



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



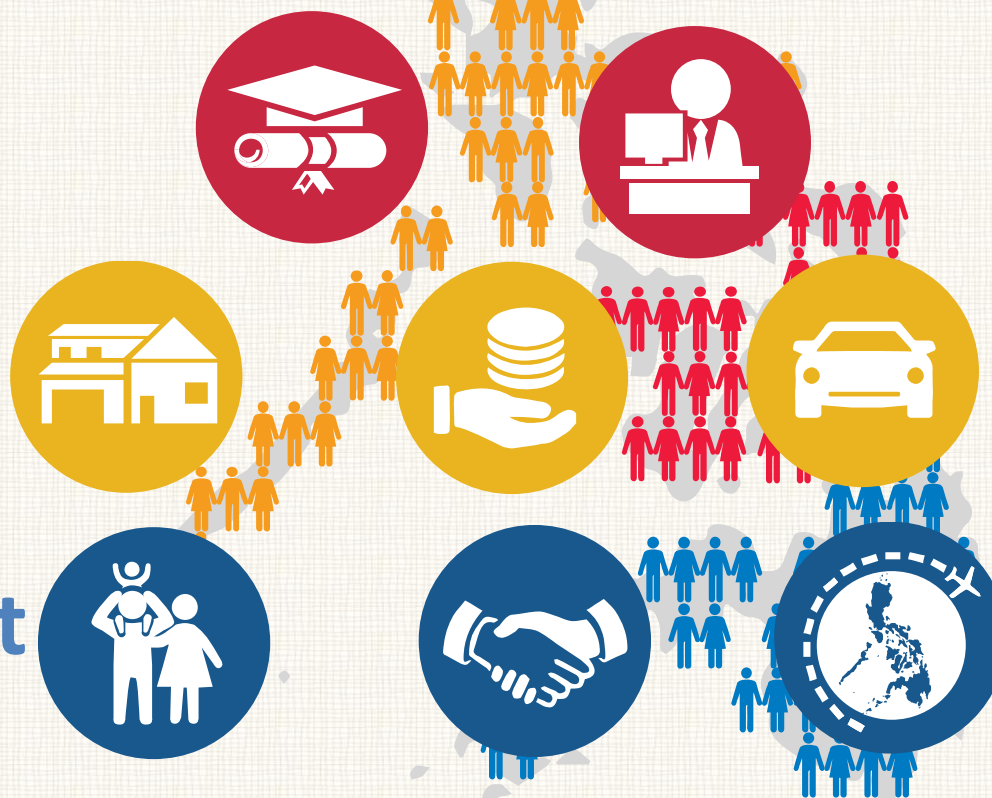
Matatag, Maginhawa at Panatag na Buhay para sa Lahat

AMBISYON NATIN 2040

What Filipinos want
TO BE

What Filipinos want
TO HAVE

What Filipinos want
TO DO





What is a Simple & Comfortable Life?

