



Ito ang kwento ng
bagong Pilipino.

Stepback Leadership

THE VIEW FROM RIZAL

Shut up, listen

By DR. JUN YNARES, M.D.



I CONTINUE to receive questions regarding the transformation of Antipolo City to one of the country's fastest developing and most competitive component cities.

Some two weeks ago, I shared in this column one of the pillars of this transformation - empowering our city hall team and the various sectors which contribute to the growth of the city. Empowering them involved "stepping back" on the part of the leader, a leadership concept which author and speaker Lloyd Luna asserts was the original Filipino leadership style.

There were other reasons for the transformation of Antipolo City which many have described as remarkable.

Among them are the three important lessons my teachers taught me and which guided me in the field of public service:

Lesson number one: Shut up and listen.

Lesson number two: If you know the answer, raise your hand.

Lesson number three: Finished or not finished, pass your paper.

The battle cry was, "Antipolo: Numero Uno."

During those first three years, we discovered three things: First, the power of a shared aspiration; second, the power of a clear vision; third, the power of collaboration.

When I heard my fellow Antipoleños clamor for "Antipolo, Numero Uno," what I heard was their clear expression of the standard they had set to determine the quality of our governance. They said there is only one standard of quality that would pass their criteria: being numero uno.

That brought us to lesson number two which we learned from our teachers. Lesson number two: If you know the answer, raise your hand. After I had listened to them, it was my turn to ask: How do we fulfill our shared aspiration? Who among you will help? Who will lend a hand? Who will offer and commit their resources, time, and talent to make the city number one?

And just like my teachers, I wrapped up the questions with...

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THE VIEW FROM RIZAL

Stepping back

By DR. JUN YNARES, M.D.



"HOW does it feel to be out of the limelight?" That was one of the first questions asked me last week as I officially became a "former" mayor of Antipolo City.

I sensed that there was something not quite right with the premise of the question. It seemed to presume that I had deliberately stepped into center-stage, grabbed the limelight, and relished it. Close friends know that the opposite is true. I am more of a backstage worker. I prefer to be part of a team which ensures that the production runs smoothly and that the stars in the cast are able to play their roles well.

Inspirational speaker Lloyd Luna, former president of the Philippine Association of Professional Speakers (PAPS), calls it "Stepback Leadership."

I have not read Lloyd's book which he has written about this. He has not yet gifted me with a free, autographed copy. My understanding and appreciation of the concept was shared to me by one of his associates, international communication coach Archie Inlong, fellow Antipoleño.

Lloyd's concept of Step-back Leadership is interesting. He explains that this could have been the original Filipino style of leadership. Here, the leader "steps back," is people at the center, empowers and then makes sure that the people do for any and all outstanding feat to the entire community.

Manila provides convincing evidence of the existence and power of...

labor. There must have been someone or some leaders who made sure that the result of the collective toil of the terraces' builders conformed to certain quality standards.

Yet, none of these leaders have had their names carved out in a monument somewhere.

They are anonymous. Instead, the credit has been given by history to a race, to a people. Those who led them "stepped back." They were never in the limelight. Instead, they placed their people and the community at the center.

Lloyd contrasts the leadership style behind the terraces to the one used by the builders of other historic monuments: For example, the Pyramids of Giza (credited to the Pharaoh Khufu), and, the Great Wall of China (credited to the Emperor Qin Shi Huang).

In many ways, that was the same leadership style used as we worked together for the transformation of Antipolo City over the past six years. It was step-back leadership. We stepped back. We allowed the power of a shared vision - and the might of the collective talents of our city hall staff, of our fellow Antipoleños, and of the various sectors which comprise our community - to create the Antipolo of today.

Our experience in Antipolo shows that much happens when the leader steps back.

Stepping back creates a lot of room for creative ideas. For new perspectives. For innovative ways of accomplishing a task.

Stepping back optimizes the value of available talents...

How can

BY FR. DEL SAN LUIS, S.J.

THE gospel on Sunday re-choosing his... He says, "T... great but the laborers...

Someone confided to me that he will always be "few la... Catholic Church does... rule of celibacy.

To which I replied: already a new rule allow... get married."

"What, there's a new...

 "Yes," I said, "but th... conditions."

"And what are those c...

"The first," I said, "priest must be 30 year... above."

"But at 30 and above... old!" he retorted. "And... second?"

"The priest must get t... ten consent of his parents."


That's just a joke, of cou... because at 30 and above, t... parents are long dead!

 The band of fishermen Jesus called in the gospel (cf. Matthew 10, 1 ff.) formed the core group on which Christ founded his Church.

Unfortunately many hav... the idea that the call of Chr... is addressed only to the apos... and their successors - bis... priests, and religious. That's... Every baptized Christian is... participating in the commo... hood of the Church.

**Leadership isn't about
the leader. It's about the
people.**

**Everything rises and
falls on leadership.**



2000 years ago...

An aerial photograph of a lush green mountain landscape in the Philippines. The foreground and middle ground are dominated by extensive terraced rice fields, which appear as a series of vibrant green, wavy steps descending the hillside. A small village with several buildings is nestled in a valley between the terraces. In the background, more steep, forested mountains rise, with a waterfall visible on the right. A semi-transparent white banner is overlaid on the upper right portion of the image, containing the text 'Are Filipinos not great?' in a bold, black, sans-serif font.

Are Filipinos not great?











Man-made

Ancient Wonders

Constructed by slaves or salaried workers

Built by an order of a reigning ruler

Present need

Death



**Man-made,
hand-made**

8th Wonder

Constructed by free genius people

No single leader took credit

Present and future need

Life



Not functional



Not functional



Not functional



Not functional



The only functional ancient wonder!

An aerial photograph of a lush green mountain landscape in the Philippines. The foreground and middle ground are dominated by extensive terraced rice fields, which appear as a series of vibrant green, wavy steps cascading down the hillside. A small village with several buildings is nestled in a valley between the terraces. In the background, more steep, forested mountains rise, with a waterfall visible on the right. A semi-transparent white banner is overlaid on the upper right portion of the image, containing the text 'Are Filipinos not great?' in a bold, black, sans-serif font.

Are Filipinos not great?

Sir Lloyd, how bored were you...?



