



Ito ang kwento ng
bagong Pilipino.

Stepback Leadership

How can

BY FR. BEL SAN LUIS, S.J.



THE VIEW FROM RIZAL

Stepping back

BY DR. JUN YNARES, M.D.

12

MANILA BULLETIN
THE NATION'S LEADING NEWSPAPER

THE VIEW FROM RIZAL Shut up, listen

By DR. JUN YNARES, M.D.



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"H OW 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 one of his associates, international communication coach Archie Inlong, fellow Antipoleño.

Lloyd's concept of Step-back Leadership explains that this could have the original Filipino style of leadership.

Here, the leader "steps back," leaving people at the center, empowers and then makes sure that the for any and all outstanding talents. For innovative ways of accomplishing a task.

Stepping back optimizes the value of available talents. It

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. It

HE gospel in Sunday rec
choosing his t
He says. "T
great but the laborers

Someone confide
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 o
priest must be 80 ye
above."

"But at 80 and abov
old!" he retorted. "And
second?"

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

That's just a joke, of cou
because at 80 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 Christ
is addressed only to the apost
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...

A wide-angle, high-angle aerial photograph of a vast, terraced rice field landscape. The fields are arranged in numerous parallel, wavy rows that follow the contours of a steep mountain slope. The green of the rice plants is vibrant and varies in shade across the different terraces. In the lower-middle portion of the image, a small cluster of traditional houses with red roofs is nestled among the fields. A single, narrow, light-colored path or road cuts through the upper right portion of the terraces. The background shows the dense, green forested mountain ridges under a clear blue sky.

