



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF EL SALVADOR CITY**

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**Office of the Schools  
Division Superintendent**

DIVISION ADVISORY  
No. 158, s. 2022  
October 12, 2022

*In compliance with DepEd Order No. 8, s. 2013,  
this advisory is issued not for endorsement as per DO No. 28, s. 2001  
but for the information of DepEd Officials, Personnel / Staff, and the concerned public.  
(visit <https://depedelsalvadorcity.net>)*

**EXECUTIVE EDUCATION PROGRAM IN LEADERSHIP DEVELOPMENT  
AND MANAGEMENT**

Attached Regional Advisory No. 212, s. 2022 provides the details of the Executive Education Program in Leadership Development and Management organized by the Saceda Youth Lead School.

Interested participants are encouraged to contact directly the organizers through the provided details found in the attachments.

For immediate and wide dissemination.

**OLGA C. ALONSABE, PhD, CESO V**  
Schools Division Superintendent

Reference:

RA 212, s. 2022

To be indicated in the Perpetual Index  
under the following subjects:

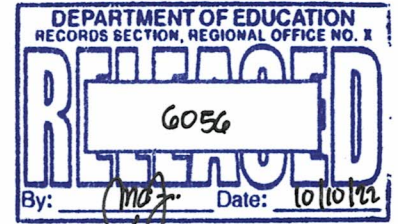
LEADERSHIP TRAINING      YOUTH FORMATION

OASDS/DLL





Republic of the Philippines  
**Department of Education**  
REGION X - NORTHERN MINDANAO



Regional Advisory No. 212, s. 2022  
October 7, 2022

Complying with DepEd Order No. 8, s. 2013,  
this Office issues this Advisory not for endorsement per DO 28, s. 2001,  
but for the information of DepEd officials,  
personnel/staff, and the concerned public.  
(Visit [deped10.com](http://deped10.com))

**EXECUTIVE EDUCATION PROGRAM IN LEADERSHIP DEVELOPMENT  
AND MANAGEMENT**

The Saceda Youth Lead School, an authorized service provider by the National Educators Academy of the Philippines with Authorization No. LSP 2021-0008-09020, is inviting regional supervisors and division grievance committee members to the **Executive Education in Leadership Development** with strong emphasis on leadership development, conflict resolution, decision making and balance.

Pegged at **P2,350.00** registration fee per person, the event will be held at The Faculty of Law, Singapore Management University, on **November 23-25**.

Participation in this activity shall be on a voluntary basis. As such, the participants themselves shall shoulder any registration fees and travel/incidental expenses. Further, their participation shall be subject to the *no-disruption-of-classes policy* stipulated in DepEd Order No. 9, s. 2005 titled *Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance therewith*, Section 3 of Republic Act No. 5546 (Policy on Contributions), and DepEd Order No. 66, s. 2017 (Policy on Off-Campus Activities).

For further clarifications and questions, please follow **<https://web.facebook.com/sylsaceda>** FB Page or contact **0915-633-9546 / 0956-229-4082** or email at **[sacedayouthlead@gmail.com](mailto:sacedayouthlead@gmail.com)**.

Please see the attachment for the complete details.

This Office directs the immediate and wide dissemination of this Advisory.

ATCH.: As stated  
HRDD/NEAP-R/mone  
DTS No.: 22-84950



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## SACEDA YOUTH LEAD SCHOOL

*Empowering Leaders, Strengthening Communities*  
With NEAP Authorization LSP 2021-0008-0902



September 25, 2022

**DR. ARTURO B. BAYOCOT**

Regional Director- DepEd Region X  
Cagayan de Oro City

Sir:

Saceda Youth Lead School, an authorized service provider by the National Educators Academy of the Philippines with **Authorization No. LSP 2021-0008-0902**, proposes the 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 character* in uncertain times. 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. Thank you very much!