**357 kilometers
from Manila to Ifugao**

A photograph showing two men in a crouched position outdoors, working on a large, dark-colored bird, likely a native chicken. The man on the left is wearing a dark blue t-shirt, and the man on the right is wearing a light blue t-shirt. They are both focused on the bird, which is held between them. The background is a plain, light-colored wall. In the bottom left corner, there is a white rectangular box containing the text "Butcher a native chicken" in bold black font. A white curved arrow points from the text box towards the bird.

**Butcher a
native chicken**

**Good alignment of
chicken vile means
you are welcome into
their household**





Native house of Ifugaos







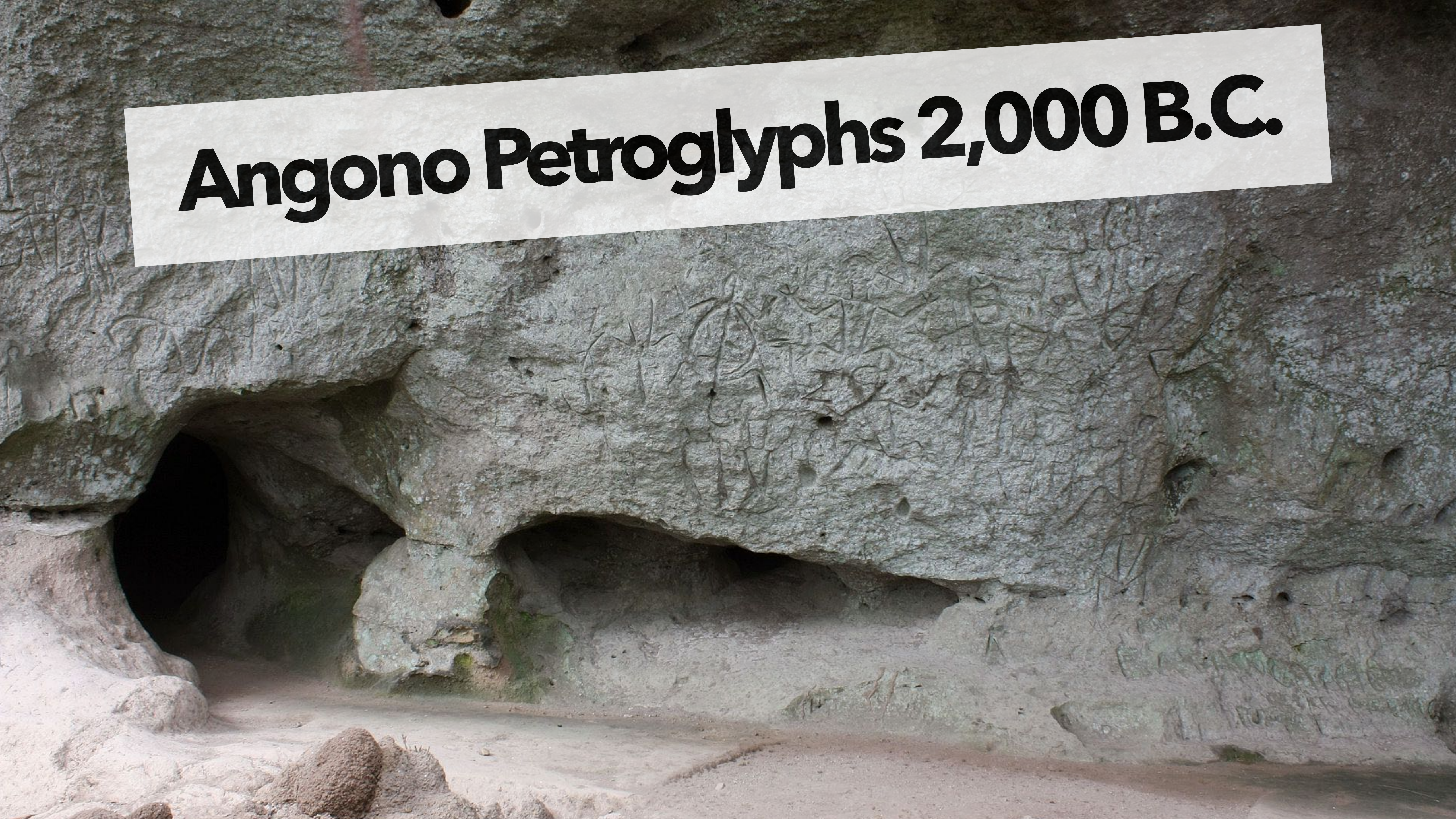
**A full display of Filipino
leadership ingenuity**



