

Other Key Learnings

Mimi Manalo

I am supporting the initiative of Dennis Heruela which will hopefully answer the question “How do we bring OCCI to another level of service and profitability?” As part of the OCCI organization, I feel that this initiative is important. We talk about providing service that would bring our clients into the 21st century. Therefore, it is important the OCCI find new services that use 21st century technology to deliver training and development programs centered on self-mastery and leadership to both the individual and the organizations they are part of. As Dennis puts it: “Therefore, the main challenge OCCI faces as it redefines and reinvents its programs to suit the current generations’ needs is how to effectively set-up new and updated programs utilizing new platforms that will prove effective and compatible to the current milieu.”

In his initiative, Dennis intends to establish and/or integrate an effective online coaching platform for OCCI’s public and corporate programs. It is hoped that this could shift the way OCCI promotes its programs – from building network and referrals from public programs to gain enrollment and accounts, the online platform (i.e., social media) becomes the means to build interest and enrollment to OCCI’s public and corporate programs. To kickstart this initiative, the prototype will be the online coaching of the parents of Kids Play.

My key learnings in Elias 2, and particularly in working with Dennis and Chona on their initiative are in the areas of personal mastery, humble inquiry, emphatic listening and the Theory U process.

Personal mastery is key for one to truly achieve “humble inquiry” and emphatic listening. Letting go of judgements, cynicism and even fear in order to face and achieve change is often times quite difficult. One needs to be in a space of compassion and heightened awareness to reach the point of “Open Mind, Open Heart and Open Will”. The process of developing Dennis’ initiative was not easy as it involved changing 18 years of transformation practice. Although OCCI is in the business of providing services of change management, transformation and learning organization processes to its clients, having to apply the same processes to itself was not necessarily without challenge as we needed to confront our own mental models about the organization. But when one surrenders to one’s highest self and willingly surrender to the processes, I can see that with the implementation of the prototype, OCCI may be better equipped to change with the times using emerging technologies.

Dibay Velasquez

Self: I can choose to make a difference or not. I need to listen more with an open heart and mind. When I do choose to make a positive difference, like sharing what I have learned so far from the Elias Ph 2 journey, I find that I am happier and the people I have shared what I’ve learned with, are also happier. I am able to deepen my relationships using what I have learned from the journey. By listening, being open and trusting as I support others, I contribute significantly in terms of idea-generation and project-initiative enhancements.

Organization: It only takes one person, willing to have an open heart, mind and will, to create a small change that ripples out across an organization.

Society: We (the Elias Ph2 participants) may be small in number but we can choose to make a difference beginning with our own selves, which create a ripple effect that can lead to change.

Louie Oviedo

Like I mentioned, ELIAS is more a personal journey for me. I found myself coming on head to head combat with my judgments and how I think things “should be”. There were times I would have just relented to Besol’s suggestion to put the course to a stall and take it later. But, a nagging feeling kept reminding me that I might never pass by this way again and might never have the chance to finish ELIAS EVER(!) if I do not stay with it and finish it now. It was a test of my commitment.

It was also a test of compassion and acceptance. I acknowledge ELIAS came into my life during a time that it was an end of an Old Self and a journey for me. I was not ready to take up a new project during the time that ELIAS PH-2 came to me. And it is okay. People might judge me as having an “expensive” discernment period with ELIAS but hearing about other people’s initiatives kept me sane during the time I was not sure and was in my darkness.