



Message from the President and Dean SAIDI Foundation, Inc.

Rosalina O. Fuentes, PhD



In attempts to be paperless in our updates and bulletin about SAIDI Graduate School of OD (GSOD), there is still clamor to see news, timelines and faces on the printed page. Because you are our dear clients, we oblige. And yes, what you will read about and see in the pages that follow are indeed worth the effort we put to this "obligation."

We now have two sacred places for SAIDI GSOD: The Antipolo campus and the Loyola Heights (Abada) Information Office. You are most awaited to visit (as often, perhaps) these places. The Antipolo campus offers a sanctuary from the hustle, hassle and bustle of city life. The Loyola Heights information office showcases the rhythm of office work, business meetings and delightful mentoring within easy access to gourmet or artisan coffee!

Our academic programs remain steeped in Organization Development (in both MA and PhD levels). The context and perspective of OD for our Candidates are set in governance, business, development work, faith-based dialogs and practices and in educational-cultural building efforts.

Our graduates' reach is getting wider and farther. And yes, many of these graduates are engaged in work for the benefit of society.

As I sit and look out my window every night before I hit the bed for a good night's sleep, I thank our God for all these blessings. And in a special whisper, I thank Him for the gift of Sr. Jackie, our foundress and visionary.

Message from the Chairman SAIDI Foundation, Inc.

Rev. Msgr. Vicente D. Bauson



The world around us keeps on changing. No doubt we cannot stop these changes. If we stay on the present static course we take, we will be left behind and find ourselves empty-handed and lost. If we have to survive with joy, then we have to be proactive, dynamic and productive. We adjust, modify, alter or direct the changes for our own existence and greater development.

With this in mind, SAIDI with its Board of Trustees has realized and decides that it has to revitalize its programs. Thus, it is pursuing a new direction toward more suitable and sensitive ARFI programs reshaping it in a way that respond to the needs and concerns of its clientele and the circumstances of the present times, though it retains its core fundamentals as conceived by its founder, Sr. Jacqueline E. Blondin, MIC.

It is the hope of the members of the Board of Trustees that this movement will bring new life and vitality to the institution's mission of forming the persons responsible for the positive growth of their communities of faith in their respective places of undertaking.

All the best and God bless!

Msgr. Vicente D. Bauson
Chair, SAIDI Board of Trustees

The January 2014 - the 1st Organization Planning System (OPS) seminar-workshop at the SAIDI Information Office

Was held last 22-24 January 2014. The 10 attendees were: Sr. Ranette Angot from the Company of Mary congregation (Cagayan de Oro City), Jemuel Castillo and Conrado Navalta from Technological Institute of the Philippines (Manila), Maria Dolores Dela Cruz from Centro Escolar University (Manila), Dr. Ma. Olive Lazo from Patient First Medical Center, Fe Corazon Mait from PhilCare, Josephine Reyes from Clayton Learning Center, Antonius Sudarisman from PT Newmont Nusa Tenggara, and Jonas Tetangco from DevConcepts.

The workshop was facilitated by Dr. Rosalina Fuentes.



5th Applied Research Forum

Was held on 24 January 2014 with Panel presenters Dr. Jennifer Lapa, Dr. Marissa Alcantara, and Dr. Reynaldo Casas represented by Dr. Marie-Paul de Luna. Around 39 attendees came from various organizations: AIM, Miriam College, ABS-CBN, Holy Angels University, Toshiba, TIP, CEU, PhilCare, Patient First Medical Center, CMDI, OTI Philippines, Jord Philippines, Systems Plus College Foundation Inc., La Salle Antipolo, DevConcepts, Xerox Company, Publicus Ltd, Company of Mary, AAAM, and Mabalacat College.

Dr. Mila Du-Lagrosa and Dr. Marie-Paul de Luna facilitated the Open Forum.



Defense of Dr. Gerardo Rillon

January 31, 2014 @ SAIDI Information Office



Gerardo Rillon, VP for Admin/Chief Administrative Office of the Aurora State College of Technology (ASCOT), successfully defended his dissertation on Initiating Alignment Towards the Desired Workplace Values last 31 January 2014. In this photo, Dr. Rillon is joined by his Adviser, Dr. Rosalina Fuentes, and his Panel Members: Dr. Cecile Gutierrez, Dr. Arturo Orosco, Jr., Dr. Marie-Paul de Luna, and Dr. Marissa Alcantara.

The first session of the Organizational Culture Change Program (OCCP) for DPWH Key Individuals



For this quarter kicked off with 49 attendees.

The module, Riding with the Culture Cycle (Part 1), was facilitated by Dr. Rosalina Fuentes and Dr. Marie-Paul de Luna, with Dr. Enrique Navarro (CMDI), Mr. Mario Ramon Guanzon (MMRG Group), and Ahwel Paz (IloveMyFamily Foundation, Inc.) as Segment Facilitators/ Storytellers.



The second Group of the DPWH-OCCP Program was participated in by 46 individuals while Group 3 had a total of 50 attendees.

The sessions were held from 11-13 February (Group 1), 18-20 February (Group 2), and 25-27 February (Group 3) at the SAIDI Graduate School of Organization Development campus in Antipolo.





Defense of Fr. Edwin Selvaratnam
Feb. 17, 2014 @ SAIDI Information Office

Fr. Edwin Selvaratnam of the Oblates of Mary Immaculate successfully defended his dissertation on Evolving a Positive Formative Leadership Program for Selected Religious Congregations in Sri Lanka last 17 February 2014. In this photo, Fr. Selvaratnam is joined by his Adviser, Dr. Rosalina O. Fuentes, and his Panel Members: Dr. Reynaldo Casas, Dr. Arturo Oroscos, Jr., Dr. Marie-Paul de Luna, and Dr. Marissa Alcantara.



The module on the Certificate in Positive Organization Development (POD) was attended by 7 participants. These were: Gabriel Orendain of ABS-CBN University, Liza Inciong of MicroSourcing International Inc., Sr. Rose Susan Montejo of Oblates of Notre Dame, Ruben Laraya of CITE, Carmen Leonor Diokno of I-CLD Consulting, Inc., Sr. Rhean Justin Sanchez, Carm. OL, SAIDI ARFI Director, and Fr. Francis Eugene Fadul of the Diocese of San Pablo. Dr. Rosalina Fuentes facilitated the session.



Defense of Bro. Ellakim Sosmena, SC
Feb. 24, 2014 @ SAIDI Information Office

Bro. Ellakim Sosmena, SC, President of Cor Jesu College at Digos City successfully defended his Research Proposal on Determinants of Organizational Performance of Cor Jesu College: Basis for an Organizational Development Intervention Plan last 24 February 2014. In this photo, Bro. Ellakim is joined by his Adviser, Dr. Rosalina O. Fuentes, and his Panel Members: Dr. Cecile Gutierrez, Dr. Reynaldo Casas, Dr. Marie-Paul de Luna, and Dr. Arturo Oroscos, Jr.