**How genius
were we before
1521?**

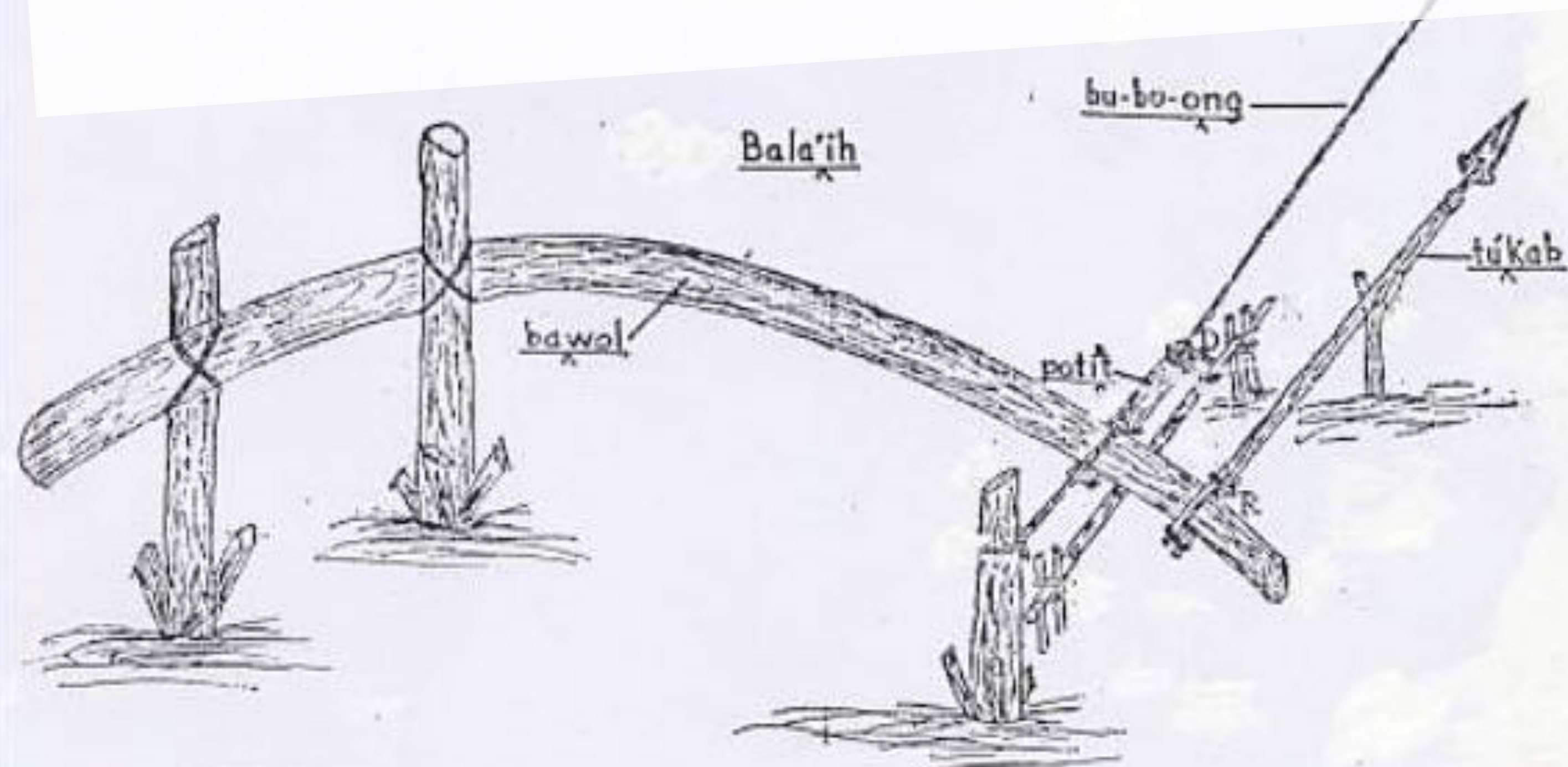


Angono Petroglyphs 2,000 B.C.





Agusan Province Astronomy 1,400 B.C.

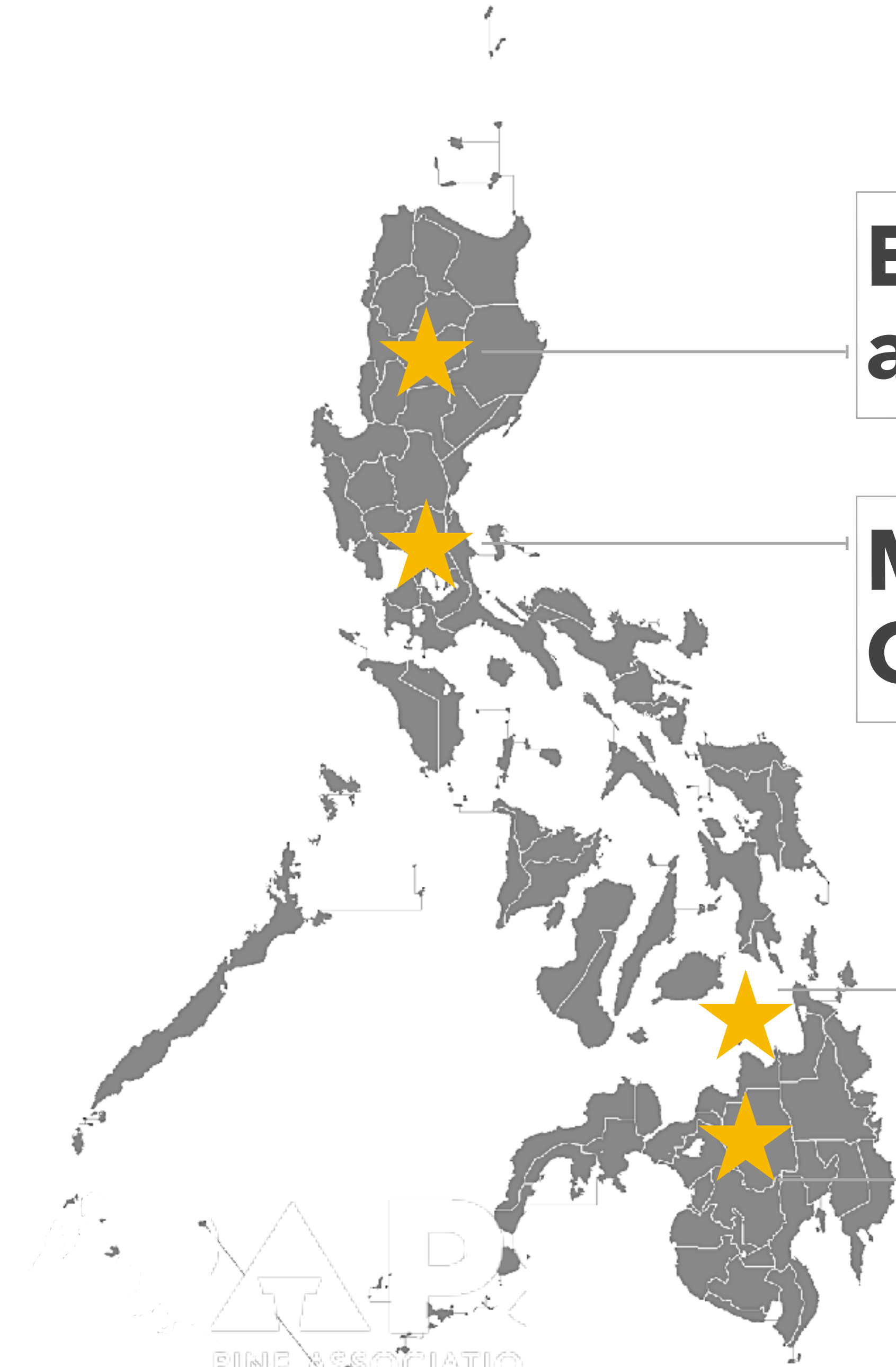


Balangay in Butuan 320 A.D.



Laguna Copper Plate 900 A.D.





