



Career Executive Service Public Leaders' Summit

"Are You Game for Change? Innovation, Inclusion, Inspiration"

Txabi Aboitiz

aboitiz

ADVANCING BUSINESS
AND COMMUNITIES



“Great companies are like great buses,
getting the right people on the bus,
getting the wrong people off the bus.
Then **getting these right people into**
the right seats and together driving
the bus where it should go.”

Jim Collins



Challenges Leaders Face that You May Relate to:

1. I inherited my team;
2. I can not get rid of anyone;
3. There is too much internal politics;
4. How do I know who is right for the job;
5. I have someone skilled but can't afford to hire him/her for the position



Challenges Leaders Face that You May Relate to:

- 6. I have difficulty attracting the right person due to current set up;
- 7. How do I engage my team members when compensation is low;
- 8. I am very limited by how much I can change;
- 9. When I have a promising talent working for they leave;
- 10. My post is co-terminus so I don't have much time before I am reassigned, transferred or worse, fired!



NUGGET 1

There is a big difference
between a mediocre
team and a good team.



The jump from a mediocre team to a good one is worth the effort.

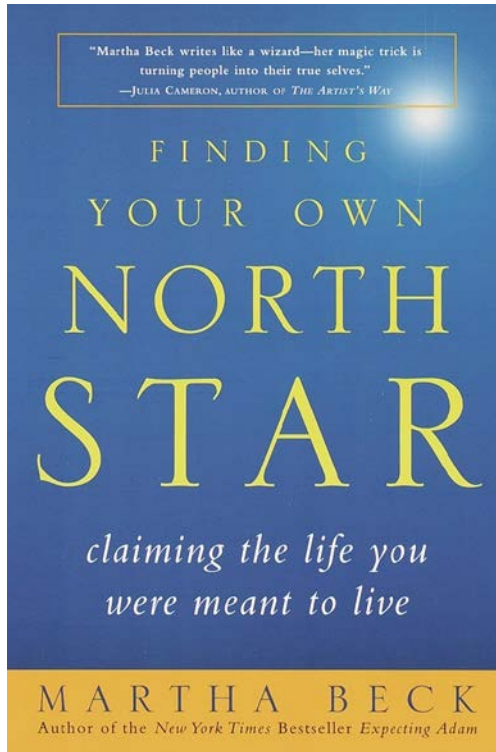


The secret to moving a mediocre team to become a great team is in **figuring out your sphere of influence** despite the challenges you face, and which you know can make a profound difference



Each one of us has their **right bus** and the **right seat**. Some are in the **wrong bus** and the only solution is **to move bus**.

Many are in the **right bus** but in the **wrong seat**. The only solution is to figure out their **right seat** and how to get them there



“Teaching **your social self** to pay attention when **your essential self** says 'no' is the most basic way to reconnect the two sides **of your** personality.”



**“You are designed with
the ability to find the life
you were meant to live.”**



NUGGET 2

**Learn a lot from others
but figure out for
yourself what works best
for you.**

abotiz



GOBIERNO AUTÓNOMO DE FILIPINAS
DEPARTAMENTO DE AGRICULTURA Y COMERCIO
SERVICIO DE INSPECCIÓN DE FIBRA
MANILA

ABACA

EL ABACÁ ES LA REINA DE TODAS LAS FIBRAS. ES UN MONOPOLIO NATURAL DE FILIPINAS. CUANDO QUERÁIS SEGURIDAD USAD ABACÁ. LAS CUERDAS FABRICADAS CON ABACÁ SON LAS ÚNICAS QUE SE IMPONEN POR SU CALIDAD PUES SON INSUSTITUIBLES POR SU RESISTENCIA, ELASTICIDAD, FLEXIBILIDAD Y DURACIÓN. TODO EL ABACÁ EXPORTADO DE FILIPINAS VA EN FARDOS UNIFORMES QUE HAN SIDO PREVIAMENTE INSPECCIONADOS Y CERTIFICADOS POR EL GOBIERNO. CADA INSPECCIÓN DE FIBRAS DEL GOBIERNO, CADA FARDO LLEVA UN MARBETE QUE INDICA EL GRADO OFICIAL, NÚMERO DEL LOTE, NOMBRE Y NÚMERO DEL ESTABLECIMIENTO QUE LO HA PRENSADO, DISTRITO DE PRODUCCIÓN Y FECHA DEL PRENSAJE. CUALQUIERA RECLAMACIÓN QUE HUBIERE SERÁ ATENDIDA INMEDIATAMENTE. Pidan prospectos. SERVIREMOS SUS PEDIDOS. USAD ABACÁ Y SEGURO AL MUNDO.