As part of the continuing partnership between SAIDI and CARD MRI, managers of the various CARD MRI organizations are enrolled in the Master of Arts in Organization Development specializing in Microfinance Management. The following Candidates had their Proposal Defense for their research topics last 28 February 2014:

Analiza de Lumban, "Competency of Cashier in Fund Management Towards Bank Profitability of CARD Bank"

Ainjel S. Rocafort, "Impact of Electronic Banking on Clients of CARD Bank Inc. San Pablo City Laguna"

Jennifer O. Redubio, "Assessment of the Components of CARD MBA of Compliance Program"

Maridel A. Manalo, "Enhancing Time Management for Productivity of the CMDI Finance Unit in Bay, Laguna"

Rosemarie O. Maala, "Establishing Increased Efficiency of the Daily Fund Transfer Towards Effective Delivery of Services"

Genelece L. dela Cruz, "Capacity Building for Micro-Banking Office Towards Efficient Cash Projection in CARD SME Bank Lipa Branch"

Haide B. Bautista, "Improving the Data Accuracy of CARD Bank Through Data Cleansing at the Branch Level"

Marvin M. Abao, "Improving Service Delivery on Loan Fund Provision to DAR Cooperative Partners"

Melody E. Escorsa, "Accuracy, Timeliness and Uniformity on Payroll Reports and Staff Records in CARD Bank Branches"

The Panel, chaired by Dr. Rosalina O. Fuentes, included Dr. Marie-Paul de Luna and Ms. Glenda Lagarile, MA.



Defense Proposal on Strengthening Organizational Capacity Towards an Enhanced Capacity Building Framework of MASS-SPECC Cooperative Development Center (via SKYPE)

Mary Ann A. Cortes, a Freelance Consultant who has been involved in community development and local government consulting successfully defended her Proposal on Strengthening Organizational Capacity Towards an Enhanced Capacity Building Framework of MASS-SPECC Cooperative Development Center. Her thesis Adviser is Dr. Rosalina Fuentes and her Panel Members included Dr. Imelda Pagtulon-an and Dr. Marie- Paul de Luna.

Reframing Techniques and Shifting One's Mindset



Every one has his or her own mindsets, shaped by many factors and experiences. When relating to ideas, people, and events, there is often the need to shift one's mindset and allow space for generativity. Through the two-day Reframing Techniques and Shifting One's Mindset workshop last 14-15 March 2014, participants were exposed to handles in creating windows in our mindsets. Dr. Rosalina Fuentes facilitated the workshop attended by: Bjorn Martinoff and Victoria Martinoff from Fortune100 Coach, Paulina Lawsin-Nayra from Weavers, Bien Isabelo Clarete and Ronald Keith Tañedo from Philippine Navy and Liza Inciong from MicroSourcing International Inc.



Upon the request of our PhD candidates in Thailand, Dr. Rosalina O. Fuentes facilitated the introductory modules for the Certificate in Positive Organization Development last 19-23 March 2014. Beyond the boost of AI energy from the POD modules, the Candidates were able to get a shot-in-the-arm by being awarded with academic units from the integration reports they submitted on the modules.



The concept of community policing is something that we seemingly think we are all familiar with. But most of us, unfortunately, do not really know its essence and how it affects all of us in one way or another. To know more about the concepts and how-to's of community policing, SAIDI GSOD offered "Conversations on Community Policing" last 22 March 2014. The invited speakers, through the help of Ms. Baby Chua, included the following experts on the field: Dir. Isidro Siriban (former Director of NAPOLCOM and currently with OCD) and Atty. Estrella Avena (former Director of NAPOLCOM). Our friends from the PNP, headed by Supt. Richard Fiesta, and Barangay Loyola Heights led by Brgy. Capt. Caesar Marquez also participated in the conversations. Dr. Marie-Paul de Luna facilitated the session attended by the Barangay Loyola Heights Kawagad, Edgardo de Luna and Sisters from Carmelites of Our Lady.





Fr. Frederic Rocha (PhD candidate) was invited by SAIDI Graduate School of Organization Development to facilitate the SOAR for Pastoral Planning learning session. There participants who attended, namely, Fr. Rafael Luis L. Clavel from Archdiocese of Jaro, Fr. Yohanes Anjar Donobakti from Archdiocese of Medan, Alatheia Corazon B. Dijan from Salesian Youth Community, Ursulina M. Presbitero (from Cebu City), Sr. Emery Mia L. Regis, OND and Teresa A. Tejero of Dilaab (Cebu City).



Defense of Josefina Rizalina Bautista
April 15, 2014 @ SAIDI InformationOffice

Josefa Rizalina Bautista, School Administrator of Imus Unida Christian School (IUCS), successfully defended her dissertation proposal on Crafting an Integrated Teachers' Development Framework towards Enhancing and Managing the Learning Environment at the Imus Unida Christian School last 15 April 2014. Ms. Bautista is joined in this photo by her adviser, Dr. Marie-Paul de Luna, and Panel Members, Dr. Rosalina Fuentes, Dr. Reynaldo Casas, Dr. Elizabeth Yap, and Dr. Arturo Orosco Jr.



Dr. Rosalina Fuentes facilitated the Basic Orientation in Appreciative Inquiry session last 25-26 April. The session participants included: Onimo Bilasano from Shakey's, Mario Gil Jocson from Verasie Research & Management Consultancy, Melvin Chan from Makati Medical Center, Maria Dolores Delacruz from CEU, Hazel Robles, Freelance HR and OD Consultant, Ma. Lourdez Corpus from Fern-C and Cherub Troy Alcantara from Pirrko & Troytours, Inc.



Group 1 participants of Module 6: SOAR to Craft the Roadmap to Institutionalize and Sustain the OCCP of the DPWH Organizational Culture Change Program was held last May 8-9 (Group 1), May 12-13 (Group 2), and May 15-16 (Group 3).

The Facilitators for all three groups were: Dr. Rosalina O. Fuentes, Dr. Marie-Paul B. de Luna and Dr. Amor de Torres.

With the special coordination from Ms. Lilibeth Amatong, the Segment Resource Speakers for Group 1 included former CSC Commissioner Mr. Ricardo Saludo and former Senator Aquilino Pimentel Jr. Zamboanga, Congressman Isagani Amatong and former Senator Rene Saguisag joined Group 2 as Segment Resource Speakers. And, for Group 3, the Segment Resource Speakers were Senator Leticia Ramos-Shahani and former DILG Secretary Rafael Alunan III.