**Engineers, architects,
agriculturist, weavers** 1 A.D.

**Mathematicians,
Geometricians** 2000 B.C.

**Maritime navigators, boat
builders, traders, warriors** 320 A.D.

Ethno-astronomers 1400 B.C.

**We were great leaders
before we lost our identity
due to a series of invasion.**

**For more than 400
years, we were made to
believe that we are less**

**3X our identity as a
people was altered**

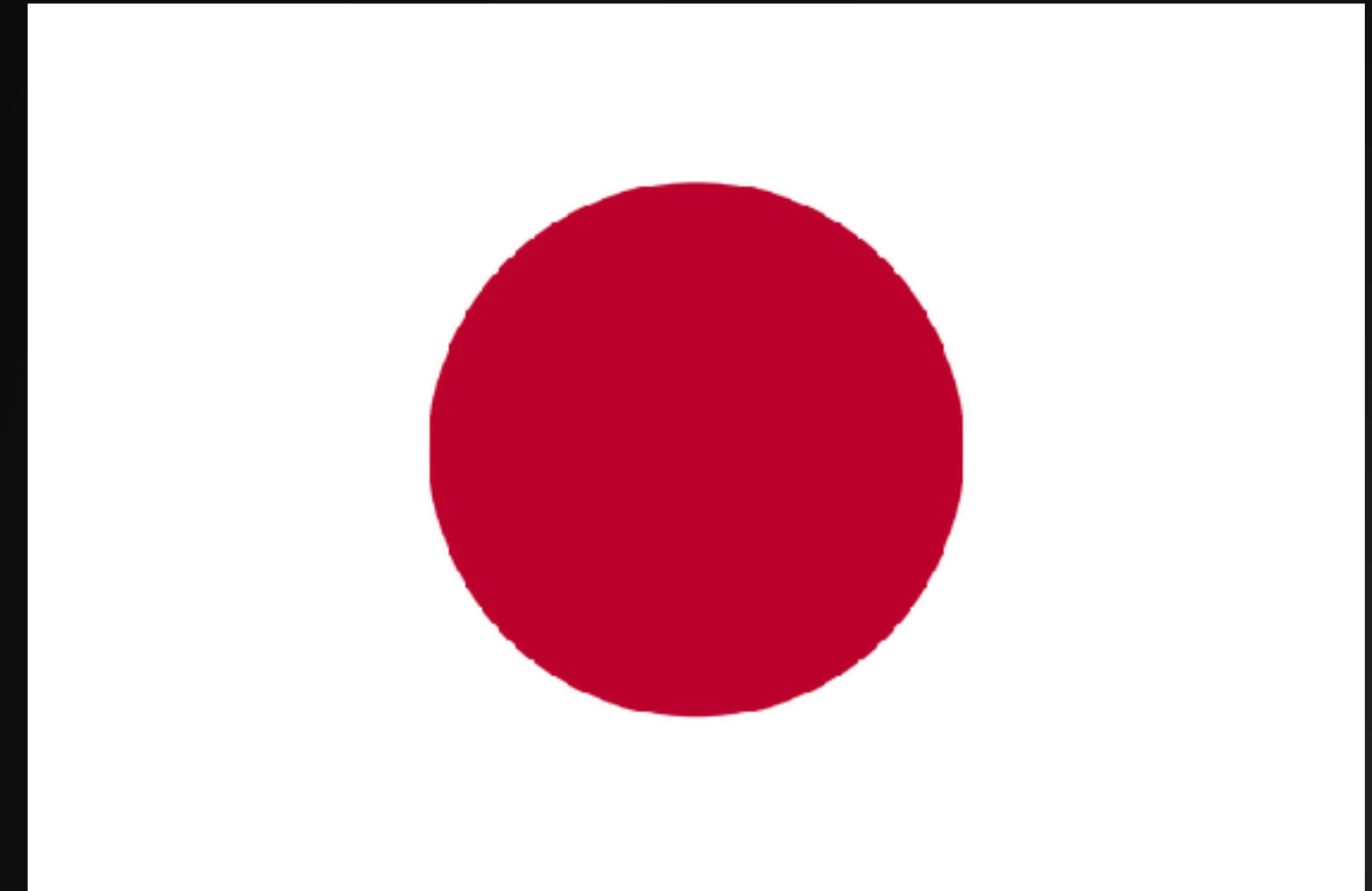
**We were made to
believe that we are less**



333



103



5

**For more than 400 years,
we were weaponize
against each other.**

**Competition is the
only way to win.**

What is the lost art of Filipino leadership?

**If the rice terraces were built by
freemen and there was no single
leader who took the credit for
building it, what is our unique
leadership philosophy?**