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



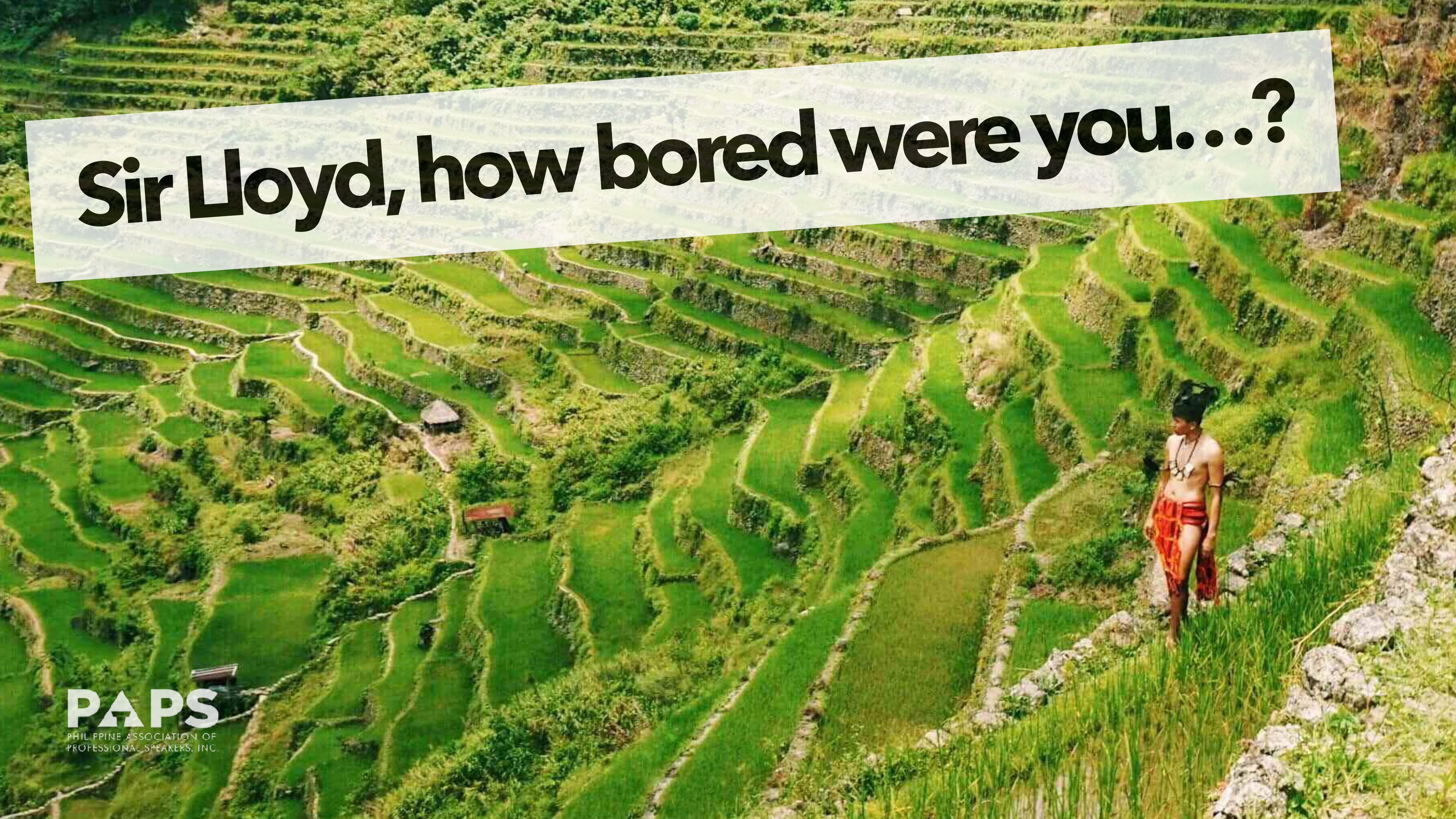
Not functional



The only functional ancient wonder!

A wide-angle aerial photograph of a vast, terraced rice field in the Philippines. The fields are arranged in numerous parallel, winding lines that follow the contours of a steep mountain slope. The green of the rice plants is vibrant and textured. In the lower center, a small cluster of traditional houses with red roofs is nestled among the fields. A narrow, light-colored path or road cuts through the upper right portion of the terraces. The background shows more of the lush, green mountainous terrain under a clear sky.

Are Filipinos not great?

An aerial photograph of a vast, terraced landscape, likely the Banaue Rice Terraces in the Philippines. The fields are arranged in numerous concentric, winding patterns that follow the contours of a mountain. The terraces are filled with lush green rice plants. A few small, traditional structures with thatched roofs are visible among the fields. In the lower right foreground, a person wearing a red cloth around their waist stands on a rocky outcrop, looking out over the vast expanse.

Sir Lloyd, how bored were you...?



**357 kilometers
from Manila to Ifugao**



Butcher a
native chicken



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





Native house of Ifugaos





Aerial view of the Banaue Rice Terraces in the Philippines, showing the intricate terraced fields on a mountain side.