Aboitiz Values



Integrity



Teamwork



Innovation



Responsibility

aboitiz



Aboitiz Values:

INTEGRITY



Serving the customers



Aboitiz Values:

TEAMWORK



Pagkain Para sa Masa



Marawi Relief and Rehabilitation



Aboitiz Values:

INNOVATION



Egg-Laying Machine Livelihood Project



Boracay Wetland No.4 (DENR Reforestation)



Aboitiz Values: **RESPONSIBILITY**



Simultaneous Tree Planting

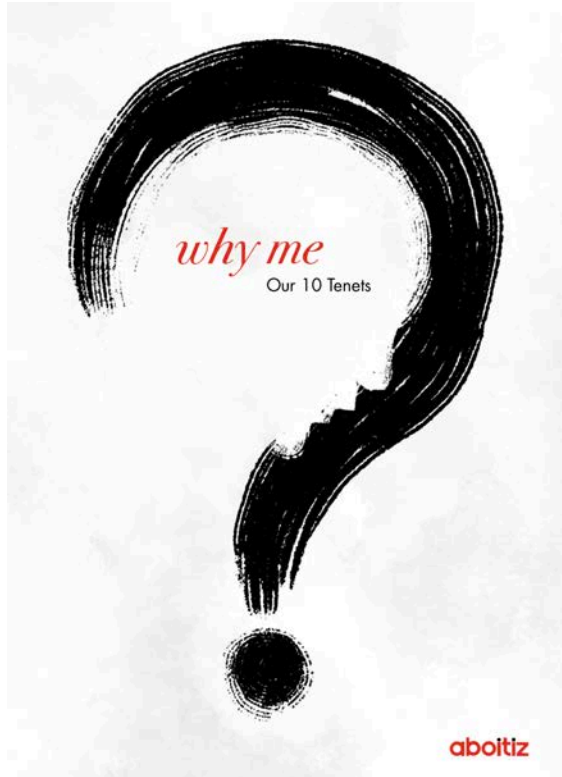


AFP Wounded Soldiers Bakery Program



To be able to live until 120
physically, mentally, spiritually
and financially healthy.

I choose to be joyful and
happy.



To question starts with the individual striving to be the best that he or she can possibly be. The best that he or she was meant to be.



What if I fly?

Tenet 1 - Freedom of Choice

Taking control, creating one's own future, and accepting responsibility for the results – is the bedrock of 10 Tenets. But taking charge doesn't come naturally. We must make a deliberate choice to do so.





Say Yes, Before Saying No

Tenet 2 - Lifelong Learning

It looks dark and threatening way out there, beyond the comfort zone, but is it really that bad? Failure is always a possibility, but it delivers valuable lessons, and besides, the pain or loss of failure is often greatly exaggerated. Sometimes, it pays to take a risk.





To Bend, Not Break

Tenet 3 - Thriving on Change

Dealing with change is a reality everyone must face in a world that is constantly shifting. Adapting to such surprises without being overwhelmed by stress is the best option. A person then becomes better equipped and ready to deal with the inevitable when things don't turn out as expected.





A Better Me

Tenet 4 - Cutting Edge

To be the best that you can be shouldn't be seen as a goal, but rather the spirit that informs your daily activities and interaction with others. When striving for self-improvement and excellence becomes a habit, it is easier to move out of your comfort zone and into the realm of thrilling possibilities.