62%
Own one car



73%
Earning
enough



30%
Relax with family
and friends

61%
Have enough money for
day-to-day needs



73%
All children are
college-educated



30%
Business Owner

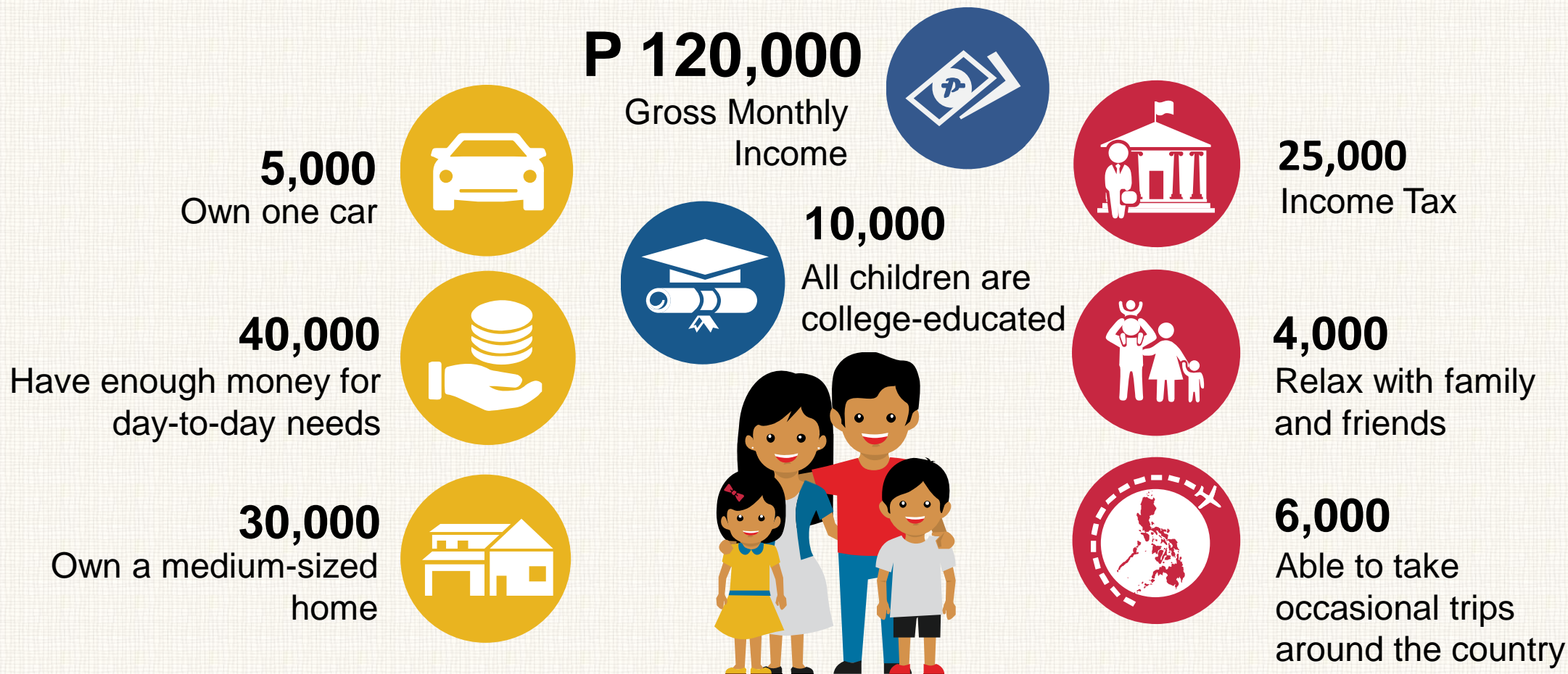
61%
Own a medium-
sized home



21%
Able to take
occasional trips
around the country



What is a Simple & Comfortable Life?





II.

Eastern Visayas at a glance

WHERE ARE WE NOW?