A full display of Filipino
leadership ingenuity



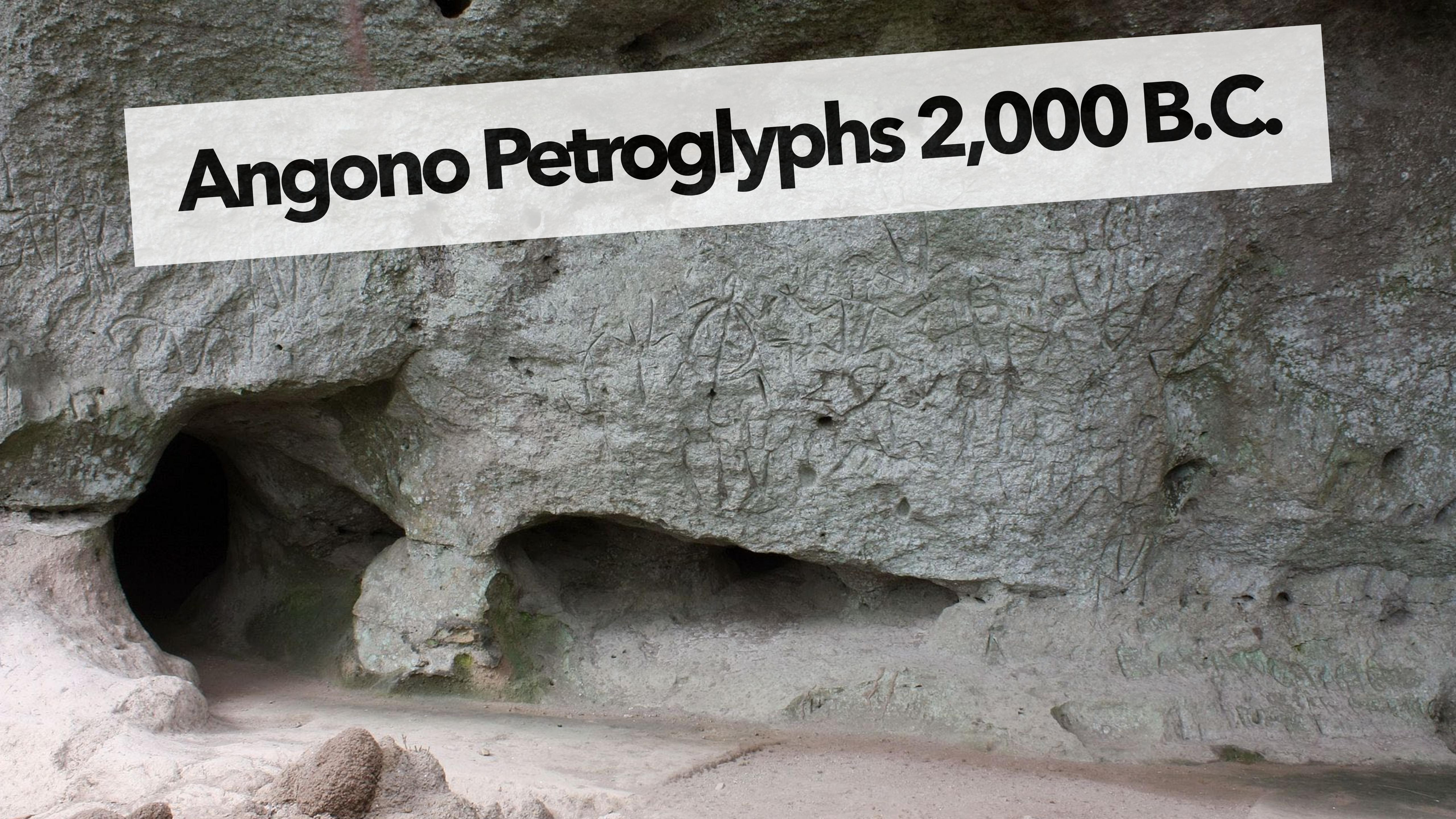


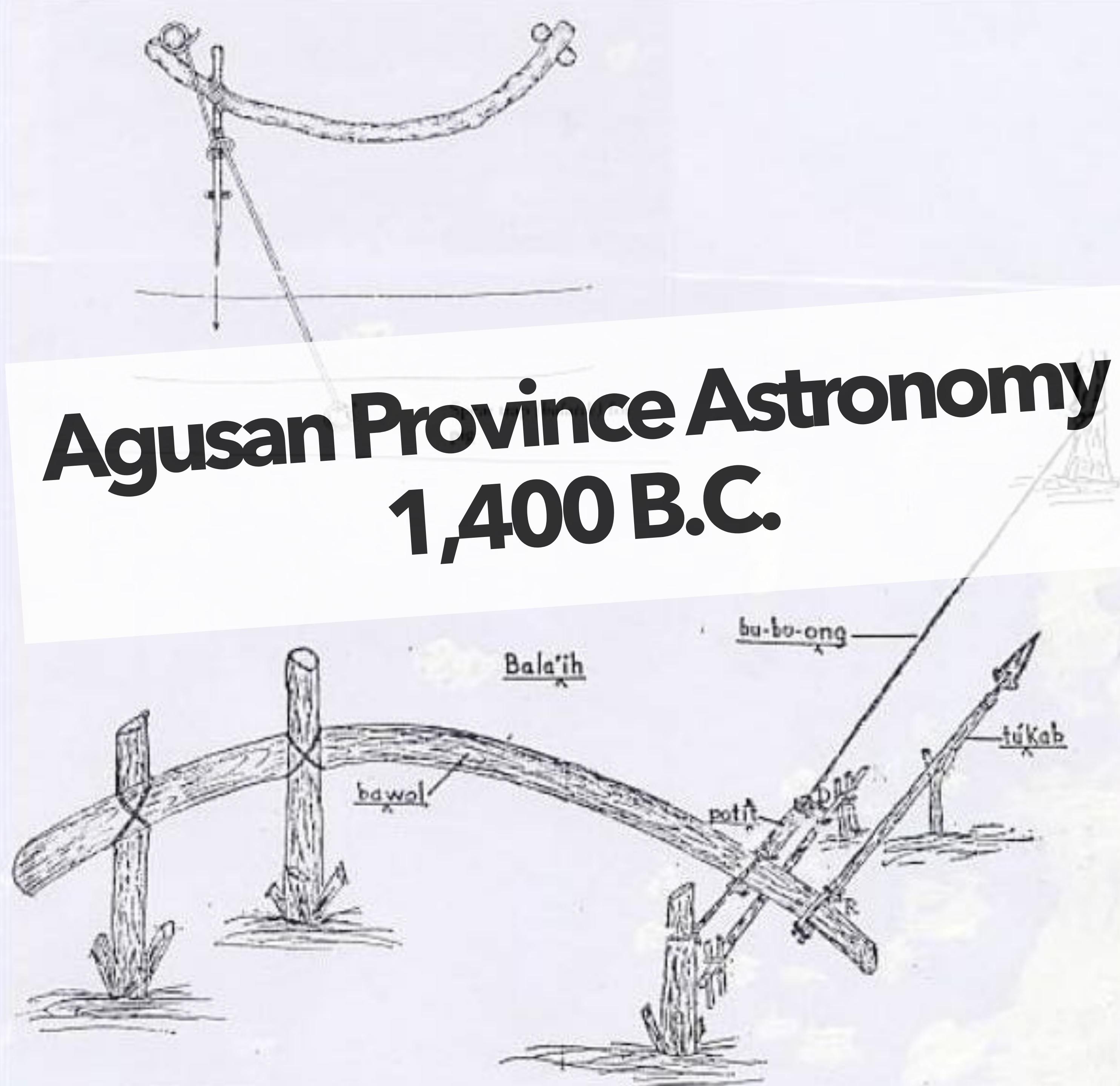
**How genius
were we before
1521?**



stepback

Angono Petroglyphs 2,000 B.C.





Agusan Province Astronomy 1,400 B.C.