Stepback Leadership

A practice of putting the people
at the center of leadership

PLG

Leadership Model



stepback



**People + Leader - Goal
= No destination**



stepback



**People + Goal - Leader
= No direction**



stepback



**Leader + Goal - People
= No function**



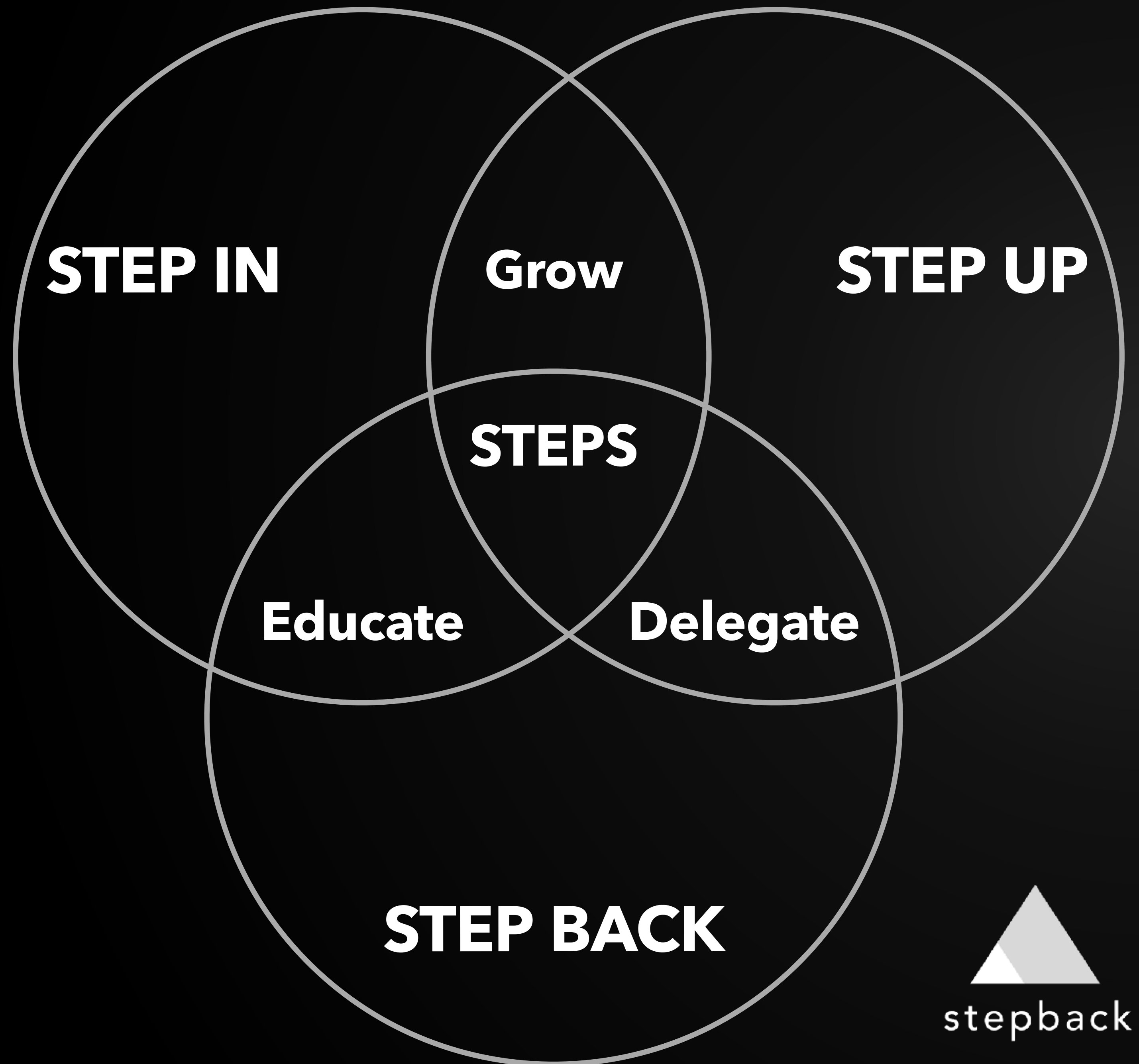
stepback

**The only
reason you're a
leader is the
people.**



stepback

STEPS Leadership Process™



2:30

FREE eBook?

