



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

Division Advisory No. 112, s. 2022
June 29, 2022

This Advisory is issued for the information of the Public Schools District Supervisors, Education Program Supervisors, Public School Heads, and all Others Concerned

TRAINING FOR ALL REGIONAL SUPERVISORS AND SDO GRIEVANCE COMMITTEE MEMBERS OF DEPED REGION XI WITH STRONG EMPHASIS ON COMMUNICATION, POWER, AND ORGANIZATIONAL CHANGE

1. This is in reference to DepEd Region XI 1st Indorsement dated June 27, 2022 signed by Allan G. Farnazo, Director IV, re: Training for All Regional Supervisors and SDO Grievance Committee Members of DepEd Region XI with Strong Emphasis on Communication, Power, and Organizational Change.
2. This program offers a first-hand experience in transforming leadership skills and will truly make one to be more inspiring and value laden leader for God and country.
3. All other details of the said program are found in the enclosures for ready reference.
4. For information and dissemination.

CRISTY C. EPE

Schools Division Superintendent

Ans
6/29/22

DepEd Schools Division of Digos City
RECORDS SECTION

RELEASED
22-87211

DATE: JUN 29 2022 TIME: 7:37pm
BY:





Republic of the Philippines
Department of Education
DAVAO REGION

Office of the Regional Director

Schools Division Office
RECORDS SECTION

RECEIVED 87211
28 JUN 2022 TIME 1:44pm
BY: /

1st Indorsement
June 27, 2022

Respectfully referred to all the Schools Division Superintendents, and the Chiefs of the Functional Divisions, this region, the herein letter of Mr. Dave G. Saceda, Chair and Founder of Saceda Youth Lead School, informing the conduct of the **Training for All Regional Supervisors and SDO Grievance Committee Members of DepEd Region XI with Strong Emphasis on Communication, Power and Organizational Change**, with the advice that this Office interposes no objection to the above activity and that the participation of the Regional DepEd Supervisors and SDO Grievance Committee Members in the said activity is discretionary on the part of the Office of the Schools Division Superintendent and the Office of the Regional Director, respectively. Provided, that no funds from the government shall be spent for their participation; official duties and activities of the target participants shall not be affected by their participation in the said activity; and that the safety protocols imposed by the Local Government of Davao City and the National and Local Inter-Agency Task Force against COVID-19, shall be strictly observed, for information and guidance.

Other details of the said activity are in the enclosures.

DEPARTMENT OF EDUCATION RO:
RECORDS SECTION

RELEASED

ALLAN S. BARNAZO
Director IV

Enclosed: As Stated
Copy Furnished:

Mr. Dave G. Saceda
Chair and Founder of Saceda Youth Lead School
sacedayouthlead@gmail.com

St: /
Date: 06/28/2022 Time: 1:05pm
0622-4619



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147

ISO 9001:2015 - Certified



SACEDA YOUTH LEAD SCHOOL
Empowering Leaders, Strengthening Communities

Office of the Assistant Regional Director

RECEIVED

DATE/TIME: 5/24/22 8:10
SIGNATURE: [Signature]

23 MAY 2022

May 29, 2022

✓ 8.54

DR. ALLAN G. FARNAZO
Regional Director- DepEd Region XI
Davao City

Re: Training for all Regional Supervisors and SDO Grievance Committee Members of DepEd Region VIII with strong emphasis on Communication, Power and Organizational Change

Sir:

The Saceda Youth Lead School would like to present its Executive Education Program in Leadership Development and Management which can be attended and participated by regional supervisors and Schools Division Office Grievance Committee members. This program offers a first-hand experience in transforming leadership skills and will truly make one to be more inspiring and value laden leader for God and country.

This intensive course aims to empower leaders (Regional Supervisors and SDO officials and personnel) to study about leadership development and management with the hope to refine leadership skills and practices, to polish procedures and concepts and strengthen skills and values.

Participants will achieve a terminal objective to acquire correct leadership skills blended with values to enable him/her to carry out roles and functions of leadership. The important part of the training is being able to bridge the gap which is manifested in the laxity of personal values through personal realizations- encouraging each leader to be mindful, respectful, courageous in creating purposeful change which will start within the SELF, affecting change in the family by being a good son/daughter; affecting change in the community and the nation.

This training aims to: (1) re-energize each of the participants as one who leads and teaches others; (2) expose them to new ideas, different viewpoints, challenging experiences and peer-to-peer learning; and (3). resume their role refreshed, and with greater clarity of thought and vision.

Attached is our proposal. We hope for your endorsement. Thank you very much!

