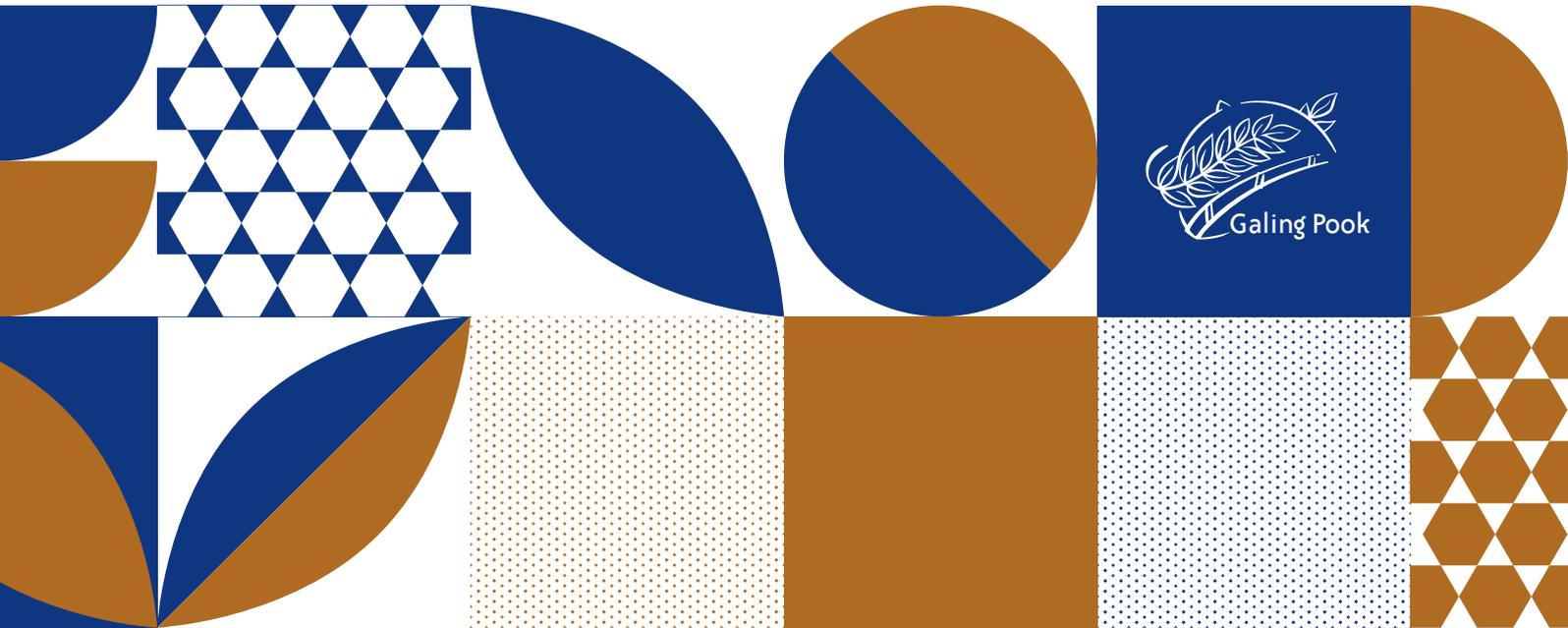


Adaptive and Innovative Leadership Program

Building safe, smart, and
sustainable communities together



Course Design

Adapt and Innovate for Peace and Development is a participatory, adaptive, and innovative leadership course. It is a four-module leadership and value-creation learning experience for local chief executives and the local government unit's A+I Team.

Fast Facts

Duration

Approximately 80 hours, over a course of 20 synchronous sessions, asynchronous learning, and fulfillment of course requirements.

Admission Requirements

- Nomination from Local Government Academy
- Full participation of local chief executive and LGU team

Fees

All course fees will be shouldered by Local Government Academy

Outcomes

At the end of the course, the desired results for the participating LGUs are for them to have:

- formed a local governance team that appreciates participatory adaptive and innovative leadership learned from real-life models;
- set in motion a banner program for peace and development that is imbued with good governance principles and inspired by real-life practices; and,
- broadened their network of resource contacts for continuing improvement of their local programs.

