

GREAT LEADERS IN TIMES OF TRANSITION

Values Restoration Program National Capacity Building VI

18-19 November 2020 | an Online Event



VALUES: FOUNDATION FOR TRANSFORMATIONAL LEADERSHIP

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OUTLINE

- **Building Accurately: Values to Virtues as Foundation of Transformational Leadership**
- **The Story of the Diamonds**
- **Virtues of Great Leaders in Times of Transition**





Building Accurately: Values to Virtues as Foundation for Transformational Leadership

VALUES

- the **principles** that help you to **decide what is right and wrong**, and how to act in various situations (Cambridge Dictionary)
- A **collection of guiding principles**; what one deems to be correct and desirable in life, especially regarding personal conduct. (Your Dictionary)



VALUES

- Values are a **person's or society's beliefs about good behavior** and what things are important. (Your Dictionary)
- the **moral principles and beliefs or accepted standards** of a person or social group (Collins Dictionary)



VIRTUES

- the **ideals, customs, institutions**, etc., of a society toward which the people of the group have an **affective regard**. (Cambridge Dictionary)
- conformity to a **standard of right** :
MORALITY
- a particular **moral excellence** (Merriam-Webster Dictionary)



TRANSFORMATIONAL LEADERSHIP



<https://www.mindtools.com/pages/article/transformational-leadership.htm>

TRANSFORMATIONAL LEADERSHIP

Characteristics:

1. Encourages the **motivation and positive development** of followers
2. **Exemplifies moral standards** within the organization and encourages the same of others



<https://www.mindtools.com/pages/article/transformational-leadership.htm>

TRANSFORMATIONAL LEADERSHIP



Characteristics:

3. Fosters an ethical work environment with **clear values, priorities and standards.**

4. Provides **coaching and mentoring** but allowing employees to make decisions and take ownership of tasks

<https://www.mindtools.com/pages/article/transformational-leadership.htm>

TRANSFORMATIONAL LEADERSHIP



Characteristics:

5. Builds company culture by encouraging employees to move from an attitude of **self-interest to a mindset where they are working for the common good**

6. Holds an emphasis on **authenticity, cooperation and open communication**

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What kind of foundation should we have for Transformational Leadership?

MATERIALS FOR BUILDING THE FOUNDATION

1



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2



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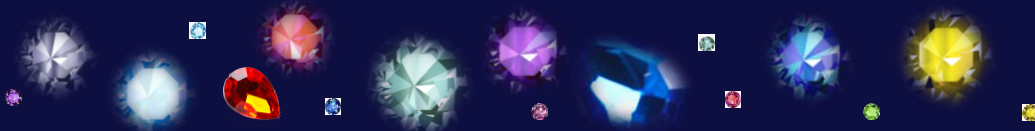
MATERIALS FOR BUILDING THE FOUNDATION

3



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4





**In building the
foundation, we need
materials that are
STRONG and will **LAST...****



The Story of the Diamonds



"Great Leaders in Times of Transition" | VRP National Capacity Building VI
Council for the Restoration of Filipino Values (CRFV)





DIAMONDS

Graphite to Diamond



- Made of pure carbon
- Melting point is 3527
- Used in pencil lead



- Hardest and strongest allotrope of carbon
- High melting point (4726)
- Very hard substance
- Made by subjecting carbon to very high temperature and pressure



**In this trying times, our
materials to build must
withstand the circumstance,
even in the **extreme pressure**
and **temperature...****



**In building the foundation,
we need materials that are
STRONG and will **LAST**...**



**In building the foundation,
we need materials that are
STRONG and will **LAST**...**

**We need to build
ACCURATELY...**

PRINCIPLES IN ACCURATE BUILDING

Adopted from Dr. Jonathan David on Governing Principles for Accurate Models

- Built in Righteousness not for personalities
- Built on Values and Virtues not for human preference
- Built for The Purpose and not for activities
- Built for the general welfare and not for personal aggrandizement
- Built on Vision not on Projections
- Built on an Accurate Pattern/Model that is Eternal