Sincerely yours,

**DR. DAVE G. SACEDA**  
Chair and Founder

**SACEDA YOUTH LEAD SCHOOL**  
Brgy. Daro 6200 Dumaguete City, Philippines  
Contact: 0956 229 4082 Email: [sacedayouthlead@gmail.com](mailto:sacedayouthlead@gmail.com)

**EXECUTIVE EDUCATION IN LEADERSHIP DEVELOPMENT**  
**Conflict Resolution, Leadership, Decision Making and Balance**  
**2022-2023**

**Overview and Objectives:**

Led by Harvard Kennedy School Alumni Dave G. Saceda, the Executive Education in Leadership Development for School Heads 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	<p><b>Topic 1: Sharpen Your Communication Skills</b></p> <ul style="list-style-type: none"> <li>• Communication is key to compelling leadership. Learn effective communication practices that increase your impact.</li> <li>• Associated program topics in General Management Organizational Leadership, Personal Leadership</li> </ul>
1140-1300	Lunch (Simulation Lunch for Social Graces)
1330-1600	<p><b>Topic 2: The Effective Use of Power for Organizational Change</b></p> <ul style="list-style-type: none"> <li>• Do you have hard and soft powers? Develop your style, create an action plan and inspire innovation. Intelligences, Skills and Values</li> </ul>
Day 2	
800-0830	Summation and Recap/ Preliminaries
0830-1140	<p><b>Topic 3: The Brains and Guts of Decision Making</b></p> <ul style="list-style-type: none"> <li>• Unlock the mysteries of consumer decision making and learn powerful tools to influence behaviours and impact outcomes.</li> <li>• Associated program topics: Innovation, Negotiation, Organizational Leadership, Personal Leadership</li> </ul>
1140-1300	Lunch
1330-1700	<p><b>Topic 4: Team Effectiveness and Leadership</b></p> <ul style="list-style-type: none"> <li>• Conflict Resolution, Problem Solving and Decision Making, Team Effectiveness and Leadership</li> </ul>
Day 3	
0800-0830	Summation and Recap/ Preliminaries
0830-1140	<p><b>Topic 5: Leading Change and Handling the Emerging Challenges</b></p> <ul style="list-style-type: none"> <li>• How to Coach and Mentor Teacher</li> <li>• Setting the direction of the school/ team</li> <li>• Creating the Professional Culture</li> </ul>
1300-1400	Closing Program / End of Program

Registration Fee is One Thousand Five Hundred Pesos (Php1,500). This can be paid thru any available funds from the division or through personal funds. This will go for the honorarium of speakers, certificates and training materials.

Meals, Snacks and Venue shall be decided by the Regional Director.

## TENTATIVE FLOW OF 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 May I request your good office to allow the undersign to rent the RELC-NEAP training facility for the conduct of this training for three days	P5,000 x 3	P15,000
Honorarium of Lecturer & Facilitators Honorarium, transportation (to & from Dumaguete), meals, accommodation, training kits and materials and other related expenses to the training	P1,500 x 100	P150,000
<b>TOTAL</b>		<b>P235,000</b>
<b>REGISTRATION PER PERSON</b>		<b>Php2,350</b>
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.		

## TRAINING PROGRAM PROPOSAL

### TITLE OF THE TRAINING:

EXECUTIVE EDUCATION IN LEADERSHIP DEVELOPMENT; With Strong Emphasis on Leadership Development, Conflict Resolution, Decision Making and Balance

### 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 SDO Grievance Committee Members. They will be selected by their own respective institutions. The training employs limited Face to Face and shall follow health protocols.

### RATIONALE:

Saceda Youth Lead builds leadership through education and action. For 23 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?

The registration fee is P2,350

What is the impact on the self/participant?

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

TNA

<i>Determining Desired Outcomes</i>	<i>Understanding of one's strengths and opportunities Decrease laxities through the improvement of skills based on intelligences Strengthened values system  To become a Principal in the future</i>
<i>Links of Desired Outcome to Behavior</i>	<i>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;</i>
<i>Identify Trainable Qualities</i>	<i>Abilities one should possess when embracing leadership; abilities that can be learned along the way</i>
<i>Evaluation of Competencies and Gaps</i>	<i>This can be done through Performance Evaluation, Self-Assessments, Personal Interviews, Feedbacking</i>
<i>Determining how to conduct the training</i>	<i>Mentoring and coaching; lecture/workshops, case studies</i>
<i>Evaluation</i>	<i>How much did the training improve competencies? How did the training improve one's values system?</i>

## OBJECTIVES:

The training will...