Capacities Developed

Led by the local chief executive, the Adapt and Innovate Team (A+I Team) of the LGU undertakes a learning experience in developing the following capacities to improve the functioning of its local government unit:

Participation. Recognize the contribution of every team member towards the achievement of the LGU vision and goals.

Accountability. Assume responsibility for the delivery of results that benefit the constituents.

Excellence. Exert full cooperation, diligence, and creativity in the implementation of programs.

Plans and Programs. Focus on the creation of a safe, smart, and resilient community.

Learning Organization. Learn and apply new and appropriate methods to improve the wellbeing of constituents.

Learning Method

The basic learning method for the course consists of inputs and experiential learning that takes into consideration the local context and provides content drawn from related LGU experiences and strategies. “Peer-to-peer learning” happens through direct interaction with local government officials whose programs have garnered Galing Pook awards and video presentations featuring the award-winning programs.

The course will use both synchronous and asynchronous learning methods facilitated by the program mentors. Mentoring activities are important for the program to ensure follow-through learning processes.

Time required for the course consists of approximately two-hour weekly sessions for 20 sessions including the opening Orientation Session and Course Evaluation and Closing Session; and at least two hours a week for homework, team meetings, reading and viewing resource materials.

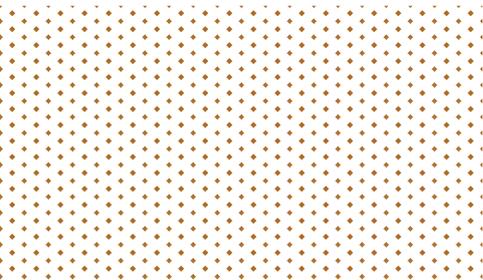
Target Participants

Target participants in the A+I Course are teams of LGU program planners and front-line implementers led by the local chief executive. Full participation of the mayor of the city or municipality and the LGU team is a condition for acceptance in the course.

LGU participants are nominated by the Local Government Academy and selected by the Galing Pook Foundation. No fees are required because the Local Government Academy will sponsor the cost of the training.

Recommended members of the LGU A + I Team:

- Mayor / Governor
- Vice Mayor / Vice Governor
- Planning Officer
- Budget Officer
- Agriculture Officer
- Health Officer
- Social Welfare and Development Officer
- DepEd Superintendent or Supervisor
- Disaster Risk Reduction and Management Officer
- Local PNP Chief
- Local Government Operations Officer
- Civil Society Organization representative
- Youth representative
- Information Officer



Roxas City's satellite and mobile markets

Training Modules

1 | Grounding and Visioning

Course participant starts from a review of her/his personal leadership journey then connects this understanding of self as a leader to an analysis of the prevailing situation in the LGU. Local situation is viewed up close through the city or town profile and “from the balcony” for an appreciation of the big picture. The module ends with a process of visualizing a desired scenario for the future of the LGU.

2 | Crafting Innovations

As a group, the A+I Team of the LGU surveys its ongoing programs in Health, Education, Agriculture, and the Local Economy and develops a flagship program that addresses the wellbeing of individuals, families, and communities within the LGU. The module includes presentations of actual programs of champion LGUs and the opportunity to interact with the local chief executives who implemented those programs.