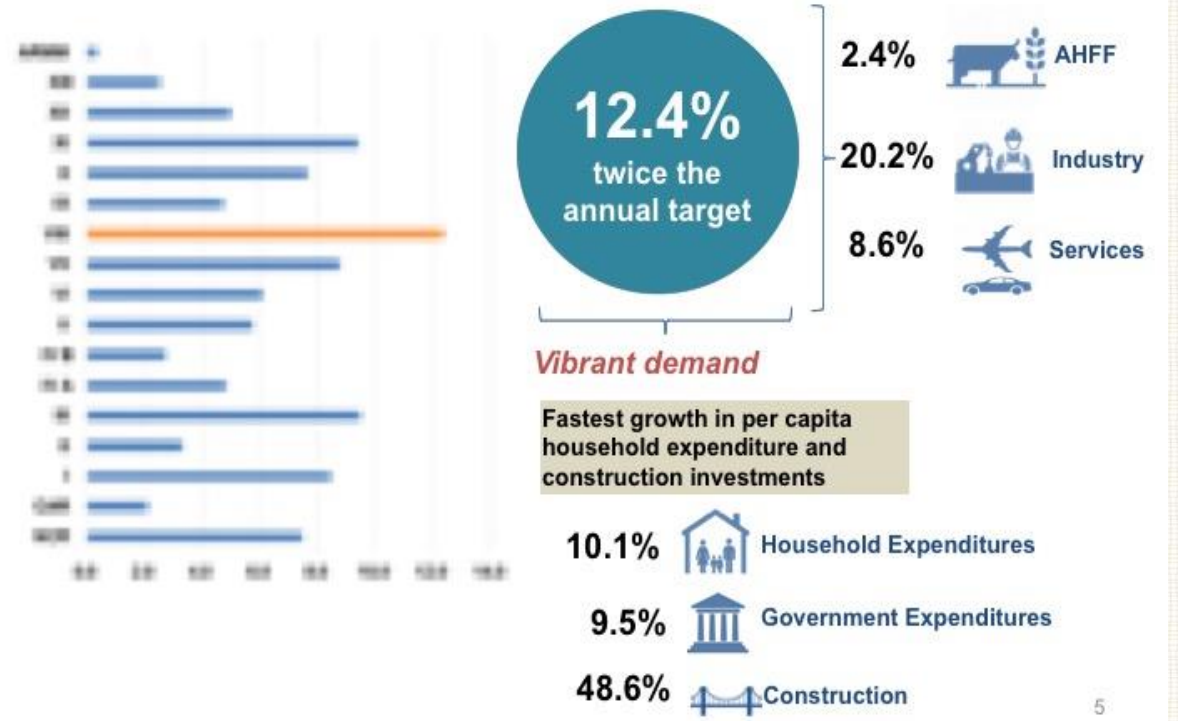
Erratic economic growth

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



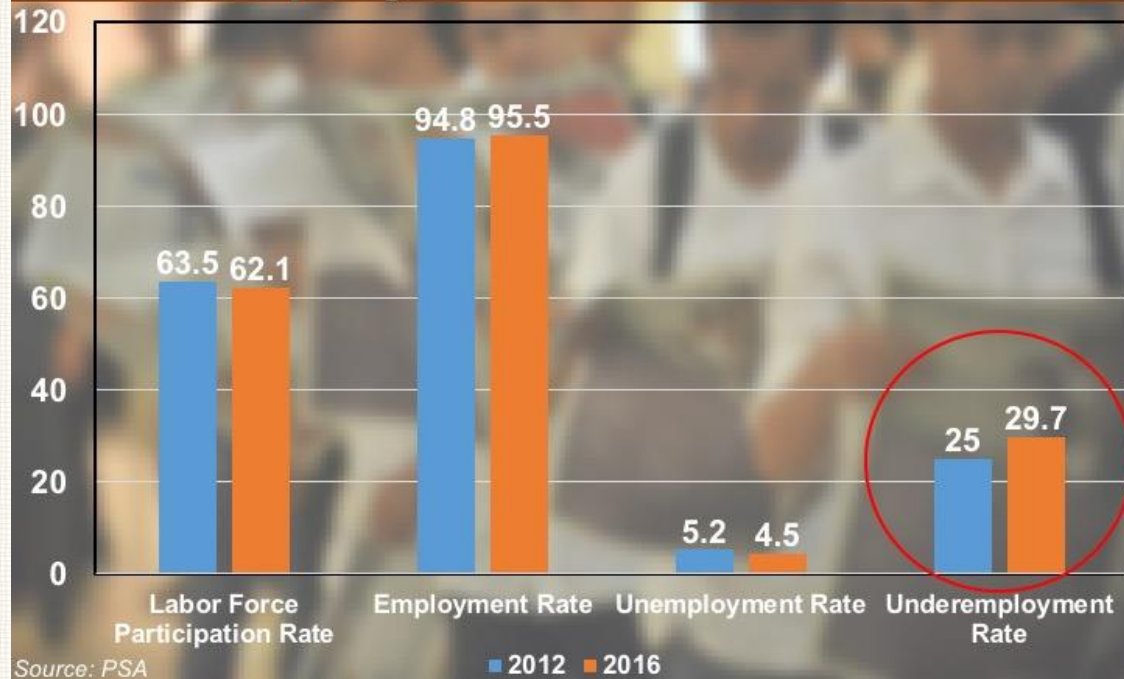
Source: Philippine Statistics Authority (PSA)