Defense of Mary Ann. A. Cortes

June 21, 2014

Mary Ann A. Cortes, a Freelance Consultant who works with local and international agencies, defended her thesis on Strengthening Organizational Capacity Towards An Enhanced Capacity Building Framework of MASS-SPECC Cooperative Development Center.

Panel members were: Dr. Rosalina O. Fuentes as Chair, Dr. Imelda Pagtulon-an as Adviser and Dr. Amor de Torres as Member.

Microfinance Management Candidates

July 14, 2014

4 MA in OD specializing in Microfinance Management Candidates had their final thesis defense last July 14.

Panel Members were:

Dr. Rosalina O. Fuentes as Chair, Dr. Enrique Navarro, Dr. Marie-Paul de Luna and Ms. Glenda Lagarile, MA as Members.

Jocelyn Lampas "Strategies to Enhance Savings Deposit from

Non-Members of CARD Bank Gumaca Branch"

Carina Manoo "Effects of Transition of CARD NGO to CARD Bank on its Members"

Armelyn Divina "Determining the Factors Affecting the Growth of CARD Supported Microbusinesses in Pagsanjan, Laguna: A Case Study"

Leonida Gutierrez "Reducing Dropouts as a Means to Improve Profitability of RBST Tagaytay Area"

Dr. Rosalina O. Fuentes (Lead Facilitator) with Dr. Marie-Paul B. de Luna (as Co-Facilitator) facilitated the 3-day Organization Planning System (OPS) seminar-workshop, a requirement for the MA and PhD in OD learners.



The participants were: Ms. Dolores Torres of CARD Bank, Albert Christian Sandoval and Joselita Lanao of CARD CMDI, Andrew Sy of Boardliner Inc., Maria Giselle Lyn Barrion of Bayan Telecommunications Inc, Morela Mistie Ohaebuka of ESquare MGS, Inc., Albert Aquino of St. Catherine Family Helper Project, Inc. and Ophelia Tongco, formerly of DAP/ Freelance Consultant.



Dr. Rosalina O. Fuentes was invited by Mr. Rene Espinosa of Powermax as one of the speakers to the Asean Integration Human Resource Summit.

Dr. Rosalina O. Fuentes presented and shared her insights on Managing the New Generation of Employees: An ASEAN Key Concern. The Summit was held at Traders Hotel Manila.



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Dr. Rosalina O. Fuentes conducted A Basic Orientation Workshop in Appreciative Inquiry for the Management Committee of International Family Food Services Inc. (IFFSI), the local licensee of Shakey's, last July 29 to 30, 2014 and for its HR Heads last August 4-5, 2014.



Dr. Rosalina O. Fuentes facilitated the 5-year Strategic Planning for RIMANSI in Asia and the Pacific Inc. RIMANSI (Risk-based Management Solutions Inc) is the Insurance Commission-recognized network for all Mutual Benefit Associations (MBAs) of microfinance institutions. Established in 2005 as a regional resource center based in the Philippines, RIMANSI helps professionalize the management of mutual benefit associations and microinsurance programs that provide affordable, comprehensive, and quality risk protection to millions of poor people in Southeast Asia.

Defense of Shiro Ito August 2, 2014

Shiro Ito, A teacher at Tokyo Metropolitan Government defended his Proposal on Improving Shitsuke (Discipline) of Workers through the 5S Program as an OD Intervention.



Panel members were: Dr. Rosalina O. Fuentes as Chair, Dr. Marie-Paul de Luna as Adviser, Dr. Reynaldo Casas, Sr. Joy Carmel Jumawan, Carm.DL, PhD and Sr. Rebecca Maglalang, OSB, PhD as Members.



Dr. Rosalina O. Fuentes conducted the 1st module of the Certificate in Organization Development on **AI Inquiry and Positivity: Origins, Principles and Practices** for the Core Team and Management Group of Aviation Concepts Logistics, Inc., the Leader in International Charter, one of the first aviation companies to break-through the emerging aviation industry.



1st Commencement Rites @ SAIDI Information Office - August 13, 2014

SAIDI GSOD held its 1st Commencement Rite for this year at the SAIDI Information Office in Loyola Heights, Quezon City.

The Graduates were:
Mary Ann Arguelles Cortes (MA)
Pablito Siwa Belardo of SFAC (PhD Transformative Spirituality)
Epifanio A. Manlebo (PhD)
Gerardo S. Rillon (PhD).

The Philippine's First Lady Postmaster General **Josefina M. Dela Cruz** graced the occasion as Guest Speaker.



Maribel F. Aglipay, Perla US Bernardo and Jamie Z. Gotangco successfully defended their Research Proposal on Quantum Leadership Competencies: Defining Behavioral Indicators, Measuring Contribution to Organizational Excellence, and Designing Interventions for Sustainability. The Panel was composed of Dr. Gil F. Cacha as Chair, Dr. Rosalina O. Fuentes as Adviser, Dr. Ernest Francis Nora, Dr. Eliseo Aurellado, Dr. Jennifer Lapa, Dr. Reynaldo Casas, Dr. Cesar Baltazar, Dr. Milagros Du Lagrosa and Dr. B. Elizabeth Yap as Members.



Dr. Marie-Paul B. de Luna conducted the Organizational Planning System (OPS) and the OD lectures for Cohort 13 of the MA in Organization Development specializing in Microfinance Management from September 1-16, 2014.

There were 10 Candidate-participants from the different member institutions of CARD MRI, 4 from the General Directorate of Banking Supervision (GDBS) of the National Bank of Cambodia (NBC), and 1 from Ekpatthana Microfinance Institution of the Lao People's Democratic Republic.

Appreciative Inquiry Principles as Vehicles for Positive Image-Positive Actions - September 11-12, 2014

Dr. Rosalina O. Fuentes conducted the 2nd module on Appreciative Inquiry Principles as Vehicles for Positive Image-Positive Actions of the Certificate in Positive OD program for the Core Team and Management Group of Aviation Concepts Logistics, Inc.



Dr. Rosalina Fuentes and Dr. Marie-Paul B. de Luna conducted the learning session on The Art of Generative Leadership.

The participants were Jaypee Pagdanganan and Jocelyn Aguila of HGS, Carlo Roman Zarate of ACCESS, Dr. Ma. Olive Lazo of Patient First Medical Center, Fr. Vidal Gornez, SJ of PGH and Fr. Inosensius Ruben Hetu of CJD congregation.



SAIDI co-hosted with its partner, Khon Kaen University College of Graduate Study in Management, the National and International Conference on Business Management and Innovation (NICBMI) held on September 20-21, 2014 at the Centara Hotel and Convention Centre (Khon Kaen, Thailand).