3 | Developing Adaptive Capacities

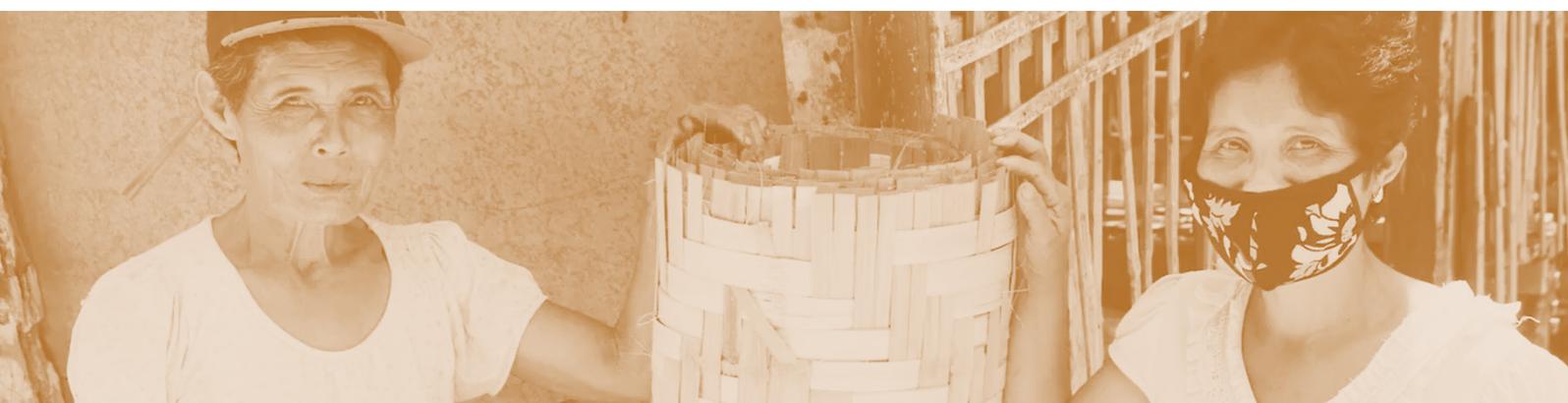
Course participants share personal experiences of leadership failure as a preparation for appreciating the differences between technical and adaptive challenges and solutions. Various adaptive capacities are introduced –conflict management, negotiation, effective communication – as tools for improving local governance.

4 | Creating Public Value

Applying the lessons learned on participatory innovation and adaptive capacities, participants present their flagship program, and these presentations are analysed as case studies by the participants.

In terms of theory, adaptive and innovative leadership principles contained in the lectures and books of Harvard University Professor Ronald Heifetz¹ are the sources of the main inputs for the modules.

¹ *Leadership Without Easy Answers* (Heifetz, 1994), *Leadership on the Line: Staying Alive through the Dangers of Leading* (Heifetz and Marty Linsky, 2002), *The Practice of Adaptive Leadership* (Heifetz, Alexander Grashow and Marty Linsky, 2009).





What do safe, smart, and sustainable cities look like?

E-Lipa is a P100 million public-private digitalization project that will transform Lipa into a smart city. A multi-purpose cash card that can be used for various transactions with city hall such as payments for business permits and property taxes as well as for other transactions of card holders and also serve as a contact tracer is at the heart of the system that will connect Lipeños digitally.

Sessions

SESSION 0

Opening and Course Orientation

MODULE 1

Grounding and Visioning

- Session 1. My Leadership Journey
- Session 2. What is Going On?
- Session 3. Going to the Balcony
- Session 4. Visualizing the Future

MODULE 2

Crafting Innovations

- Session 5. Innovations in Health
- Session 6. Innovations in Education
- Session 7. Innovations in Agriculture and Food Security
- Session 8. Innovations in Local Economic Recovery

MODULE 3

Developing Adaptive Capacities

- Session 9. Leadership Failure
- Session 10. Conflict Management
- Session 11. Negotiation
- Session 12. Effective Communication 1
- Session 13. Effective Communication 2

MODULE 4

Creating Public Value

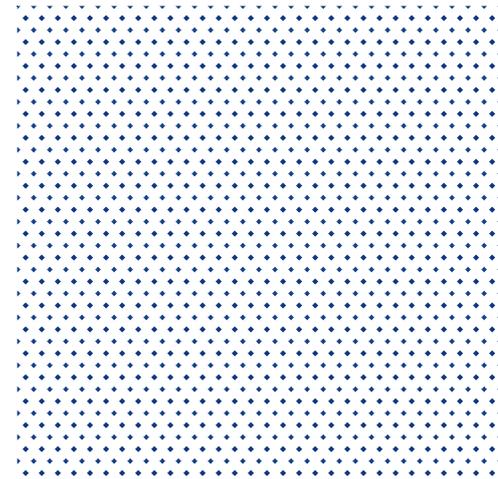
- Session 14-18. LGU Presentations

SESSION 19. Course Evaluation and Closing

Apply now and be an adaptive and innovative leader

Let's build safe, smart, and sustainable communities together!

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