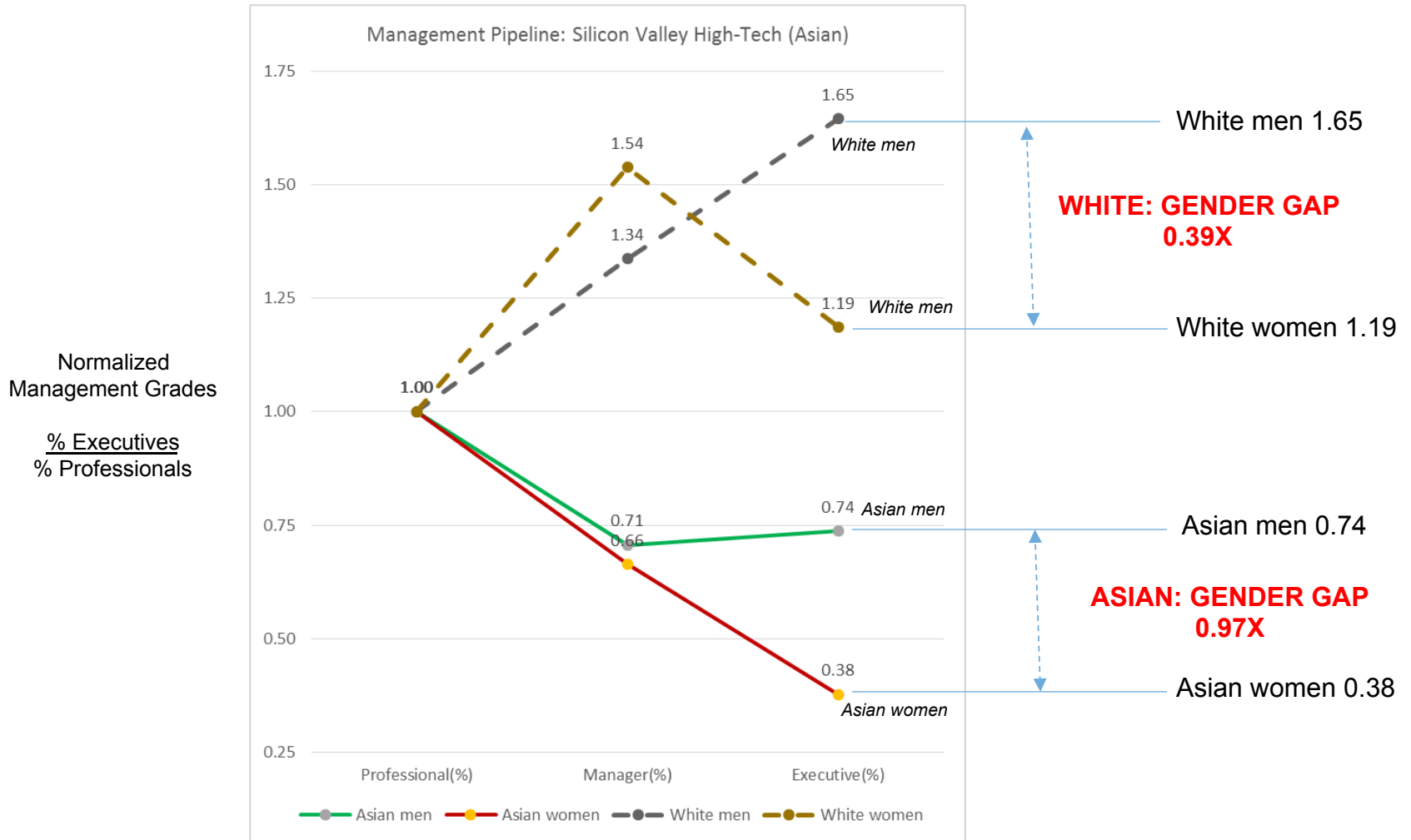
(33,51 codes)