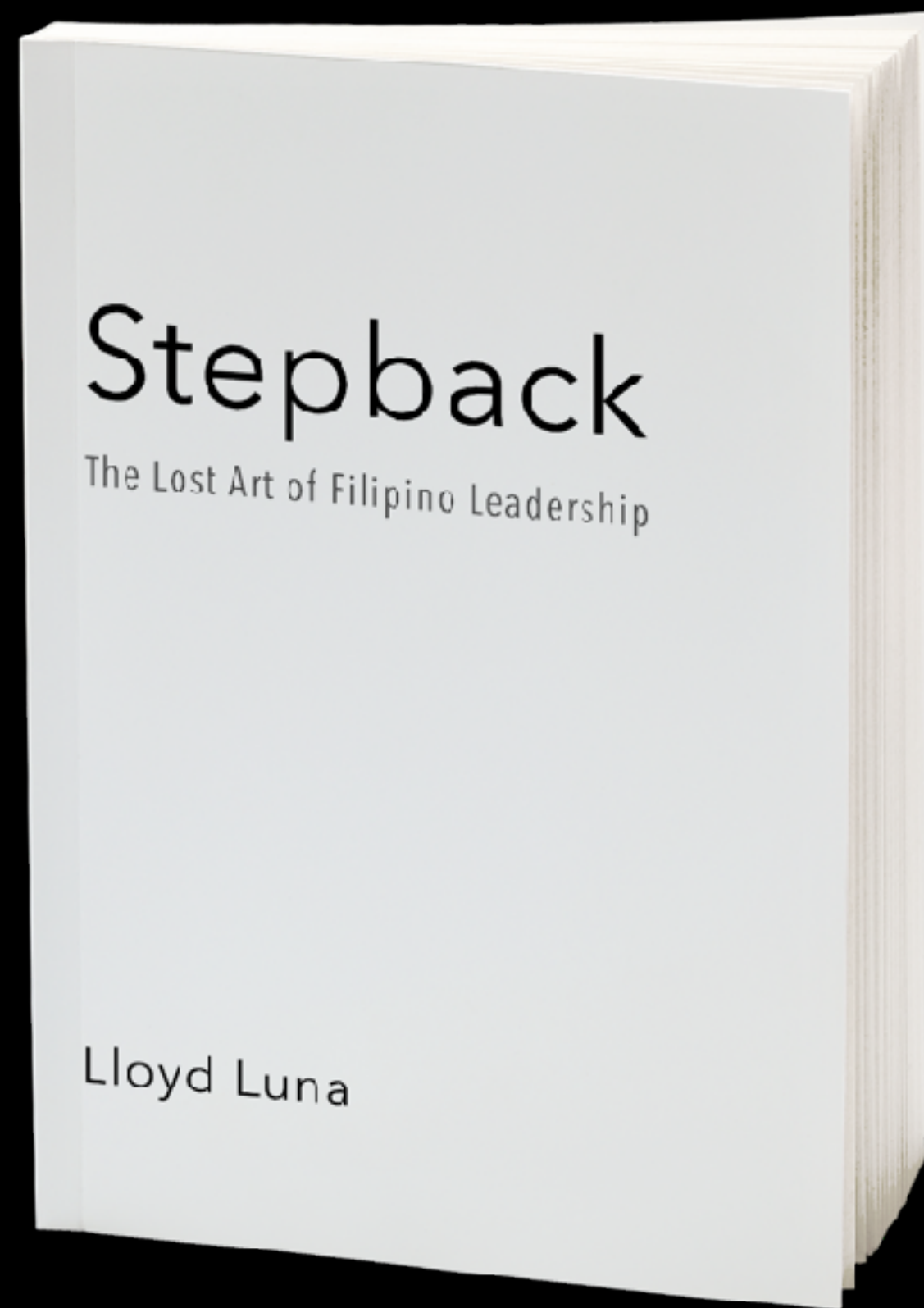
Get your cellphone and type

(1) Name

(2) Email address

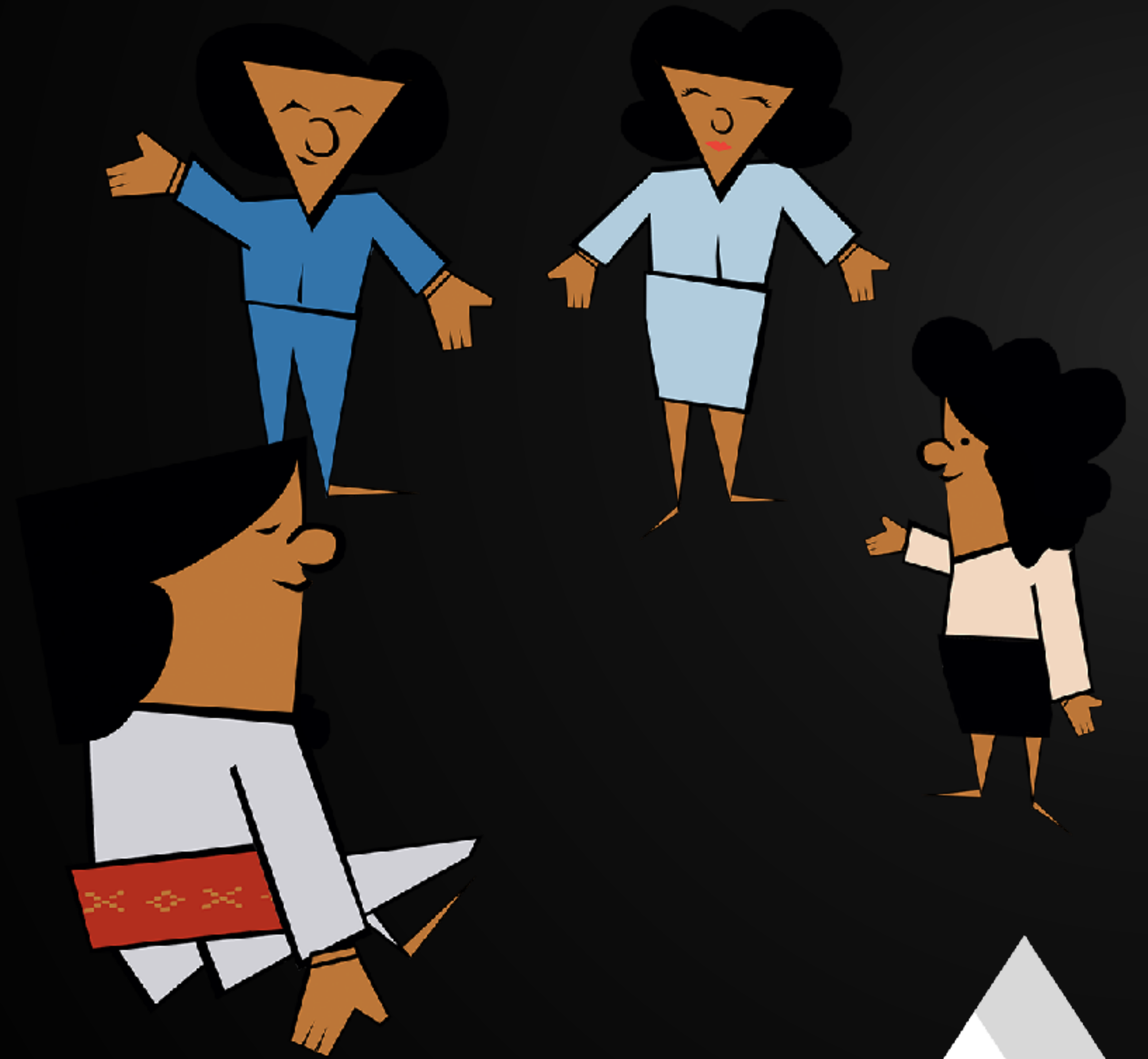