Dr. Rosalina O. Fuentes at the Asian Institute of Management—20 September 2014

Dr. Rosalina O. Fuentes conducted a Lecture on the Organization Development Landscape at the Asian Institute of Management upon the invitation of Dr. Mila Du-Lagrosa.



Mr. Prachuab Kaewkheow of Thailand successfully defended his research on The Effects of OD Intervention Program on Teacher's Attitudes Toward Teaching Vocational Training: A Case Study of Sarabury Polytechnic College at St. Gabriel's Foundation, Thonglor, Bangkok, Thailand.

His panel members were: Dr. Marie-Paul de Luna as Chair, Dr. Rosalina O. Fuentes as Adviser and Bro. Thinaratana Komkris, BSG, Dr. Mary Peter Gan Liang Hoei and Dr. Reynaldo Casas as members.



Dr. Marie-Paul de Luna conducted the 2nd module of the POD program entitled Appreciative Inquiry Principles as Vehicle for Positive Image Positive Actions.

The attendees were: Carissa Monina Ramirez of CARD, Inc., Jose Allan Torres of JG Unified Solutions, Loida Almada of S&R Membership Shopping, Morela Mistie Ohaebuka of E-Square Management Consultancy Services and Jojo Tandoc of DMCI Power.

Defense of Fr. Victor F. Sadaya, CMF — 3 October 2014

Fr. Victor F. Sadaya, CMF, successfully defended his Research Proposal on Designing A Leadership Development Program Oriented In 5-Core Values For Pastoral Ministries.

The Panel members were Sr. Flor Pauline L. Duran as Chair, Dr. Rosalina O. Fuentes as Adviser, Dr. Marie-Paul de Luna, Mr. Earnest Tan, Dr. Ernest Francis Nora as Members.

Defense of Airene Quinia — 8 October 2014

Airene Quinia of CARD Inc. successfully defended her Research Proposal on The Role of the Treasury Unit in Expanding the Availability of Funds for CARD Inc through Credit Facilities

The Panel members were: Dr. Rosalina O. Fuentes as Chair, Dr. Marie-Paul B. de Luna, Ms. Glenda Lagarile, MA and Mr. Edzel Ramos, PhD (Cand) as members.

**The Creative Arts as Tool for Positive Transformation
Aviation Concepts Logistics, Inc. — 9-10 October 2014**

Dr. Rosalina O. Fuentes conducted the 3rd module for the Certificate in Positive Organization Development, The Creative Arts as Tool for Positive Transformation, last October 9-10, and 4th module on Research and Prospects for AI Applications on October 20-21, to the Core and Management Team of Aviation Concepts Logistics, Inc.

**Appreciative Inquiry - Instrument for Storytelling
10 and 17 - October 2014**

Dr. Rosalina O. Fuentes facilitated the learning session on Preparing and Learning to Use the AI-Instrument for Storytelling.

The participants were Rebecca Baldonado of the Campus Ministry Network, Fr. Yohanes Anjar Donobakti, a Diocesan Priest from Indonesia, Eduardo Fugoso, a Freelance Consultant, Bro. Erwin Sayson of Brothers of Sacred Heart, Dr. Raul Manas (of name of his hospital) and Nedelina Viray of JNRal Family Corp.

Weaving Appreciative Coaching Into One's Life 8-9 December 2014

Mr. Michael Lu conducted Day 1 of the final module of the Certificate in Appreciative Coaching: Weaving Appreciative Coaching Into One's life. Dr. Rosalina Fuentes conducted the 2nd day.

The participants were: Ophelia Tongco (Freelance consultant), Menchie Diokno of I-CLD Consulting Inc, Sr. Rose Susan Montejo of Oblates of Notre Dame and Carlo Roman Zarate of ACCESS College.

Positivity as a Mindset for Leadership 12-13 December 2014

Dr. Rosalina O. Fuentes conducted the final module of the Certificate in Positive Organization Development on Positivity as a Mindset for Leadership.

The attendees were: Jose Allann Torres of JG Unified Solutions, Loida Almada of S&R Membership Shopping, Morela Mistie Ohaebuka of E-Square Management Consultancy Services and Jojo Tandoc of DMCI Power and Menchie Diokno of I-CLD Consulting Inc.

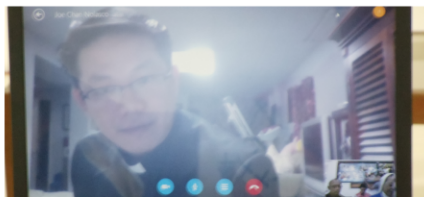
Mr. Mario Ramon Guanzon of MMGI successfully had his Final defense on A Practical Framework for a Family Business Leadership and Succession Planning: A Case Study

The panel members were Sr. Fior Pauline L. Duran, Carm.OL, PhD as Chair, Dr. Rosalina O. Fuentes as Adviser, Dr. Jaime Aristotle B. Alip, Dr. Reynaldo T. Casas and Dr. Marie-Paul B. de Luna as members.



Br. Ellamim P. Sosmena of the Brothers of the Sacred Heart successfully defended his Final defense on Perceived Determinants of Organizational Performance of Cor Jesu College: Basis for an Organizational Development Intervention Plan

The panel members were: Dr. Reynaldo T. Casas as Chair, Dr. Rosalina O. Fuentes as Adviser, Dr. Marie-Paul B. de Luna and Dr. Cecile Gutierrez as Members.



Fr. Jublas C. Nolasco of Diocese of San Carlos successfully defended his Research proposal via SKYPE on Infusing an Appreciative Role to a Chaplaincy: A Case Study of St. Joseph Hospital, Toronto.

The panel members were Sr. Joy Carmel Jumawan, Carm. OL as Chair, Dr. Rosalina O. Fuentes as Adviser, Sr. Rose Susan Montejo, OND, Fr. Rico P. Ponce, OCarm and Mr. Earnest Tan as members.

Wayne Amago Bacale

Featured Alumni



Wayne Amago Bacale, PhD is an international development practitioner with specialization in results measurement, program design, monitoring and evaluation. Through this capacity, Dr. Bacale worked in several countries in East Africa, Asia and the Pacific.

Dr. Bacale is currently the Results Measurement Specialist of Trade and Competitiveness Global Practice of the International Finance Corporation, World Bank Group for South Asia, based in Dhaka, Bangladesh. His role primarily focuses on building, maintaining and assessing the quality of development results of programs and projects; measuring results on how WBG interventions and technical assistance strengthen the institutional capacity of the government and private entities; and measure effectiveness and sustainability of reforms (e.g. systems improvement, laws, procedures and policies) to ensure that countries in South Asia are better place to do business at the sub-national, national and regional level.