Eastern Visayas: Fastest growing economy in 2016

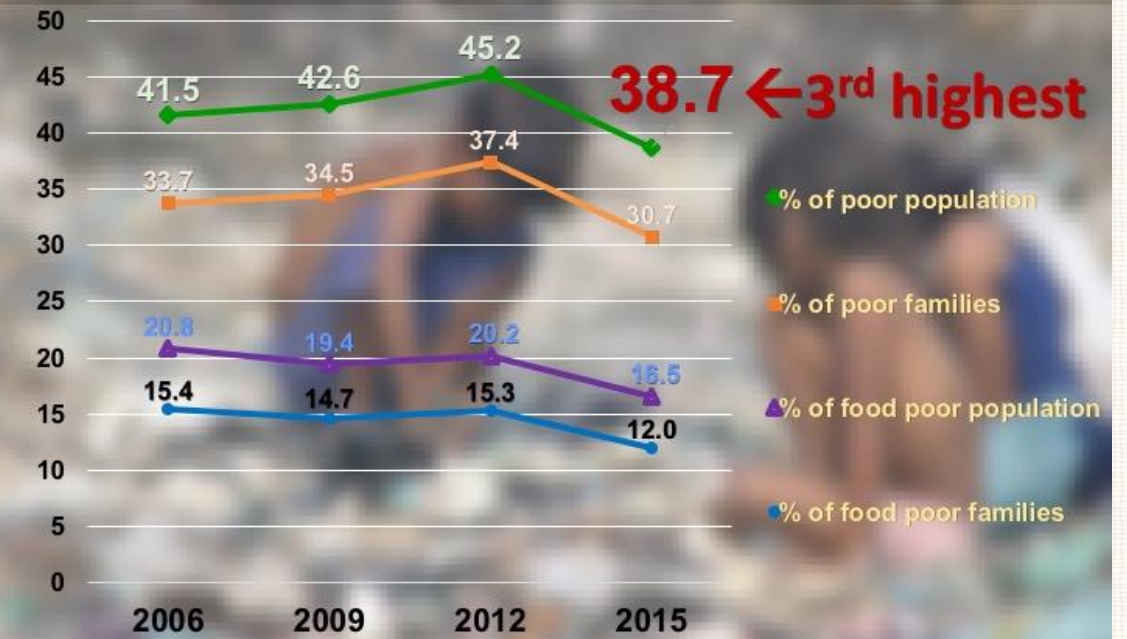


WHERE ARE WE NOW?

Low unemployment rate but high underemployment rate



Decade-low poverty incidence





IS AMBISYON NATIN 2040 WITHIN REACH?

Is the Vision within reach?