Sincerely yours,

DAVE G. SACEDA
Chair and Founder

SACEDA YOUTH LEAD SCHOOL
2F Azur Bldg. cor EJ Blanco Drive and North National Highway,
Brgy. Daro 6200 Dasmaguete City, Philippines
Contact: 0915 633 9546/0936 476 6601 Email: sacedayouthlead@gmail.com

EXECUTIVE EDUCATION IN LEADERSHIP DEVELOPMENT
Regional Supervisors and SDO Grievance Committee Members
Communication, Power and Organizational Change
2022

Overview and Objectives:

Led by Harvard Kennedy School Alumni Dave G. Saceda, the Ex Ed School Head Development Program in Leadership Development is a 3-day intensive executive program. Here, you will explore a completely different brand of leadership that stresses what someone does, rather than who someone is; examine a framework that doesn't focus on those at the top, but rather on those individuals working diligently at the ground level, inspiring change, and producing positive, powerful results.

The program will include both lectures and case study sessions and feature innovative simulations and participatory learning. For 3 extraordinary days, the participants will be immersed in a stimulating and dynamic environment discovering what engaged moral leadership looks like in the 21st century. You'll strengthen critical skills, gain new perspective, and learn how to make an even greater difference to becoming a new education leader for Philippines.

TENTATIVE PROGRAM:

Day 1	Specifics
0730-0800	Arrival and Registration
0830-0900	Soft Opening
0930-1140	Topic 1: Sharpen Your Communication Skills - Communication is key to compelling leadership. Learn effective communication practices that increase your impact. - Associated program topics in General Management, Organizational Leadership, Personal Leadership
1140-1300	Lunch (Simulation Lunch for Social Graces)
1330-1600	Topic 2: The Effective Use of Power for Organizational Change Do you have hard and soft powers? Develop your style, create an action plan and inspire innovation. Intelligences, Skills and Values
Day 2	
800-0830	Summation and Recap/ Preliminaries
0830-1140	Topic 3: The Brains and Guts of Decision Making - Unlock the mysteries of consumer decision making and learn powerful tools to influence behaviours and impact outcomes. - Associated program topics: Innovation, Negotiation, Organizational Leadership, Personal Leadership
1140-1300	Lunch
1330-1700	Topic 4: Team Effectiveness and Leadership Conflict Resolution, Problem Solving and Decision Making, Team Effectiveness and Leadership
Day 3	
0800-0830	Summation and Recap/ Preliminaries
0830-1140	Topic 5: Leading Change and Handling the Emerging LGBTQ - How to Coach and Mentor Teacher - Setting the direction of the school/ team - Creating the Professional Culture
1300-1400	Closing Program / End of Program

REGISTRATION FEES		
SPECIFIC	AMOUNT	TOTAL
Meals		
Day 1 (1 lunch @ P150, 2 snacks @ P50)	P250 x 100 pax	P25,000
Day 2 (1 lunch @ P150, 2 snacks @ P50)	P250 x 100 pax	P25,000
Day 3 (1 lunch, 1 snack)	P200 x 100	P20,000
Venue of Training	P5,000 x 3	P15,000
Honorarium of Lecturer & Facilitators	P1,500 x 100	P150,000
Honorarium, transportation (to & from Dumaguete), meals, accommodation, training kits and materials and other related expenses to the training		
TOTAL		P235,000
REGISTRATION PER PERSON		Php2,350

Registration fee is Two Thousand Three Hundred Fifty Pesos (P2,350)
to cover the meals, venue, seminar materials, honorarium, transport of lecturer and facilitators which can be on personal account, or thru available funds of the institution.

CORE LECTURER



DAVE G. SACEDA
Chair and Founder, Saceda Youth Lead
Presenter, Continents' Journey Documentary
Fields of Interest: Leadership Development, Decision Science, Balance, Domains of
Intelligences, Emergency and Preventive Medicine, International Relations

The past 23 years was spent empowering core values and leadership skills to elementary, high school and college students as well as educators. As chair and founder of Saceda Youth Lead, he successfully established Youth Leadership Initiatives to schools and universities in the Philippines and the Asian region; conducted various trainings on Faculty Development and erected SYL School- a leadership high school in the Philippines and author of ILLS OUTWORTH THRILLS- 7 Deadly Sins in Teaching and Learning and I am Rich and so are You!