Prior to this, Dr. Bacale was the Design, Planning, Monitoring, and Evaluation Manager for Asia-Pacific at the Habitat for Humanity International (HFHI) based in Bangkok, Thailand overseeing and giving technical advice to 23 National offices with regards to program design, M&E. With the UNDP in Vietnam, he provided technical advice on establishing and streamlining the results-oriented M&E system and developed

the standard operating procedures in the project Planning, Monitoring and Evaluation. Furthermore, as the M&E Specialist in Madrasa Resource Centre in Kenya, he conducted baseline studies and needs assessment of the M&E system of the program; developed a community based M&E system and M&E manual for the organization. As Planning, Monitoring, and Evaluation Supervisor for the Land Administration and Management Project (LAMP) in the Philippines, he developed M&E strategies, methods, and tools and supervised the Community Based Monitoring and Evaluation activities.

He hold a Bachelor's degree in Social Science major in Psychology from the University of the Philippines in the Visayas Tacloban College; a Master's degree in Rural Development from the Eastern Visayas State University and a postgraduate diploma in Research and Development Management from the University of the Philippines Open University before pursuing his PhD in Organization Development with SAIDI.

His PhD degree in Organization Development with SAIDI has been part of his international development journey. He started his PhD degree when he was working in Hanoi, Vietnam with UNDP. His learning from the action-oriented modules offered him the opportunity to apply the theories into his work and deepen his learning. He started his dissertation when he was in Bangkok, Thailand and Phnom Penh, Cambodia with Habitat for Humanity International and completed his degree when he was in Dhaka, Bangladesh with the International Finance Corporation of the World Bank Group. His learning journey allowed him to combine the theories and principles he gained from the degree to his professional career.

SPIRIT: My OD Journey Moves On

Sec. Herminio B. Coloma Jr.
Presidential Communications
Operations Office



The square block is made up of VMOKRAPI-SPATRES: an acronym for an organization's vision, mission, objectives, key result areas, and performance indicators upon which were based the strategies; programs, activities and tasks; and resources needed to attain the objectives.

After my graduation from SAIDI in early 2009, I had planned on writing a book based on my dissertation topic, The Spirit-Led Organization. However, this plan did not materialize on account of the death of a former boss and my participation in an election campaign that led me back to government service.

My OD theory was founded upon a square block that gave rise to a triangular body and led to a circle of excellence and perfection.

Change is the body or main element in organization development. An organization, like a living organism, is continually changing and

transforming itself through various stages of growth and maturity. There are two types of changes: incremental change and transformation. Incremental change consists of the daily process of quality improvement in inputs, processes, and outputs or outcomes. Transformation involves paradigm shifting and reinvention.

I found myself thrust into a position of leading change in the government's public communication organization. There was a paradigm shift: good governance required a firm commitment to values and principles of righteousness or Daang Matuwid. The over-arching philosophy was simple: give the people sufficient information that will enable them to make decisions that will, in turn, empower and capacitate them in changing their lives and transforming their communities.

In practical terms, this means telling the truth well, sans propaganda, mind control and without using money and influence to curry favor with media organizations and practitioners. After five years, our bosses, the Filipino people

themselves, should be able to say whether or not this new paradigm has been truly transformative.

It is not easy to be in public service. The challenges are daunting and potentially hazardous to one's health. Serenity and equanimity are precious but elusive virtues in the arena of the commons. But after five years into this journey, I must say it's been truly a worthwhile experience. Clarity of vision and a firm sense of mission are essential elements in weathering the challenges of this arduous journey. I am truly gratified that I had moored myself in the discipline of the community of scholars before embarking upon this journey.



Transforming the Nature of Change

Ma. Josefina dela Cruz
Postmaster General and
Chief Executive Officer

School of Organization



Rosalina O. Fuentes, President and Dean of SAIDI School of Organization Development, other school officials and dignitaries, my dearest students, good morning to all of you.

Schools, to me are a powerful embryo of thought and are thus sacred ground. Yours is even more, so because as I see it, yours is a school whose students are encouraged to develop thoughts that are meant to lead to change. And to my mind, change is something that must be elevated to discussions of national proportions in our country today - with the purpose of changing its very nature.

Filipinos are change natives. We own the patent to 'People Power,' to dedication for good governance and transparency, to impassioned sacrifices for freedom. To what end, my dear students and graduates? To what end?

Almost three decades after, what have we to show for our sacrifices of blood, sweat and tears? Several more People Power protests? We seem to be always ready for change but never really changing. It's time to transform the very nature of change in our country.

I was an accidental politician. Before I graduated from college, I taught around 22 children who lived in the slums behind a cluster of buildings that spring alive at night with red twinkling lights and dancing girls. You boys know what I am talking about. My grandmother would get so mad at me whenever I brought the 22 children home for snacks or meals. You see, those who know me well, will tell you that I like feeding people!

President Ferdinand Marcos who had called for Martial Law, wanted to have an election to show the semblance of democracy to the international community. His political party in our town lacked on more candidate. On the last day of filing of candidacy, my friends egged me to run and I did. I won.

That was the beginning of my political career. I never planned; I never dreamed of eventually becoming a governor of Bulacan. Yet I served for more than two decades.

Bulacan is a bustling province 30 minutes north of Metro Manila, the capital of the Philippines. In my vision for the future, it was to become the Silicon Valley of the country. It was to be a showcase of how good governance could transform any place on earth. ANY place on earth.

When I became governor, the provincial government was bankrupt, barely able to pay the salaries of its people. Its hospitals did not have medicines. There were few doctors. In some cases, there were around 100 students packed in a classroom. In yet other cases, the children were taught under trees. Teachers had three shifts every day in places like Meycauyan and San Jose Del Monte. I thought: what can a child learn from a teacher who starts teaching at 6 in the morning, and ends her third class at 6:30 in the afternoon. I needed to build around 2,500 classrooms and hire close to 3,000 teachers. But where to find the money?

The answer was technology. Believe it or not, there were only 10 computers using DOS-based programs in the entire provincial bureaucracy. They thought the computer was another form of typewriter. Everything was being done manually. They would submit to me one day, and the next day, the figures would change. This included the assessment of properties. You know who were the happiest with this set-up? The assessors.

To make a long story short: we turned the system on its head and spun it and it made the assessors very upset. From 10, we were able to bring the computer count to 299, trained everyone to use it, and made the every unpopular decision to let go of those whose jobs were made obsolete by those computers.

The payroll, which used to take 26 people to complete every month, ended up being done by 2. Searching for specific real property records could be in 2 to 5 seconds; this previously took days. From P26.3 million in 2001, real property tax collection went up to P40.8 million. We used software that established a complete inventory and identified ownership of every piece of property in Bulacan. Taxpayers could go online to check property values and assessment roles. Assessments were automated. No one could tamper with the records. The assessors got so mad that they filled a case against me. In the Bulacan experience, we saw how technology could curb corruption. It increased transparency and accountability. It helped us raise and free up funds. From P20 million, the local school board fund ballooned to P400 million - money for

classrooms, teacher trainings and better health-care services.

