

Rosalina Ora'a-Fuentes



Recognized in the Philippines as the 'guru of AI', Dr. Rosalina Ora'a-Fuentes is prominent for her expertise on Positive Organization Development and Appreciative Inquiry (AI), and its application in different organization processes. Her range of expertise also include Culture-building, Strategic and Tactical Planning, Re-engineering and the whole gamut of Organization Development interventions for clients and partners in corporate, Church, non-government, and government sectors, locally and internationally.



As the Dean of Southeast Asia Interdisciplinary Development Institute (SAIDI) since 1997, Dr. Rose has mentored over 100 post graduate students in the course of their Master's degree and PhD study and research in Organization Development (OD). Her research works credit her with some articles and book publications both in English Language teaching and the use of Appreciative Inquiry in research and publications. As an educator, she creates innovative and creative programs anchored in action and experiential learning principles. Dr. Rose admits that she once reached a point in her professional life to leave behind teaching and to focus full time on OD consulting. However, her passion for sharing her knowledge is overwhelming that she decided to return to teaching, a decision which she never regretted. At present, she continues to facilitate teacher-training workshops for basic education teachers across the country. Her work as an educator, consultant, and researcher in OD enabled her to travel different shores and

coach different owners and leaders of organizations, which Dr. Rose considers a great source of learning experiences. With these myriad of experiences, Dr. Rose made a shift in terms of educating the people. She identified this shift as providing education from grade-focused to outcomes and outputs orientation, from traditional structures of classroom and school years to an open space and time, and from the command-and-control of the teacher to a learner-propelled-and-driven environment.



“I am not in a hurry in this journey of ‘leader-ing’.
Because as I lead, I become.”

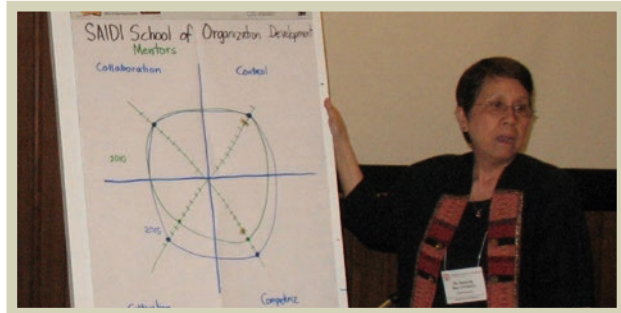


Dr. Rose’s educational background is an interesting mix of disciplines. She earned her Doctor of Philosophy in Organization Development from the Southeast Asia Interdisciplinary Development Institute (SAIDI), her Master of Arts in Education, with specialization in Curriculum Development and Instructional Planning from the University of Nueva Caceres, and her Bachelor of Arts and Science in Education, major in History, from the Ateneo de Naga. She continues to sharpen the saw with her post-doctoral certification in Organization Development from Stanford University, training under the tutelage of Dr. David Cooperider in Appreciative Inquiry at Positive Change Institute in Taos, New Mexico, training in Governance and Risk Management (Banking Sector) by the Rural Bank Association of the Philippines, and certification in TESOL and Train-the-Trainer program at the University of Hawaii-Manoa and the University of Reading, London.

With her professional achievements, Dr. Rose pays tribute to her family, which she fondly describes her ‘sacred relations in the universe.’ Dr. Rose’s center in her relations are her four children – Marie-Paul (married to Edgardo de Luna), Marie-

Rose (married to Lloyd Chadwick Lim), Ruben Hilario and Joseph Michael. And Dr. Rose, being the first among eight children of Josefina Guevarra de Jesus and Rustico Ba. Ora’a, placed her responsible of taking care of her younger siblings when they lost their mother. She was fourteen then. Dr. Rose relates that the sudden death of their mother ushered her overnight into early adult life which she felt deprived her from enjoying her teenage years. With a military prosecutor officer for a father, she was given a tall order to be the best and be the role model of her younger siblings.

Besides taking on a bigger role after the death of her mother, Rose and her siblings had to face the challenges of moving from her birthplace in Tarlac to their father’s hometown in Iriga City. Here, Rose enjoyed the solace and love of her father’s mother, brothers and sisters and cousins. The longing for maternal care was filled by the warmth of an extended family. As Rose puts it, they were “nested in the sanctuary of home”. She feels especially grateful to her aunts who would always put together family activities to make life fun and joyful despite their family’s tragedy.



By taking on the role of being the custodian of her younger siblings, Dr. Rose developed a deep sense of duty and results-driven performance at home, school, and eventually at work. Her father provided her with solid, private, Catholic education from grade school to graduate school. She is a proud alumnus of Holy Spirit in Tarlac, La Consolacion Academy in Iriga City, Ateneo de Naga, and SAIDI School of Organization Development in Intramuros, Manila. According to Dr. Rose, her leadership skills have strong roots in the ‘command-and-control’ model – a great influence of her military father. However, through the years, her own education, exposure and experiences slowly weaned her away from power-wielding to an appreciative and relational way of leading. She describes this model as anchored in a strong liberal arts orientation that focus more on the life-generating and life-inspiring ways of people, processes and structures. She credits her father, her extended family, and her veiled teachers in school for molding her way of thinking and doing, which came handy as she took on different key positions in the work setting as a committee chair, department chair, vice-principal, corporate secretary, program director, lead trainer, board director, dean, foundation president, and the likes. These leadership roles have instilled in her a lot of wisdom and values which helped her become the successful person she is today.

With her favorite quote in mind, “Leadership is an art of possibility”, by Benjamin Zander, Dr. Rose feels that she has much to learn in the future. As she said, “I am not in a hurry in this journey of ‘leader-ing’. Because as I lead, I become.”