SOURCE: <https://www1.eeoc.gov/eeoc/statistics/employment/jobpat-eeo1/2014/index.cfm>

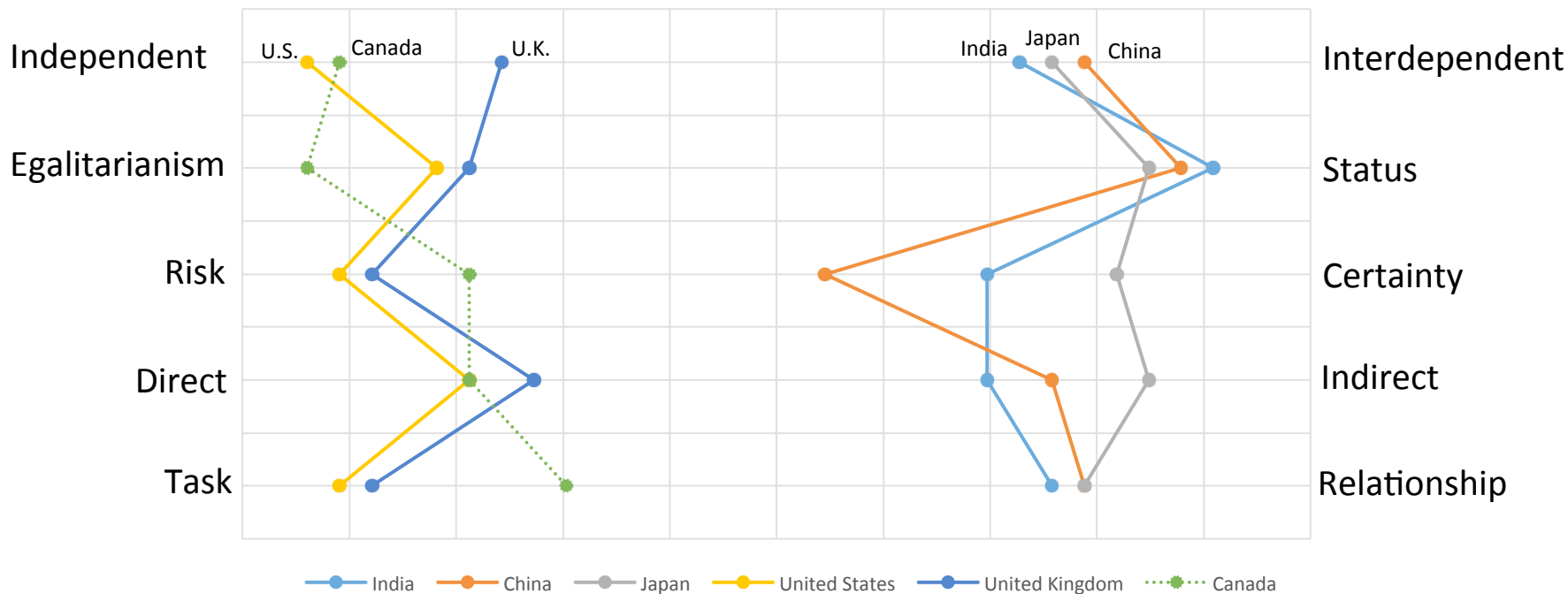
Silicon Valley Gender Gap: Asian

(33,51 codes)



Understanding the East-West Cultural Gap *

Cultural Profiles



* Median points, 700,000 respondents

Data Tells a Different Asian Narrative

- Asians and Asian Americans are 52% of high-tech professional workforce
- But only 33% of its executives
- “bamboo ceiling” Asian factor >> “glass ceiling” gender factor
 - White men-vs-women gap: 0.39X
 - Women: white-vs-Asian gap: 2.1X
- Both white men and white women are more likely to be an executive than Asian men or Asian women
- Too few Asians and Asian Americans are reaching the C-suite (especially East Asians).
- Asians need to learn cultural leadership norms in Silicon Valley