(3) How you feel about my speech

and send to 0917-125-04-76

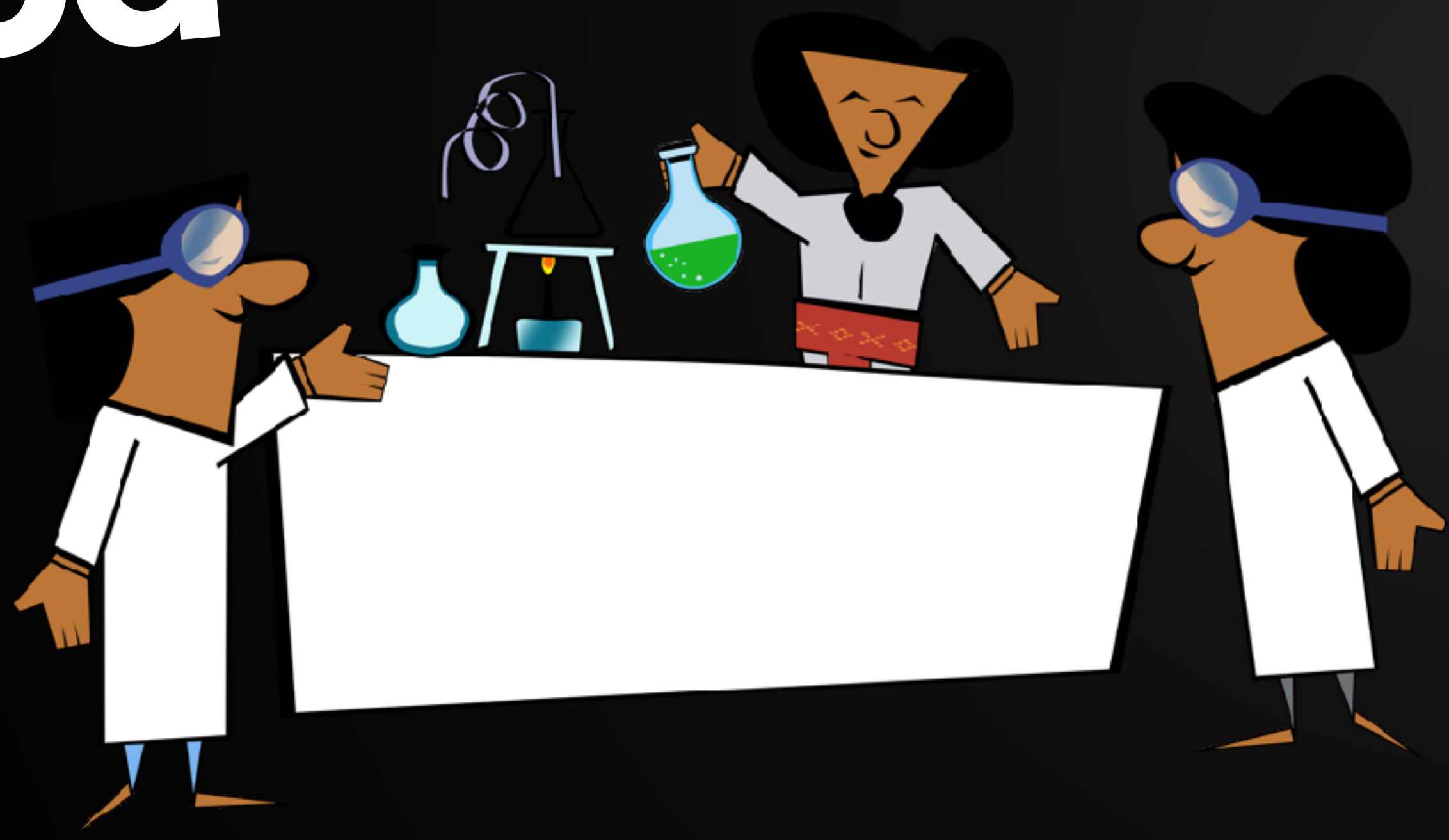


What to do next?