The real wins for the people, on the other hand, are in investments in human resources. Education and health services empower Bulakenos to shed mediocrity. Using local funds, we built classrooms, a college and a hospital. Our children scored better in English, Science and Math. We had a province-wide program to help parents become better tutors to their children.

This kind of transformation model I have brought with me to Philpost. The government corporation is now my new baby. With the right people, the right culture, the right technology and the right engineering model, it is truly possible to change an institution, a province, and I posit to all of you - an entire nation.

But change cannot happen only on the platform of emotions and dreams and political grandstanding and maneuverings. It must be backed by a science of numbers, by a grasp for processes, by the right culture of excellence and most importantly by true leaders. The human condition demands that one person shines in a tribe and leads the tribe to the horizon. Someone who is imbued with the powers of a leader can do more good, more quickly. Ladies and gentlemen, the country needs thought leaders like you to transform the very nature of change in our country. We must do more, faster and with more collaboration. It's the Philippine's time to shine, and you and I are caught up right in the middle of it. The question is, are we going to turn thoughts into change? I am positive that your time in this school has prepared you to do this. Now, it's time to don your graduation honors and prepare to act.

Thank you for your time and congratulations again!



Changemakers and Community Builders

Rep. Maria Leonor Gerona-Robredo

Representative, 3rd District,
Camarines Sur, Philippines



It can't be typhoons and calamities that cause these numbers. When the region gets hit, Naga is not spared. I think the difference is defined by governance. For a long time, the rest of the district has been ruled by a political dynasty and you don't have to look far to find the fruits of its reign. Hunger. Lack of classrooms. Poor roads. Based on the latest government statistics, Camarines Sur is now one of the poorest provinces in the country.

Strictly speaking, it is not a congresswoman's job to fix these economic, social, and infrastructure problems. Congress makes laws and strengthens accountability to the people, not to bring projects to the districts. But in the eyes of the people, laws don't make roads passable after a storm, or fill their stomachs, or provide classrooms especially in far-flung places. They need help and they needed it yesterday.

Every week, I visit areas in my district that not even my husband was able to reach. I see the need. I cannot turn my back on it. I cannot say that I can't do it, just because it's not my job. I have to find a way to do my job as well as fill the urgent need of my people.

For the longest time, congressmen used the PDAF or what most people call the pork barrel, to fulfill such needs in their districts. I think it's just right that it was abolished because it has been a source of political patronage for so long and it was vulnerable to abuse. The difficulty now is that it's more challenging to find funding to assuage suffering when you see it staring at you in the face.

Here is where it gets really interesting. In the short time that I have held my position as congresswoman, I am amazed at how many private citizens, entrepreneurs, organizations and corporations are willing to foot the bill for things like feeding programs for malnourished schoolchildren or construction of houses after storms or classrooms. I never realized the magnanimity of our people runs this deep and I am deeply grateful. I survive on private partnerships and these partnerships fill huge needs in my district.

Let me give you an example. There are organizations and corporations that advertise medical missions all over the provinces. Many are one-time missions (more for photo-ops than anything). There are no follow-throughs so there is no impact on health statistics in the community.

What we did was to engage the community and the Department of Health (DOH). We ran a medical mission to assess everything and find the most common health problems in the community. We gave the data to the RHU and the RHU sent it to the DOH. We decided to focus on chronic, non-communicable diseases that affect senior citizens. With the help of Seaoil, we give the first dose. Basically, we found a way to match the need with the available help. Ang damping gamo ng DOH sa diabetes, pero ang kailangan ay gamut para sa hypertension. Sometimes, the medicines are available in the RHU or in DOH here in Metro Manila, but they expire because no one knew they simply had to request for it.

We also surveyed medical equipment available in barangay health centers. In Magarao, clinics don't have weighing scales for babies. The same goes for height boards, nebulizers, blood pressure apparatus, surgical scissors, pen lights and forceps. When we checked, these equipments were sitting idle at DOH because no one requested for them. The challenge is that the health function has been devolved to local governments, but if the Mayor is more concerned about his position than how he governs the people, he doesn't really care about baby weighing scales and whether his people are getting good health services.

An organization of doctors partnered with us to provide training for caregivers of stroke patients called the Community Rehabilitation Program. Some organizations donate artificial limbs, wheelchairs, and provide free cataract operations.

The Negros Volunteers for Peace provide mingo meals for undernourished schoolchildren (a combination of mingo, moringa, and rice). The concept is for the government to source their raw materials for things like a feeding program for example from farmers within the community. That means you capacitate the farmers too, addressing poverty as well as hunger in one stroke.

The worst schools, the worst roads, the worst health services are found in the farthest places. They are the municipalities with no equal opportunities. Imagine having 38 students, but only nine chairs in one classroom. We saw in

one classroom cartolina signages identifying who can sit every Monday, who can sit every Tuesday and so forth.

Hopefully, by the end of 2015, we will have zero backlog in classrooms through the generosity of private organizations, Filipino-Chinese chambers, foundations and other organizations. This is the beauty of our nation. Many people, especially those in Manila, think Filipinos are apathetic and don't care beyond their personal worries. That's not true. There are many angels among us.

Would you believe that even private individuals, who I don't personally know, have stepped forward and gave of their own personal money to help out when Typhoon Glenda swept through our towns? If we wait for the Office of Civil Defense, those whose houses were wiped out, would still be living in makeshift tents until now. Instead, they now have half-concrete, 3x4 structures. With just P20,000, we could build houses for typhoon victims. What's nice about this is victims don't just gain a roof over their heads. It becomes a community event. I personally saw those who already donated continue to help sending groceries. And most of them only learned about the suffering victims through my Facebook page!

One of the lessons that I have learned from serving is this: going around to personally see and talk to people is more important AFTER election campaigns and not during. You see, there are people who are skilled in asking for help. They are the ones who go to your offices and send you letters. But they are not necessarily the ones who need your help. If you really want to fill in real need, you go to where the suffering is being felt.

Some people have criticized me, saying that my concerns are starting to be very parochial. But if I don't look after my people, who will? Ang hirap magkaroon ng inclusive growth if we can't take care of the least among us.



April 8th - Grand Zuri Hotel

Selamat Tenghari
Magandang Hapon
Good Afternoon

You cannot imagine how honored I am to talk in front of an international audience like this (I feel like ADAM LEVINE of the VOICE). This is my first trip to Indonesia. Admittedly whenever I

A member of Congress has to make laws, that is true. That is after all our job. But we cannot be so distant from the people that we don't know that they are hungry and sick and lack opportunities for growth. We must be close enough to the ground so that we can help the people who are truly in need of assistance.