- define what is leadership and leadership development; conflict and decision making
- enumerate the elements of Team Effectiveness;
- equip teachers necessary hard skills (conflict resolution and decision making skills)
- study the different techniques in leadership and decision making
- assess one's skills and values from his/her intelligences
- study and practice social graces and etiquette
- awaken the giant within

## TRAINING CONTENT and METHODOLOGIES:

Title of the Session/Content	Objectives	Key Learning Point/s	Methodology/ ies	Duration	Resource Person
The Making of a Leader: The Teacher as 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.	Leadership Decision Making	Lecture/Workshop	2.5 hours	

The Teacher as an Instructional Leader	To differentiate if a leader is born or made?	Balance			
Team Effectiveness and Leadership  The Teacher as an Organizational Leader	To enumerate the 10 elements of Team Effectiveness and Leadership	Team Work	Lecture/Workshop	2.5 hours	Dave G. Saceda (M,V, L)
Global Challenges of a Leader	To enumerate the top 7 challenges of a leader starting with the self, family, community, nation and the world	Values Formation Sympathy and Emphaty	Lecture/Workshop	3 hours	
Visionary Leadership	To enumerate the visionary leaders of the world  To identify traits and characteristics of a visionary leader	The Making of a Visionary Leader	Lecture/Workshop	3 hours	
Special Topics in Leadership  The Teacher as an Exemplar	To acquire skills in social graces, etiquette and protocols	Social Graces and Etiquette of Leaders	Lecture/Simulation	2.5 hours	

## LEADERSHIP DEVELOPMENT PLAN

In working to improve our communities, leadership is our most important resource. It is the engine that pulls the train. Here are the Leadership Development Plans of the Executive Education Class.

Whether the Participants are part of a small or large group or organization at their schools, it is useful to envision their ideal leadership team.

How many leaders do you want on your team?

What kinds of skills will they have?

Will your leadership team reflect the community which your organization serves or works in?

How will your leadership team support each other and you?

How will your leaders be committed to the goals of your organization?