Armed with a BA degree major in History from Silliman University (cum laude/most outstanding student of the year/ university talent awardee for piano and voice, team captain of the SU Varsity Swim Team), and International Relations from the International Christian University, Tokyo, Japan, he ventured into myriad leadership programs in several countries. He earned his graduate degrees (MA and PhD) in International Relations from Universidad Alfonso X in Madrid- University of Salinas and his Post Executive Graduate degree in Leadership and Change from the John F. Kennedy School of Government, Harvard University. Dr. Saceda explains "Through the youth we see the future of our country and through their good deeds, we will prosper as a nation". He is a fellow at the Kofi Annan International Peacekeeping Training Centre CAM 17, Berg Institute of Universidad Alfonso X el Sabio, Madrid, Spain, Tsinghua Carnegie Global Policy Center and a member of the Decision Science Institute.

TRAINING PROGRAM PROPOSAL

TITLE OF THE TRAINING:

EXECUTIVE EDUCATION IN LEADERSHIP DEVELOPMENT
With strong emphasis in **Communication, Power and Organizational Change**

BRIEF DESCRIPTION:

The Executive Education in Leadership Development is a 3-day intensive program. Here, the participants will explore a completely different brand of leadership that stresses what someone does, rather than who someone is; will examine a framework that doesn't focus on those at the top, but rather on those individuals working diligently at the ground level, inspiring change, and producing positive, powerful results.

The program will include both lectures and case study sessions and feature innovative simulations and participatory learning. The participants will be immersed in a stimulating and dynamic environment discovering what engaged moral leadership looks like in the 21st century. You'll strengthen critical skills, gain new perspective, and learn how to make an even greater difference.

TARGET PARTICIPANTS AND MODE OF TRAINING

- The participants are regional supervisors and Grievance Committee Members of SDOs
- They will be selected by their own respective institutions and funding to attending this event is on personal account, however participants can solicit from families, friends and others.
- The training employs limited Face to Face and shall follow health protocols

~~PROPOSER: SACEDA YOUTH LEAD~~

I. RATIONALE:

Saceda Youth Lead builds leadership through education and action. For 20 years now, it continues empowering elementary, high school and college students and even teachers to become most effective citizens by providing them opportunities in leadership, community service and exchange. As part of our greater commitment to national development, we organize several leadership development trainings in the Philippines, ASEAN and the West African regions.

Training Needs Analysis:

What Training is needed and why?

Today, there is a need to empower our Supervisors, Principals and Teacher in Charge who show greater interest in leadership development and social action. The training is one of the trainings to be considered because it focuses on leadership development, which means it evaluates the significant experiences of a would-be leader, equip him/her with the necessary skills based on his/her intelligences and values and polish him/her with the higher skills he/she can learn from his/her peers, facilitators and lecturers.

The training activities have strong emphasis in leadership, decision making, conflict resolution and balance; it stirs the interest of the participant to pursue a path of leadership and service for God and country;

How will the training be provided?

The training will be provided by series of lectures, workshops and simulations; Most importantly, it focuses on experiences (failure and success) of every participant which they learn from teamwork.

How much will it cost? P2,350 each to cover all meals, venue of training, honorarium and transport of lecturer and facilitators, seminar materials and certificate.

What is the impact on the self/participant?

The participant will be empowered through the various activities and workshops;

TNA

Determining Desired Outcomes	Understanding of one's strengths and opportunities Decrease laxities through the improvement of skills based on intelligences Strengthened values system
Links of Desired Outcome to Behavior	Eradication of shyness, arrogance and pride Personal suturing of emotional and psychological bleeds which may have an effect in one's leadership potential; To be bolder, courageous in contributing to the overall development of students and teachers;
Identify Trainable Qualities	Abilities one should possess when embracing leadership; abilities that can be learned along the way
Evaluation of Competencies and Gaps	This can be done through Performance Evaluation, Self-Assessments, Personal Interviews, Feedbacking
Determining how to conduct the training	Mentoring and coaching; lecture/workshops, case studies
Evaluation	How much did the training improve competencies? How did the training improve one's values system?

II. OBJECTIVES:

The training will...

1. define what is leadership, leadership development and management
2. enumerate the elements of Team Effectiveness;
3. equip teachers necessary hard skills (communication, decision making and change)
4. study the different techniques in decision making
5. assess one's skills and values from his/her intelligences
6. study and practice social graces and etiquette
7. awaken the giant within...