Virtues of Great Leaders in Times of Transition

VIRTUES OF GREAT LEADERS

- **CONSISTENCY/
STABILITY**

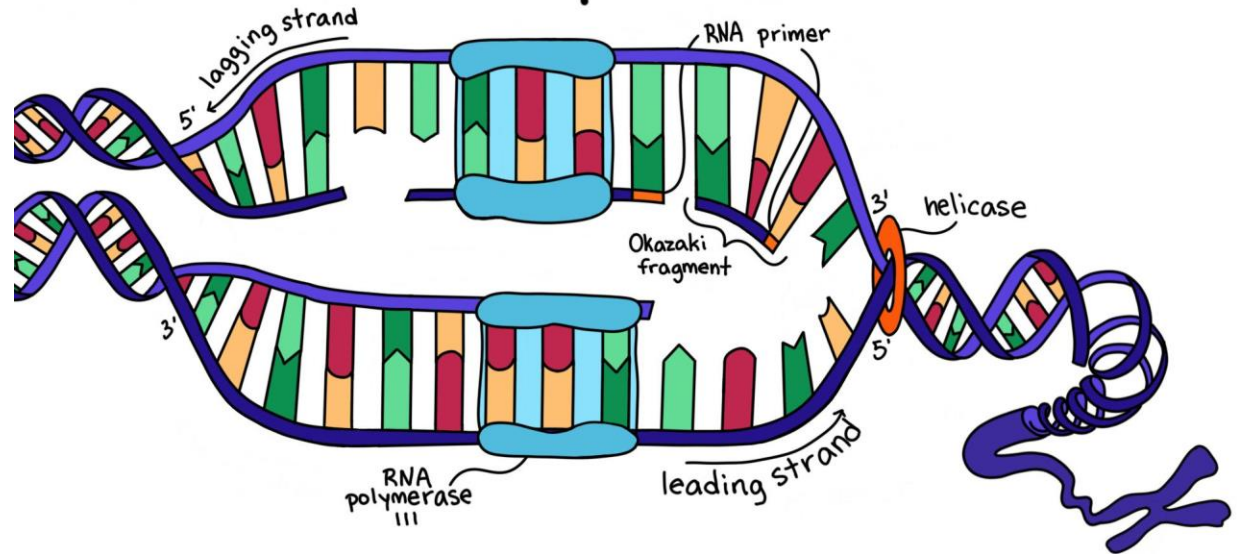


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VIRTUES OF GREAT LEADERS

- **REPRODUCTIVE/
GENERATIVE/
REPLICABILITY**

DNA replication



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VIRTUES OF GREAT LEADERS

- **EXEMPLARY**



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VIRTUES OF GREAT LEADERS

- **ACCOUNTABILITY**



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VIRTUES OF GREAT LEADERS

- **MATURITY**



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Required degree of process maturity according to ISO 9001:2015



PDCA-cycle



Requirements / criteria

Possibilities for documentation in practice

Improvement of the process + QMS	CIP workshop, process analysis, internal audit
Monitoring and measurement	ERP system, SPC, Process-KPI's
Effective operation + control	Workflow system, ERP system, instructions
Risks + opportunities	Process sheet, risk matrix, turtle diagram
Availability + resources	Personnel planning / staffing, investment planning
Responsibilities + authorities	Workflow system, ERP system, responsibility matrix
Inputs + outputs	Workflow, ERP system, documented procedures
Sequence + interactions	Process map, workflow, ERP system

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Plan of Action:

Have a continuous
VALUES and VIRTUES CHECK!

The more cuts the diamond has,
the more precious it is!



Rise
and
rise again
until
Lambs
become
Lions



1 am a diamond!
You are a diamond!





THANK YOU.

Spread out like a “virus of righteousness” throughout the land

Righteousness Exalts a Nation.