Filipinos are naturally collaborative and helpful. Our people respond well to authority. That's why in the local setting, you, the local chief executive, as well as your officers, are powerful. You can get things done and done quickly. You can either be the change maker who transforms your world for real, or the obstacle to progress. Your footprints are truly bigger than the rest of the population.

Serving in government is our big chance to shape the world we live in. May we all use the powers the electorate has given us to build a country truly worthy of the following generations: so that our children's children will look back at us and forever think of their country as one that they will be proud of.

Thank you for listening. Have a pleasant day.



travel - I try to combine BUSINESS & PLEASURE. This is even better because of the social component that this graduation would eventually generate. I know that this event is a gathering of LEADERS & CREATORS for SOCIAL CHANGE IN MICRO FINANCE. It is in this light that my commencement talk revolves around opposite topics on AFFLUENCE TO INFLUENCE.

Today, let me share with you the formula for 'ESSENCE OF EXTRAORDINARY SUCCESS'

I love telling stories (It breaks the monotony of most speeches). Long time ago, Basilisa, fell in love with Benjamin, a young handsome marketing undergraduate and part-time hog dealer. Being madly in love, they decided to get married after 6 months of courtship. Initially their parents did not agree to the marriage because both of them were still quite young and have not yet finished school. The young hearts prevailed over the advice of their parents.

A big family blossomed in that small apartment row in Central Manila near Malacañang. The young family had a comfortable life as the husband was working double-time to meet their needs. Benjamin was busy with his other work on the side while Basilisa was nurturing six wonderful children.

Then a big crisis arrived during the Holy Week of 1968. The world slammed on Basilisa like a big rock when her young husband was diagnosed with stage 4 cancer and was given several months to live. Out of shock, Basilisa lost her voice for several weeks. Then on July 5, 1968 Benjamin succumbed to liver cancer and died leaving Basilisa with six children, P500 pesos in his bank account and an uncertain future for the children Roberto, aged 12; Paquito, 11; Lourdes, 10; Carmen, 8; Martin, 4; and Celine, 2.

No one could offer Basilisa a job since she did not have a college degree. After several months from being a widow, There was an offer of a part-time sales lady but the meager labor wage wasn't even enough to sustain the daily needs of a growing family more so the education expense. She had no choice but to take a loan from the loan shark to pursue a small business. She teamed up with her mother, to build what was left of a hog business. The loan shark visited her every morning at Quiapo with a reminder to pay by end of every week. Eventually, she prospered the business, but again had to borrow from the loan shark to send all her children through college four from UP with degrees in BSBA, BS Mechanical Engineering, BS Biology and BS Food Service, another from La Salle with BS LiaCom and another from St. Paul with BS Marketing).

Basilisa now lives happily in New Manila in a family compound- happy healthy and wealthy. This is a very real story- and could qualify for your GALING NANAY AWARDS if CARD & its SIKAP loans were only there at the time Basilisa was taking loans from loan sharks.

I know this lady because that amazing lady named Basilisa is my beloved mother (fondly known as Nena) while that

handsome guy from Pampanga named Benjamin was my father who died when I was barely 11 years. Among the children, that's me - Paquito.

My mother (Nena) had an **EXTRAORDINARY SELF** coming into business. She had the compelling reasons of **FAMILY SURVIVAL + FAMILY FUTURE!**

This is the **FIRST VARIABLE FOR THE ESSENCE OF extraordinary SUCCESS-SELF**. Finding the extra on your **SELF**-means understanding **WHY** you're doing what you're doing William Barclay said, "There are two great moments in a person's life. The first is the moment you are born into this world. The second is the moment you discover why."

Discovering why means becoming the person you were born to be. **Most people stay human, but not necessarily a being because they have been busy JUST DOING.** To become the person you were born to be is really about growing as a human being.

Let me highlight the Difference Between a Human and a Being

- Humans have limits, while beings are limitless.
- Humans grow old, while beings evolve.
- Humans walk to their destination, while beings trek the journey.
- Humans die, while beings leave a legacy.
- Humans have a body, while beings have a spirit.
- Humans have a job, while beings have a mission.
- Humans were born to live, while beings were born to enjoy life.

Please don't get me wrong. There are many people who are rich and happy. But, power, prestige, position and prosperity are neutral. It's about how you use them. Early in the **INTRO** - I promised that I'll share how to move from affluence to influence. This is the 1st **VARIABLE**, the **WHY** in yourself. The 2nd **VARIABLE** in the **ESSENCE OF extraordinary SUCCESS** is the **ENVIRONMENT** out there.

Whether you were born rich or are self-made, young or old, educated or out of school, professional or a housewife, just starting out or retiring soon - I discovered only three types of individuals, namely:

- the hard-pressed (whining),
- the ordinary(wanting), and

- the determined (winning).

I have been wondering why there is a big disparity among them considering that they were all created with unique talents and abilities and the same equal amount of TIME.

The hard-pressed attitude: (I was born poor and I will die poorer than a rat) “Lumaki akong mahirap, mamamatay akong mas mahirap pa sa daga.” The hard pressed action: I cannot do anything- that’s the fault of our government. “Wala ka nang magagawa riyan - kasalanan ng gobyerno ‘yan.” (Now, why is it that those who complain about unemployment are busy drinking/chatting around sari-sari corners day-in and day-out, every week?)

The ordinary attitude : I’m like this already - it’s okay to be like this in the future. Who knows , my luck could change. “Ganito ako ngayon, okay lang naganito ako bukas, darating din naman ang swerte.” The ordinary attitude action: It’s up to fate, it’s possible to bet on the lottery - I might win the 100M jackpot. “Bahala na, pwede sigurong tumaya sa lotto–baka manalo ng jackpot.”

The determined attitude: Life gets harder and harder, I need to find ways and means to move up in life “Pahirap nang pahirap ang buhay. Kailangan nating maghanap ng paraan para umasenso tayo.” The determined action: I will talk to my HR friend in that big office. I will offer lunch meals - after all my mother is a great cook. “Kakausapin ko yung contact ko sa office- mag-supply ako ng ‘lunch pack...’ masarap naman ang luto ni Nanay.”

The challenge for CHANGE AGENTS like yourselves is to SERVE these groups of individuals in the ENVIRONMENT that you operate. Not to make them entrepreneurs all at once but rather to mold them with enterprising spirits.

For the hard pressed TO SUPPORT THEM, for the ordinary TO SHOW THE WAY and for the determined TO SPELL THE DIFFERENCE... Serving the ENVIRONMENT OUT THERE starts with SINCERITY.

Sincerity begets TRUST, trust begets RESPECT and respect will enable each and every one of you to lead your respective organizations. Serving the individuals out there with sincerity is the 2nd element of success.

