PHRONETIC LEADERSHIP

and WHY we need it in Eastern Visayas

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OUTLINE

I. AmBisyon Natin 2040

II. Regional development at a glance

III. Moving forward through phronetic leadership
I.
AMBISYON NATIN 2040
What Filipinos want TO BE
What Filipinos want TO HAVE
What Filipinos want TO DO
What is a Simple & Comfortable Life?

- 73% Earning enough
- 73% All children are college-educated
- 61% Own one car
- 61% Have enough money for day-to-day needs
- 61% Own a medium-sized home
- 30% Relax with family and friends
- 30% Business Owner
- 21% Able to take occasional trips around the country
What is a Simple & Comfortable Life?

- Gross Monthly Income: ₱120,000
- Own one car: ₱5,000
- All children are college-educated: ₱10,000
- Income Tax: ₱25,000
- Have enough money for day-to-day needs: ₱40,000
- Own a medium-sized home: ₱30,000
- Relax with family and friends: ₱4,000
- Able to take occasional trips around the country: ₱6,000
II. Eastern Visayas at a glance
WHERE ARE WE NOW?

Erratic economic growth

Figure 1. Eastern Visayas economic growth rate, 2004-2016

Source: Philippine Statistics Authority (PSA)

Eastern Visayas: Fastest growing economy in 2016

12.4% twice the annual target

Fastest growth in per capita household expenditure and construction investments

- 10.1% Household Expenditures
- 9.5% Government Expenditures
- 48.6% Construction
WHERE ARE WE NOW?

Low unemployment rate but high underemployment rate

Decade-low poverty incidence

Source: PSA
IS AMBISYON NATIN 2040 WITHIN REACH?
Is the Vision within reach?

With the right policies, PHL can be nearly a high-income country by 2040

It took Malaysia 33 years to triple its real per capita income and reduce extreme poverty incidence to below 1 percent.
If you want to have something you never had before, then you must do something you have never done before.
MOVING FORWARD THROUGH
Phronetic Leadership
• A type of wisdom relevant to practical action, implying both good judgment and excellence of character and habits

• A virtuous habit of making decisions and taking actions that serve the **common good**

• The capability to find the “right answers” for the overall good (**common good**) in an individual specific context

Leaders who have such a virtuous habit are called “phronetic leaders”. 
6 QUALITIES OF PHRONETIC LEADERS

*Ba is a shared context in motion, which harbors meaning. It is a Japanese word which usually means place or space.

- Ability to make a judgment on "goodness"
- Ability to share contexts with others to create the Ba* and shared sense in a timely manner
- Ability to grasp the essence of particular situations/things
- Ability to reconstruct the particulars into universals using language/concepts/narratives
- Ability to use any necessary political means well to realize concepts for the common good
- Ability to foster political wisdom in others to build a resilient organization
1. Judge Goodness

Phronetic leaders exercise moral sensitivity about what is good and take appropriate action on it every situation.

Judgments must be guided by the individual’s values and ethics.

Managers must make judgments for the common good, not for profits or competitive advantage.
Ways to cultivate good judgement

Experience

Write down principles drawn from life experiences and share them

Relentless pursuit of excellence
2. Create shared context

Phronetic leaders continuously create opportunities for employees to learn from one another.
3. GRASP THE ESSENSE

Phronetic leaders capture the essence of the situation and decide on action needed to sail ahead.

3 MIND-STRETCHING Routines

- Asking the basis of a problem/situation
- Learning to see the trees and forest at the same time
- Constructing and testing hypotheses
Phronetic leaders should communicate in a way that lay persons can understand.
5. EXERCISE POLITICAL POWER

- Phronetic leaders should unite people to take action using all means suited to the situation.

- For success, Phronetic leaders should comprehend the contradictions in human nature, good and bad, optimism and pessimism and laziness and synthesize them as situation arises.

- Wise leaders exercise political judgment by understanding the viewpoints and emotions of others, gleaned through everyday verbal and non-verbal communications.
6. Foster Practical Wisdom in Others

Phronetic leaders facilitate the distribution of practical wisdom as much as possible throughout the organization and train all the employees to use it.
Today’s organizations need a new breed of leaders who are many things at the same time!
Phronetic leadership will give us a better chance of turning the vision into action.
THANK YOU

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