Star Light, Star Bright

Tenet 5 - Sense of Purpose

Knowing your Sense of Purpose is like discovering your North Star. Once you do, it becomes your personal mission statement that serves as a guide to setting up your goals and priorities in life. Purpose is the most existential of tenets, one that lays bare the deepest questions of the human soul





Shine!

Tenet 6- Communication

Communication is the yin and yang of the Aboitiz tenets – a two-way street in which talking and listening are equally important. Without one, you cannot have the other, and it is impossible to over-communicate. So take every opportunity to communicate.





Me Before You

Tenet 7 - Recognition

Recognizing oneself is key to acknowledging the personhood of others. Unfortunately, this is something we don't do enough of. People can easily sense we are not comfortable with ourselves. As leaders and managers, it is our responsibility to inspire others to be their better selves, but this will be difficult if we cannot inspire ourselves.





Paging, Dr. Auditor!

Tenet 8 - Check and Balance

Offices can be places fraught with deadlines, demands and targets, creating dangerously high levels of tension. But smart companies don't allow the pressure to build up and explode. Instead, they release it by relying on neutral Check and Balance systems

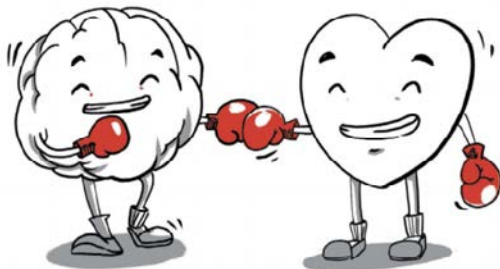




Play Fair

Tenet 9 - Fair Process

Fairness is subjective. What is fair to one is not necessarily fair to another. It is when fair process is established that fairness becomes accepted.



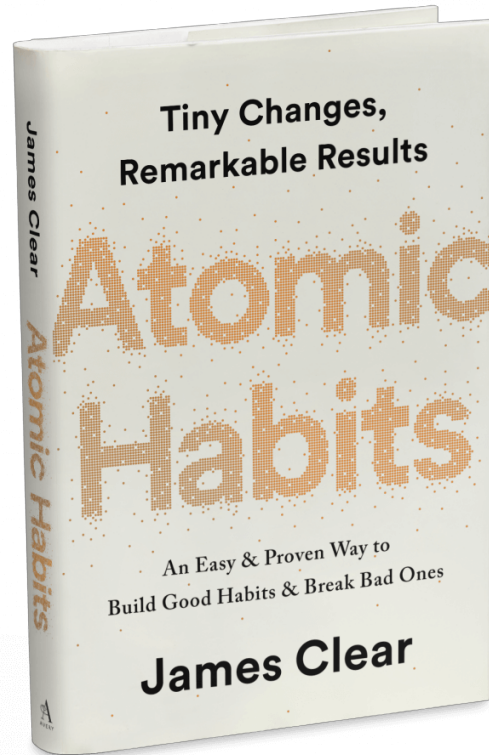


Partnership of Equals

Tenet 10 - Interdependence

How many times was it drummed into us, growing up, that we were to eventually stand “on our own two feet” and “forge our own fortune?” This moment of truth usually followed upon graduation when we went out into the world, landed a job and brought home the first paycheck. But did we find that self-sufficiency so prized by society in the workplace?







NUGGET 1

Don't short change yourself by being content with mediocre teams



NUGGET 2

Seek advice, read more books, experiment but find what works for you. Don't get distracted and don't try to copy or imitate someone else



“If you want **better results**,
then forget about setting
goals. **Focus on your system
instead.**”

James Clear

“You do not rise to the level of
your goals. You fall to the level
of your systems”



Think of
values that
create your
culture



Don't forget that the
process and system you
put in place will
demonstrate

(Efficiency or delay in the way you
serve the Filipino People)



Make your **ACTION
PLANS** move your
agencies from being
GOOD to GREAT!



SHIFT your mindset to
think that mediocrity
has no place in this
generation nor the
next.



**We are your partners for
change and growth.**



**If you succeed, we succeed with you and
overall, our country succeeds!**

abotiz



Daghang Salamat!

aboitiz



ADVANCING BUSINESS
AND COMMUNITIES