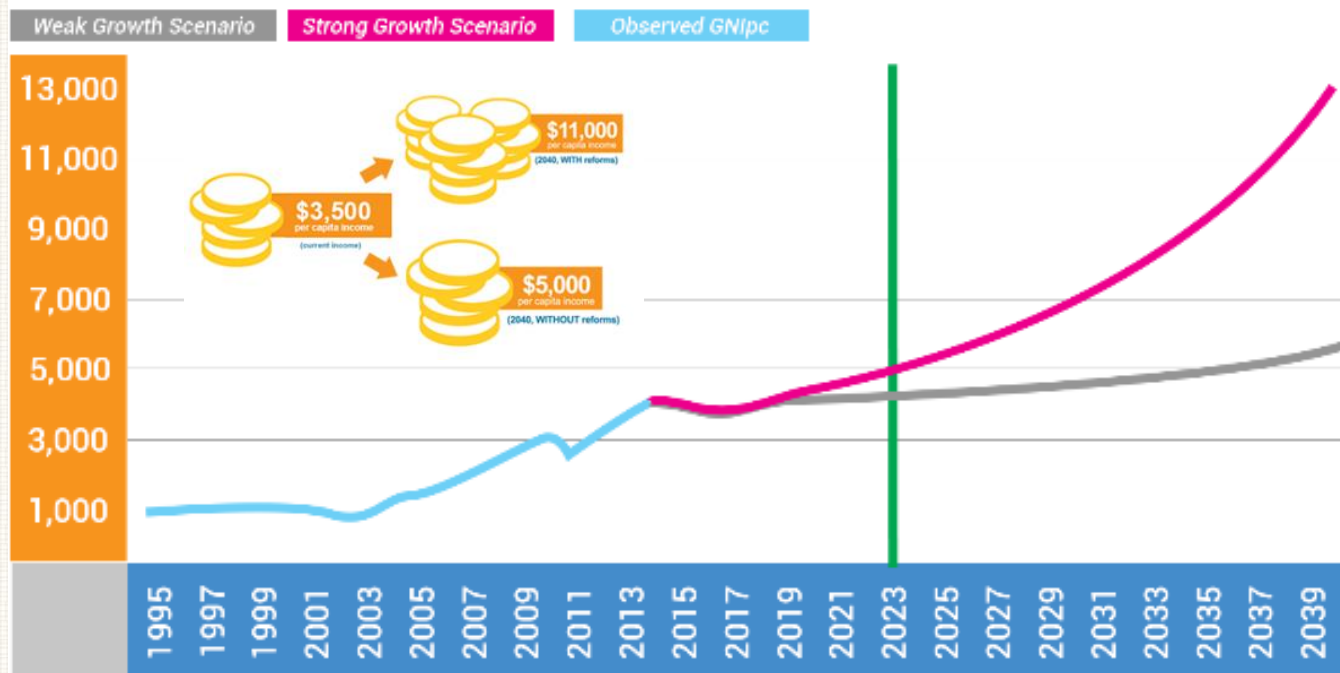
YES,

**IT CAN BE
 REALIZED**
 with the

right policies & programs.

Observed and Simulated Growth Scenarios of Per Capita Gross National Income, 1995-2040

(in US\$ calculated using the World Bank Atlas Method)