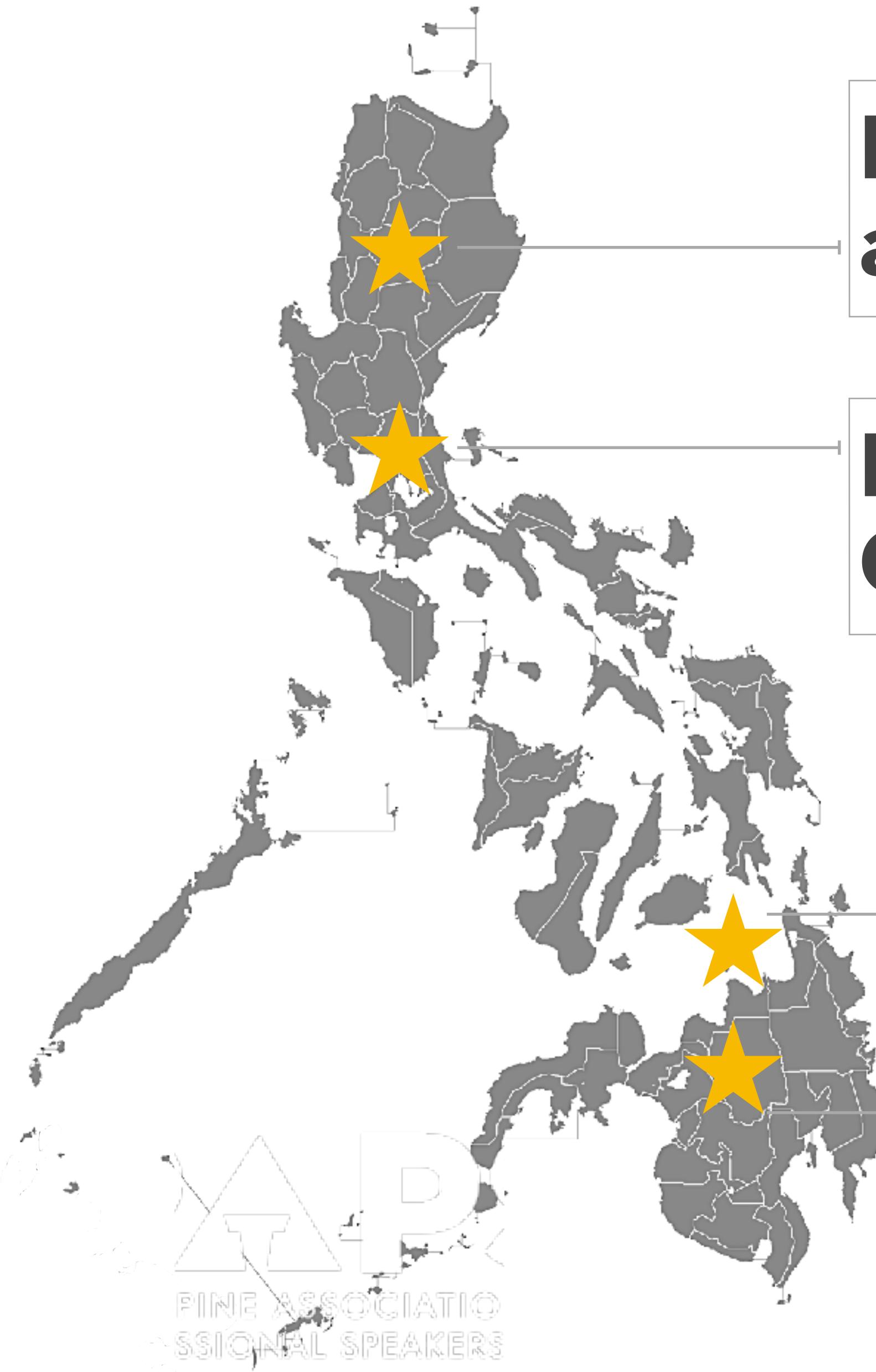


Balangay in Butuan 320 A.D.



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.

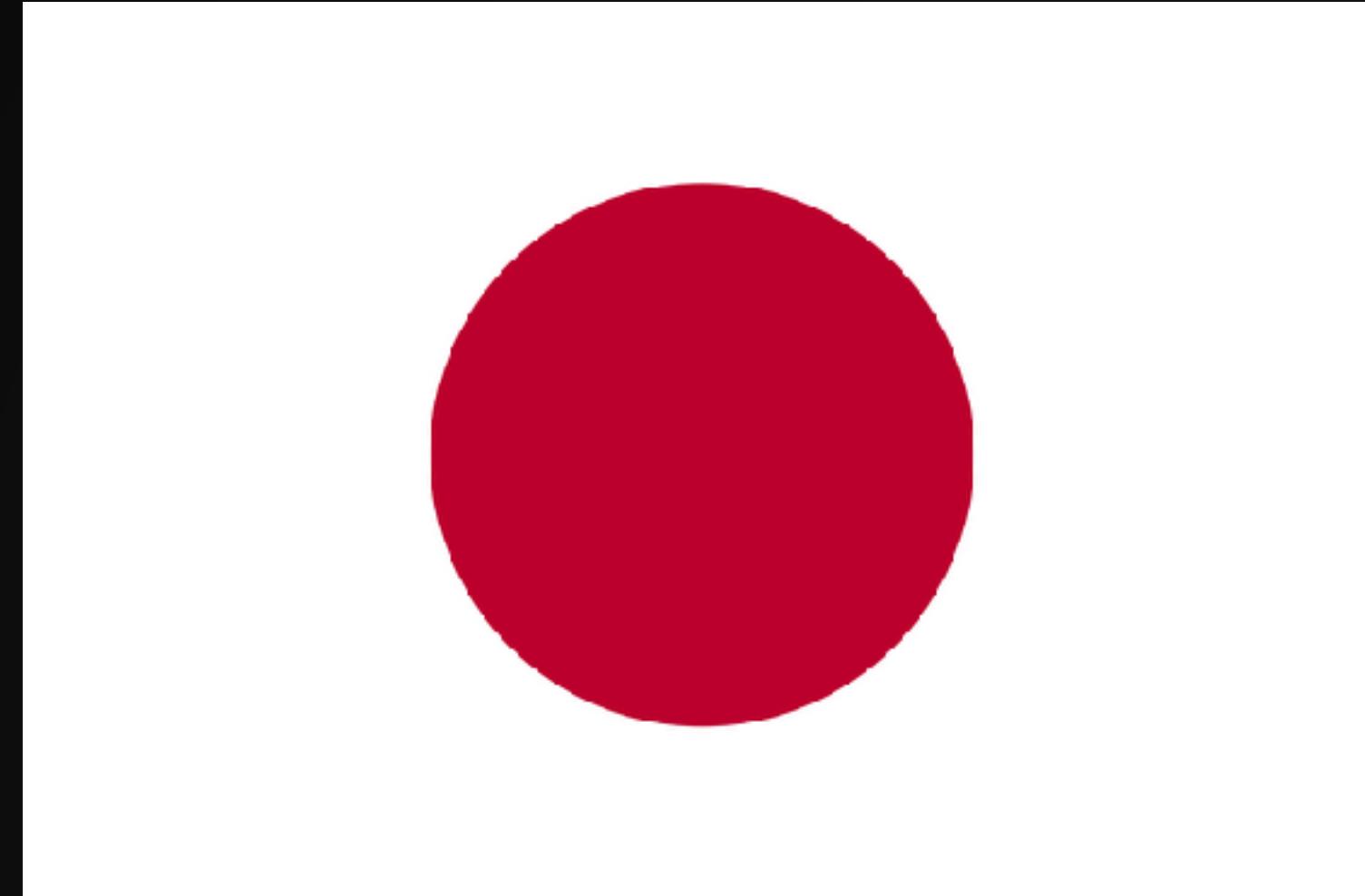
Ethno-astronomers 1400 B.C.