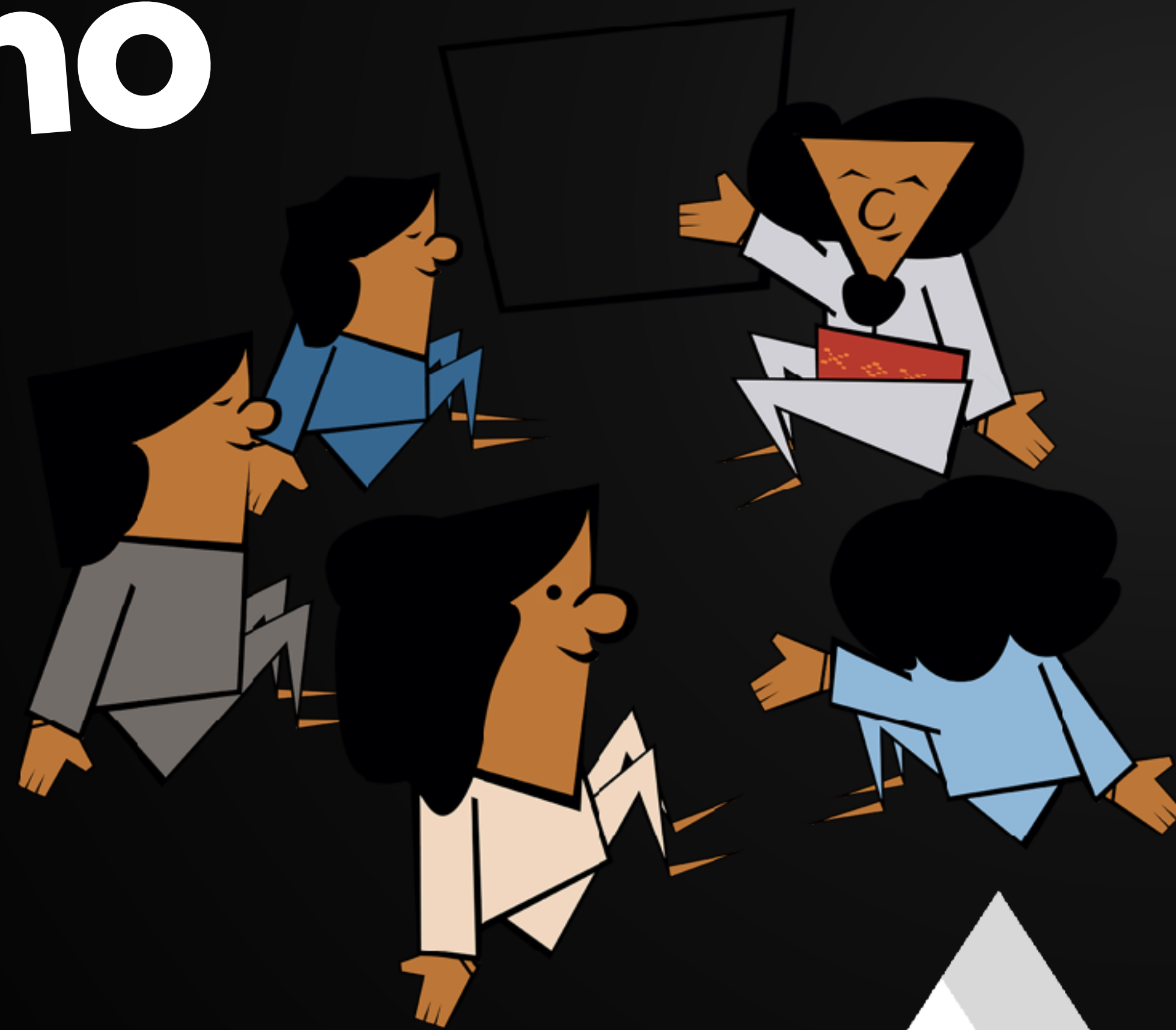
Reclaim your lost Filipino identity



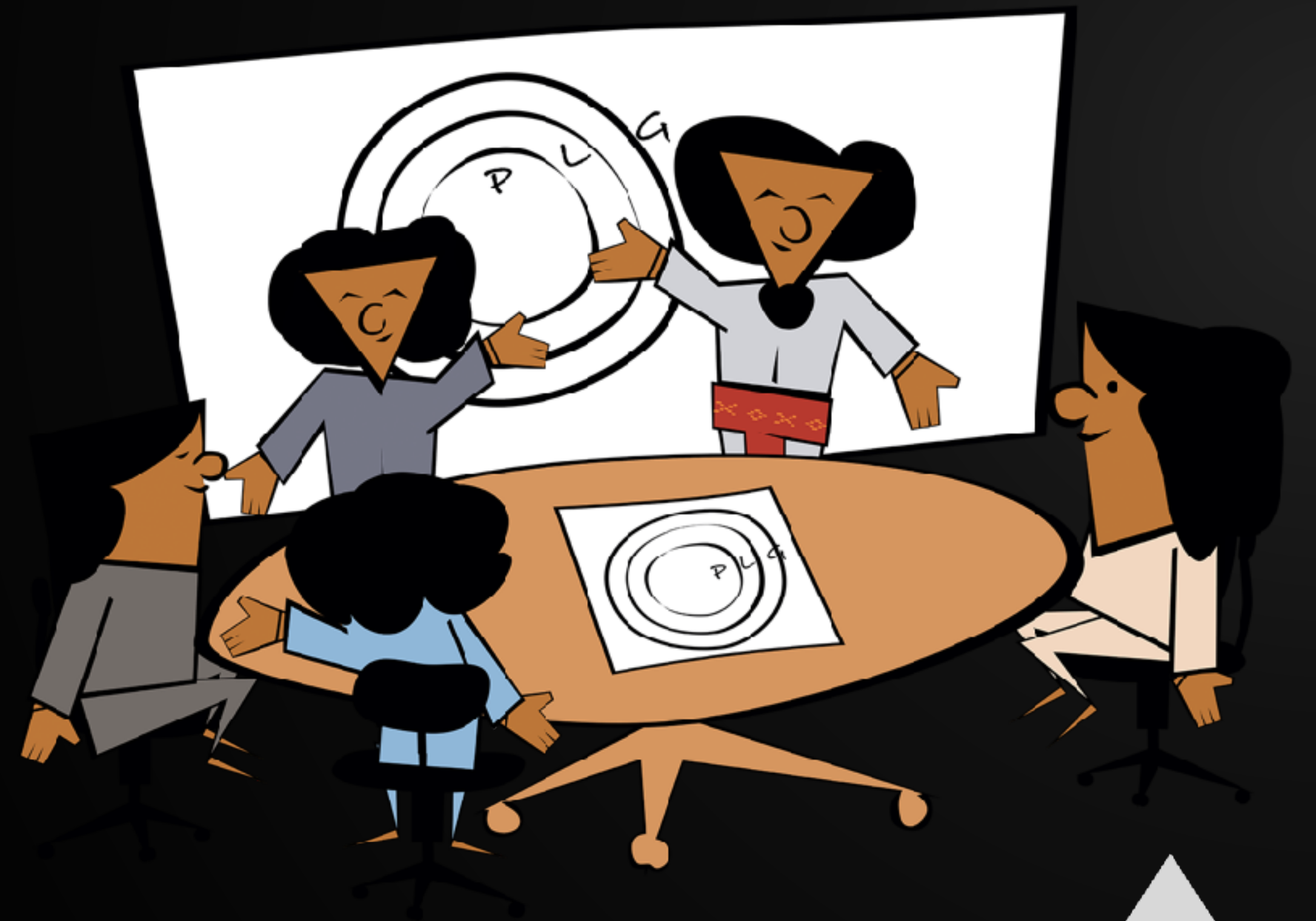
Believe that greatness is in your blood



Start a conversation about the Filipino greatness



Put the people at the center of leadership



**Stepback leaders don't judge
what people do. They find
ways to love their people no
matter what they do.**

Your future according to LLOYD LUNA

**Ten years from now, if you're
not dead, you're alive.**

**Ten years later, what is
your world going to be?**

**Your future depends more
on what you do to your self
than what the world does to
you.**

Ifugao Rice Terraces Leadership Expedition

www.stepback.ph





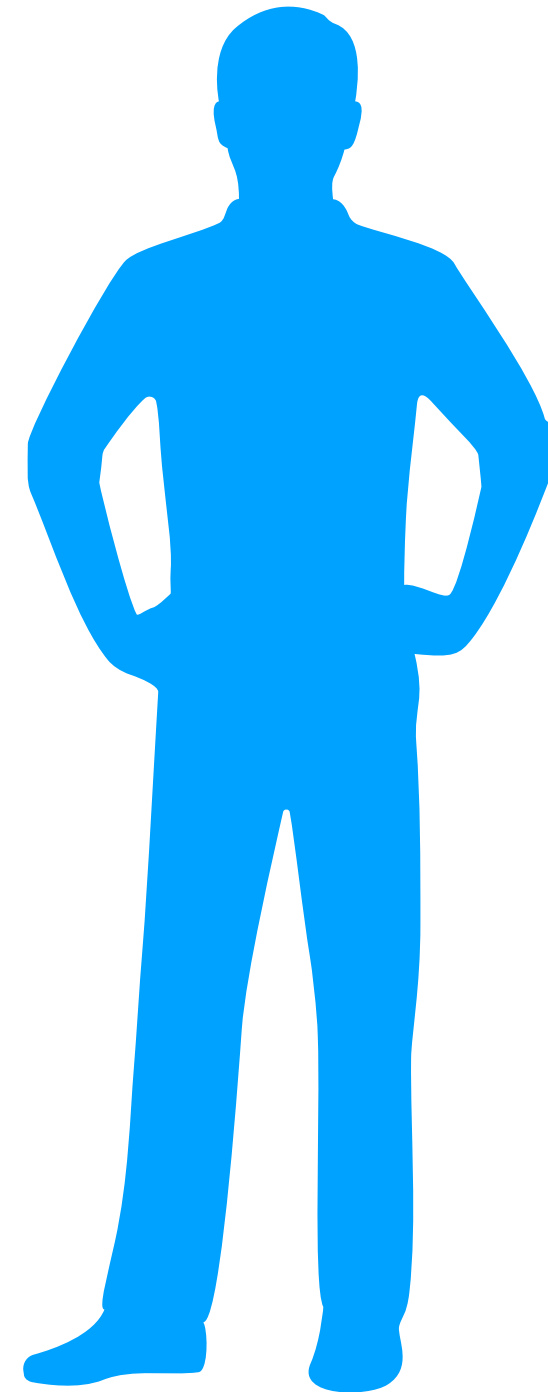
Lloyd Luna CEO of Stepback @lloydluna



**Basic
Human
Motivation**

Create

Acquire



Bond

Defend