Source of observed data: World Development Indicators

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

MALAYSIA



\$11,120
 per capita income



0.6%
 Poverty rate

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



PHRONESIS

- 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 ESSENCE

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



4. COMMUNICATE THE ESSENCE

Phronetic leaders should communicate in a way that lay persons can understand



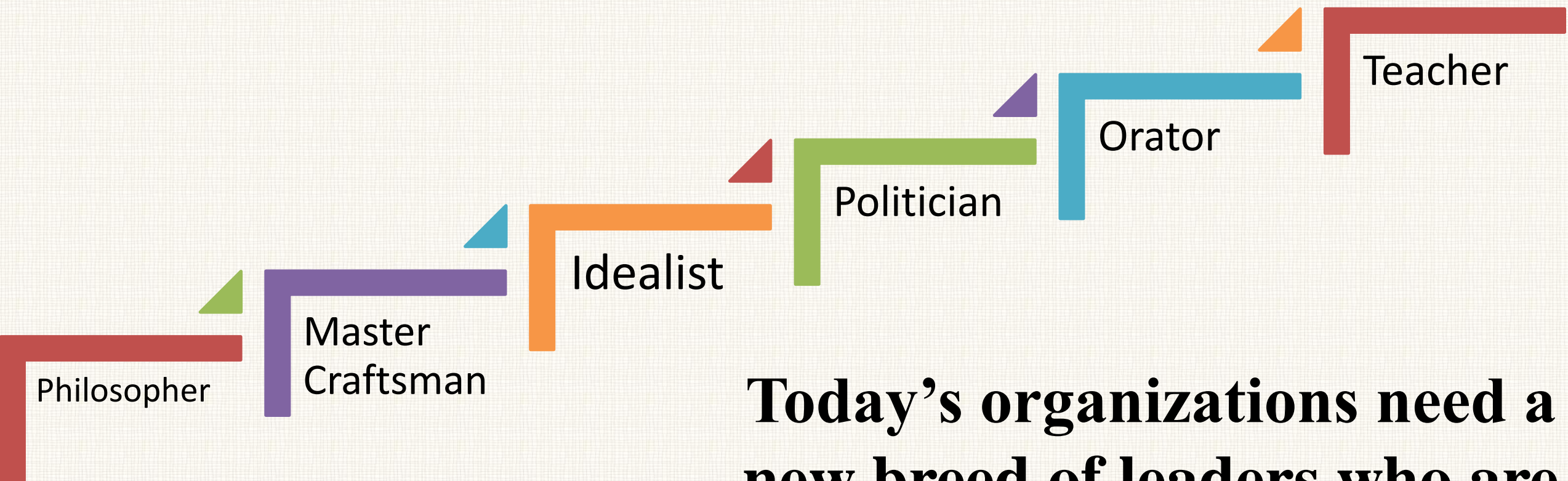
5. EXERCISE POLITICAL POWER

- **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



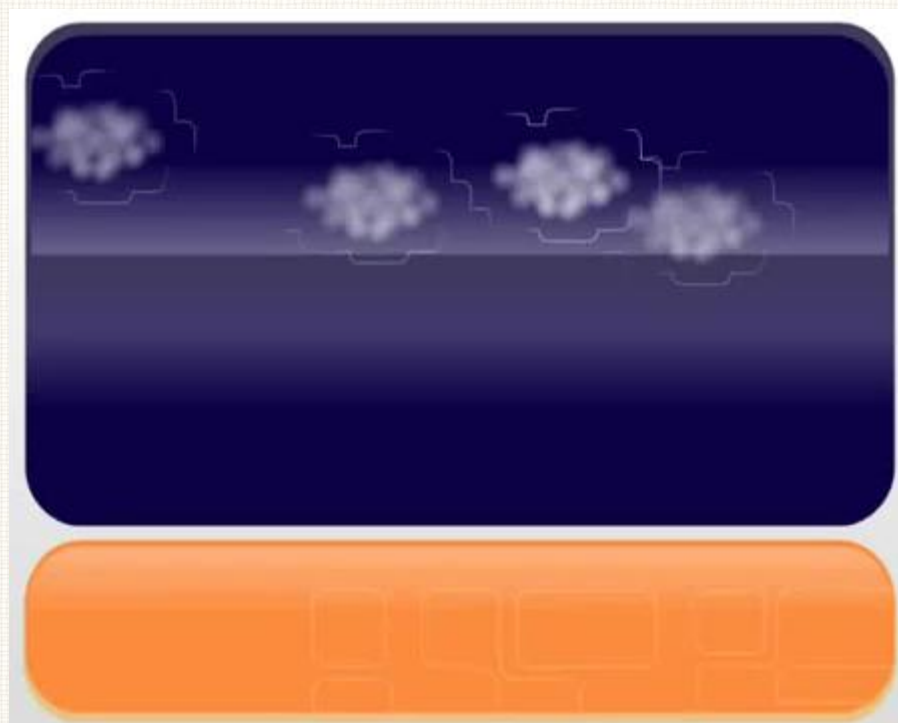
Today's organizations need a new breed of leaders who are many things at the same time!



AMBISYON  **NATIN**
2040



**Phronetic leadership
will give us a better
chance of turning the
vision into action.**





THANK YOU

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