## **PROPONENT: SACEDA YOUTH LEAD**



### **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

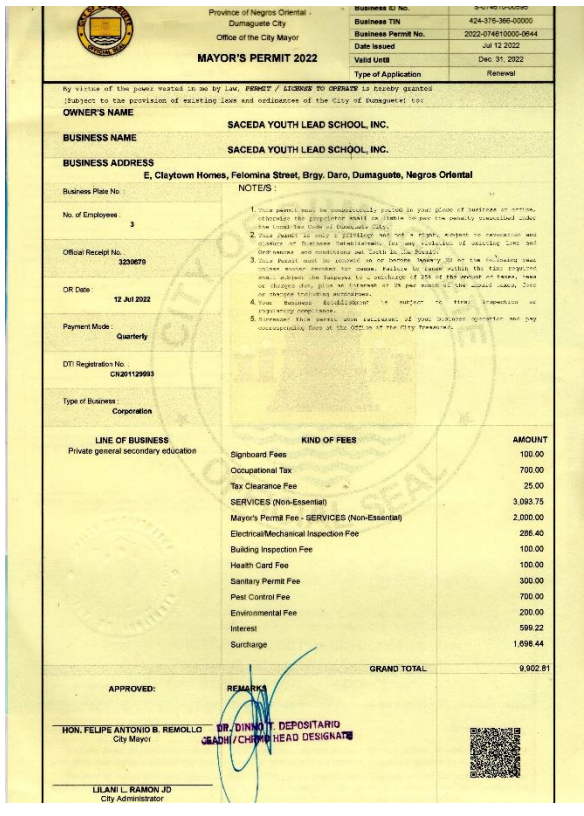
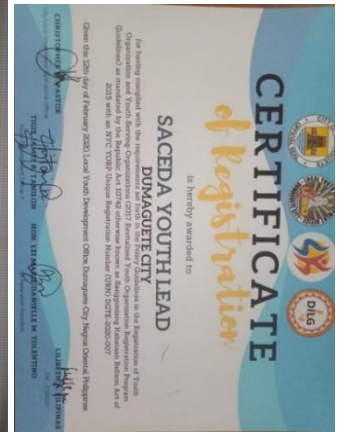
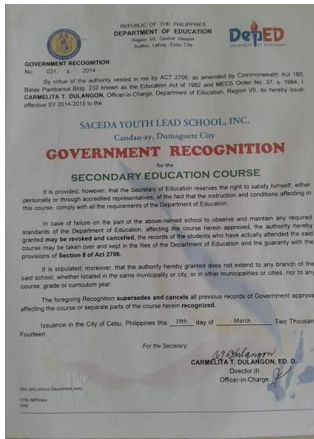
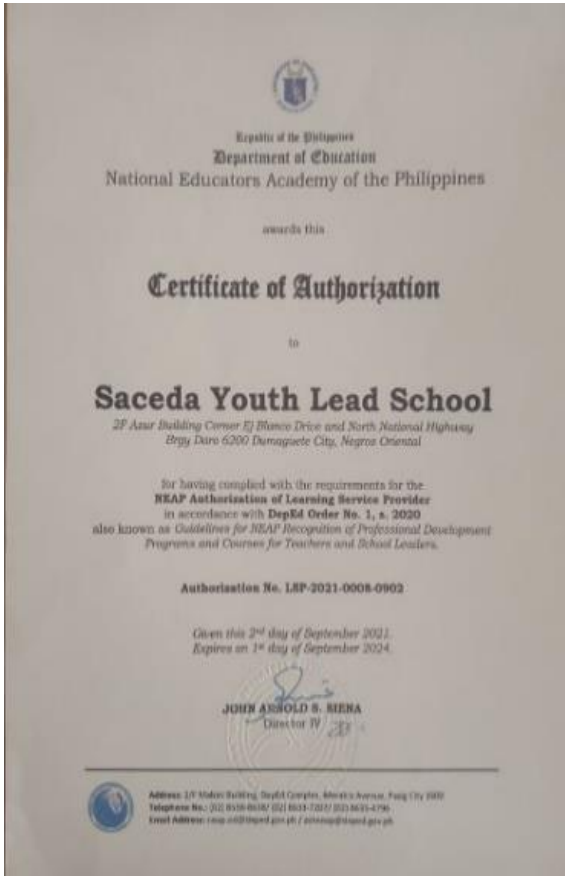
As a Development Partner in Youth Leadership by the United Nations Students Association

As an NGO by the World Associations of NGO's of the United Nations



## SYL Programs and Solutions

Executive Education Programs	School Heads LeaderSHIFT Development Program Regional Supervisors & SDO Grievance Program Political Management and Leadership Strategic Military Leadership Emergency and Disaster Leadership and Management Saceda Youth Lead Doctoral/ Post Graduate Leadership Programs
Leadership Programs	Global Youth Leadership and Education Conference National Summer Leadership Camp SYL Leadership Convention
Focused Programs	SPG SSG and Teacher Advisers' Leadership Program Student Athletes and Coaches Leadership Program  LGU Employees Leadership Refinements Program (Gender and Development, Team Effectiveness and Leadership)
Saceda Youth Lead International Programs	SIP Australia / SIP New Zealand SIPA Brunei, SIPA China, SIPA Japan SIPA Israel, SIPA Singapore, SIPA Thailand
CSR	Most Inspiring Teachers of the Philippines Youth Expedition Projects (In bound and Outbound) Continents' Journey Documentary SYL School Divine Mercy Hospital The DGS Leadership Museum
Research and Publications	Youth Leadership Education Strategic Negligence of Governments





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*See you in Singapore!*

NOVEMBER 23-25, 2022 @ THE FACULTY OF LAW,  
SINGAPORE MANAGEMENT UNIVERSITY

The meeting of the Global Youth and Teachers to discuss about how we can use of humanity's failures, sacrifices and aspirations to achieve a better world.

# THE GLOBAL YOUTH LEADERSHIP AND EDUCATION CONFERENCE

RE-UNITING THE YOUTH AND TEACHERS  
FOR A SAFER AND BETTER WORLD.

*Are you a leader? Join us!*



ORGANIZED BY:  
SACEDA YOUTH LEAD

IN PARTNERSHIP WITH:



CHARTER FOR  
COMPASSION



BERG INSTITUTE



DIRECKS  
HUMANOS



Université  
Henry Dunant



United Nations  
Student Association



SCAN ME!