The third variable of extraordinary success is C=CONSISTENCY

Whether I teach entrepreneurship or intrapreneurship, I

always say that there are three elements that build consistency:

- Credibility - quality of being trusted or believed in;
- Competency - ability to do something effectively or efficiently;
- Capability - extent of ability in a particular field.

Author Charles Swindoll, in his book Growing Strong in the Seasons of Life, says this about consistency: What individual trait stands out in a corporate test?

- What characterizes those who are habitually successful in sports, sales or any skill?
- What single quality in business builds respect deeper than any other?
- What makes us choose a particular brand name over all others?
- What draws you to the same restaurant time and again?

The questions are different but the answer is the same.

Consistency reveals itself in faithful executives/employees who show up on time, roll up their sleeves, and commit to doing the job rather than watching the clock.

According to Peter Drucker, father of modern management, talent is never enough. It takes effectiveness to convert it to results. What he is really saying is that in order to have consistency, you need self-discipline.

Self-discipline is about doing what you’re supposed to do, even if you don’t feel like doing it. In order to have consistency, you need to pitch your talent.

Let me share my post in my Negosyo Mentor Facebook page: **Pitch Your Talent**

Make sure that your talent is for the long haul. If people will only rely on their talents, they may have the advantage for a short while. The better way to bring out the best in you is to consistently develop the following:

Passion - This provides the fuel and creates the fire in you, such that **PASSION energizes your talent.**

Initiative - It means taking the first step. Once moving, you can build momentum. If you have momentum, you can overtake the small bumps along the way. Therefore, **Initiative activates your talent.**

Teachability - To move up in life, you need to learn-unlearn-relearn. I always say that as an entrepreneur, my style is “ready, fire, aim, fire, fire, aim, fire.” I learn along the way.

Being teachable expands your talent.

Courage - If you continue to do what you've always done, you will continue to get what you've always gotten. If you've never tried the unfamiliar, it means you always want to be in the sure and comfortable zone. **Courage will test your talent.**

Hard Work - Success is never an issue of time, but rather of staying power. It's never a 100-meter dash but rather a marathon. Therefore, **hard work will sustain your talent.**

Remember that we have been given a reservoir of talents and abilities ready to be unleashed to fulfill wondrous plans and purposes for our lives.

The last variable in the essence of extraordinary success is EMOTIONAL CONNECTION = RELATIONSHIP. As human beings, we were never designed to be alone. We are meant to be with someone – like Adam and Eve – or with people – in Noah's case, even with animals.

In the corporate setting, there are several kinds of customers you need to relate with:

- The real customer, to whom the company sells the goods or services being produced;
- Internal customer, or people in the other department who need your input or report;
- The bosses, whose voices can become mentors or plain tormentors!

While reading the book *Hardheaded and Softhearted: Lessons from the Boardroom to the Break Room*, I chanced upon these amusing BOSS RULES:

Basic Boss Rules

- The boss is always right.
- The boss does not sleep. He rests.
- The boss is never late. He is delayed elsewhere.
- The boss never reads the papers. He studies it.
- Whoever enters the boss' office with an idea, he leaves the office with boss' idea.
- If you fail to grasp these truths, return to the first rule.

OMG. When these rules dominate, they become the big

reasons why people retire early.

Here's My Story...

I became the youngest district sales manager in Shell at 28 years old. Most of my counterparts were in their late 30s.

The Mactan office had a regional manager who was 12 years older than me. I was excited to learn from him. I wanted him to be my mentor. It turned out that he was the “Thor” of Mactan, but not the Marvel comic hero. He was Thor-mentor. He hammered and pounded me and my sales staff. There was only one rule – his rule.

Every day, when I entered the main gate of our Mactan office, I would read: “You are entering HELL.” This happens because the guard only opens the left gate, thus removing the “S” from Shell.

In my lowest corporate moment, these questions came to mind:

- Is there a partnership built on trust and understanding, so that people would want to work for the company?
- Is there a relationship that will build motivation, for people to focus their energies on the corporate goals that matter?
- Is there a personal payback to family and self-versus new expectations, self-learning, regional interfaces, and stretched targets?

I eventually resigned from my district sales position. I said my goodbyes to our committed staff, valued customers and management team in the head office that I respected. However, I did not tell my direct boss that I was resigning. After all, we never had any relationship.

Relationship starts with being friends. The classmate that becomes your wife, the dog that becomes your pet, or the customer that becomes a member then loyalist to the brand. All great businesses are built on marketing guys who are great in making friends.

We will always want to work in a business setting where our bosses and our peers are relaxed, likeable and interested in each other. This is relationship.

Relationship is about being with people that you like working with and people that you love doing things with.

I like the way John Maxwell puts it in his book, *Winning with People*:

My success can be achieved only with others.

My lessons can only be learned from others.

My weaknesses can only be strengthened by others.

My influence can be compounded only through others.

My best can be given only to others.

My legacy can be left only for others.

So, I should commit myself to and celebrate with others.

Plans with the right relationship turn progress into perfection. In managing your career, you need to be headstrong to deliver results, but kind-hearted to nurture relationships.

The house of Extraordinary Success is built on the foundation of **Self + Environment + Consistency + Emotional connection.**

See your company as an opportunity. If you've managed your career well and the company values your credibility, competency and capability, then you can be a TRUE change

agent in your community.

- From **trusting** egos, to **trusting** others;
- From **competing** with each other, to **completing** one another;
- From **complaining** about problems, to **explaining** what can be solutions.
- Don't be **jealous** of one another, but be **zealous** on the future together.

Therefore my distinguished graduates from SAIDI Graduate School of OD, stand firm. Let nothing stand your way. Always give yourselves fully to the work of your mission because you know that your labor will not be in vain. You already have all the Mutually Reinforcing Ingredients.

Congratulations once again to the Masters' candidates from CARD - together, we can change the world for the better.

Thankyou. Maraming salamat po. Terimakasih Banya.



The General Assembly for 2015 of the SAIDI FOUNDATION, INC. held at the Conference/Training Room of the Applied Research Center of the Graduate School of OD.

15 foundation members were physically present and 11 others were 'vicariously present' (represented by their designated proxies).

Routinely awaited for the assembly are the reports of the Chair, the Treasurer and the President of the foundation: and, the election of new members to the Board of Trustees to replace those whose terms have expired. And oh yes, almost habitually, Deling Mumpar must pitch in her 12-year old story plot about her SAIDI. This, indeed, makes the annual gathering of Sr. Jacqueline E. Blondin's SAIDI FOUNDATION, Inc. a most interesting OD-phenomenon!

The assembly ended delighting on the simple fiesta food...our way of celebrating the 'foundress' death anniversary and the moment of bonding... that captures SAIDI.