III. TRAINING CONTENT and METHODOLOGIES:

Title of the Session/Content	Objectives	Key Learning	Methodology/ies	Duration	Resource Person
The Making of a Leader:	To identify the various experiences in life that will help him/her shape his/her leadership skills Enumerate skills being develop which can be used to resolve an inequity Identify key values needed in a leader	Socratic Dialectic	Leadership Ladder Theory (Saceda)	2.5 hours	By Facilitators Dave G. Saceda (M/L) Henry A. Sojor (V)
Leadership Development, Decision Making and Balance	To define what is leadership, decision making and balance. To differentiate if a leader is born or made?	Leadership Decision Making Balance	Lecture/Workshop	2.5 hours	
Team Effectiveness and Leadership	To enumerate the 10 elements of Team Effectiveness and Leadership	Team Work	Lecture/Workshop	2.5 hours	Dave G. Saceda (M,V, L)
Effective Communication Skills	To equip participants the tools in effective communication	Linguistics Communication	Lecture/Workshop	3 hours	
Leading Change and Handling the Emerging LGBTQ	To coach and Mentor LGBTQ Setting the direction of the school/ team, Creating the Professional Culture	Personal Leadership	Lecture/Workshop	3 hours	
Special Topics in Leadership	To acquire skills in social graces, etiquette and protocols	Social Graces and Etiquette of Leaders	Lecture/Simulation	2.5 hours	

Who We Are

Founded by Dave G. Saceda in 1998 and supported by key leaders, professors and leadership practitioners, we are an independent academic institution with Filipino roots and global reach. We strive to be the trusted leadership learning partner of choice for institutions. For 24 years now, it continues empowering students and professionals to become most effective citizens by providing them opportunities in leadership, education, conferences, international exchange and publications.

We believe in the ripples of modest beginnings- starting with the true development of the self that creates stronger families, more secure communities and robust economies. We believe in intelligences as gifts from God and core powers of leaders which come with skills (soft and hard) to effectively lead, manage and supervise people. We believe in the values of honesty and integrity, respect, sincerity, humility and excellence. We believe that we are not just stewards but also guardians of God's creation. We believe that we are not just blessings but also as solutions to the many problems of our existence.

SYL challenges conventional and cultural leadership thinking and helps manage strategic transitions to the future through interdisciplinary studies in leadership development, education, public administration, international relations, health care, and defense.

Based in Dumaguete City, Negros Oriental, Philippines, it is a recognized partner by the Berg Institute, Charter for Compassion, United Nations Student Association, Department of Education, TESDA, National Educators Academy of the Philippines and the National Youth Commission.

Our Purpose

We empower individuals who can strengthen organizations; who can transform communities and contribute to nation building.

Our Values

Honesty and Integrity, Sincerity, Respect, Humility and excellence.

Impacts

- 200,000 youths, teachers and LGU employees in the Philippines empowered and inspired since 1999.
- 400+ alumni in Singapore through the Youth Expedition Projects of Ngee Ann Polytechnic sponsored by the TCP, NYC and the Temasek Foundation International.
- Hosted more than 40 European Youths (Austria, Belgium, Denmark, France, Germany, Switzerland) through the International Cultural Youth Exchange.
- 5,000 participants in all the international programs in Asia (Brunei, China, Israel, Japan, Singapore, Thailand), Australia, New Zealand and the USA.

Accreditations

As a Youth Serving Institution of the National Youth Commission, Republic of the Philippines
As a Youth Serving Organization by the City Government of Dumaguete City
As a Government Recognized School of the Department of Education
As a Government Recognized Technical and Vocational School of TESDA
As a Licensed Service Provider of the National Youth Educators Academy of the Philippines
As a Development Partner in Youth Leadership by the United Nations Students Association
As an NGO by the World Associations of NGO's of the United Nations

SYL Programs and Solutions

Form with multiple sections and checkboxes, possibly a checklist or application form. The text is mostly illegible due to the quality of the scan.

CERTIFICATE
Registration
STH LEAD
SACEDA Y XHUI LEAD
BUNDLES ARMY
Document of the
Registration
in the...
...
...

Partnership Agreement
This document is a partnership agreement between the undersigned parties. It contains the following sections:
ARTICLE I
Name of the Partnership
The name of the partnership shall be...
ARTICLE II
Purpose of the Partnership
The purpose of the partnership shall be...
ARTICLE III
Contributions
The contributions of each partner shall be...
ARTICLE IV
Management and Control
The management and control of the partnership shall be...
ARTICLE V
Profit and Loss
The profit and loss of the partnership shall be...
ARTICLE VI
Dissolution
The partnership shall be dissolved...
ARTICLE VII
Miscellaneous
This agreement shall be governed by the laws of...

Continuation of the Partnership Agreement. It includes the following sections:
ARTICLE VIII
Dispute Resolution
Any dispute arising out of this agreement shall be resolved by...
ARTICLE IX
Entire Agreement
This agreement constitutes the entire agreement between the parties...
ARTICLE X
Signatures
The parties have signed this agreement on the date specified below.
[Signature]
[Signature]
[Signature]