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





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



stepback



People + Goal - Leader
= No direction



stepback



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



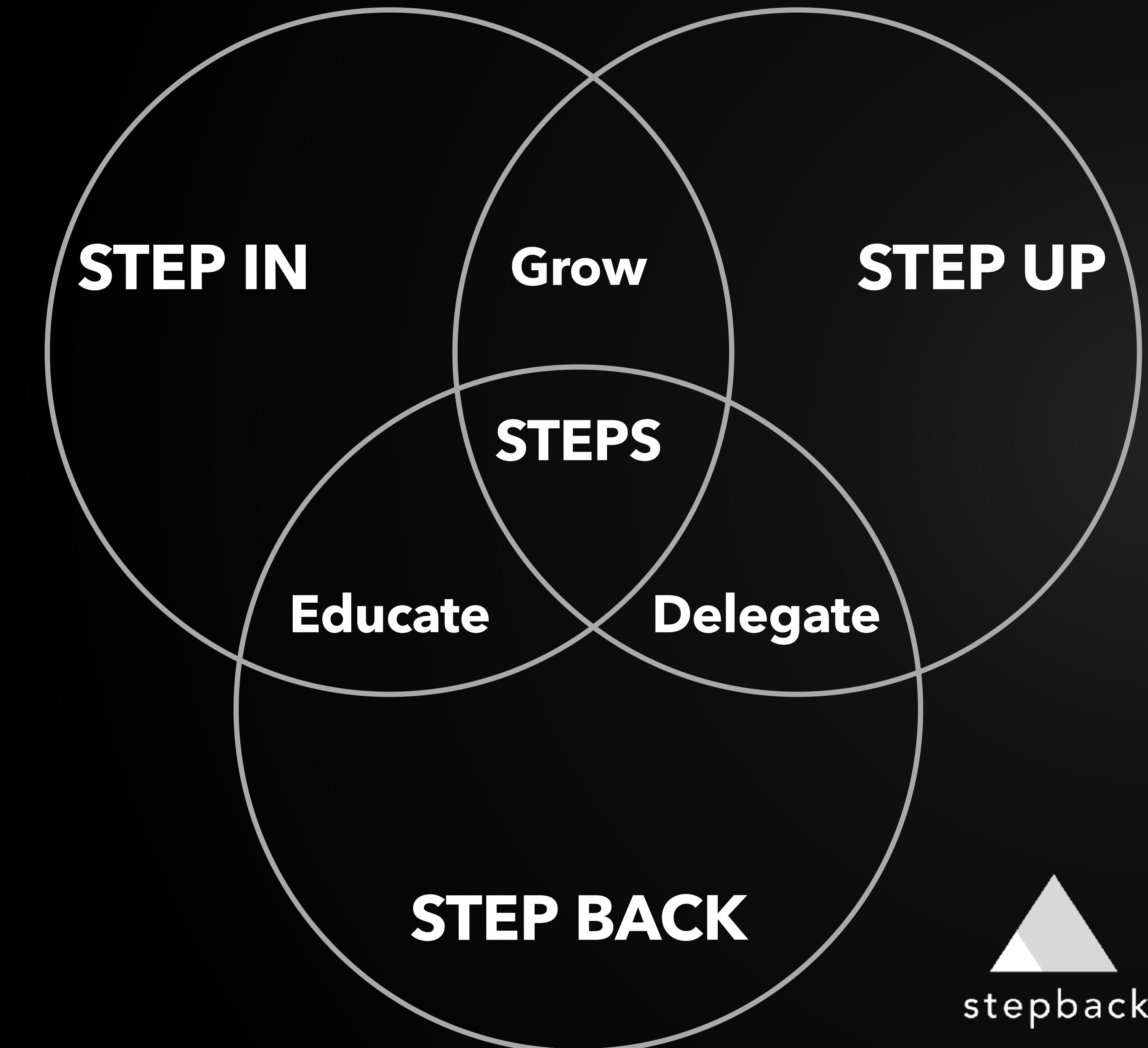


The only
reason you're a
leader is the
people.



stepback

STEPS Leadership Process™



2:30

2:30

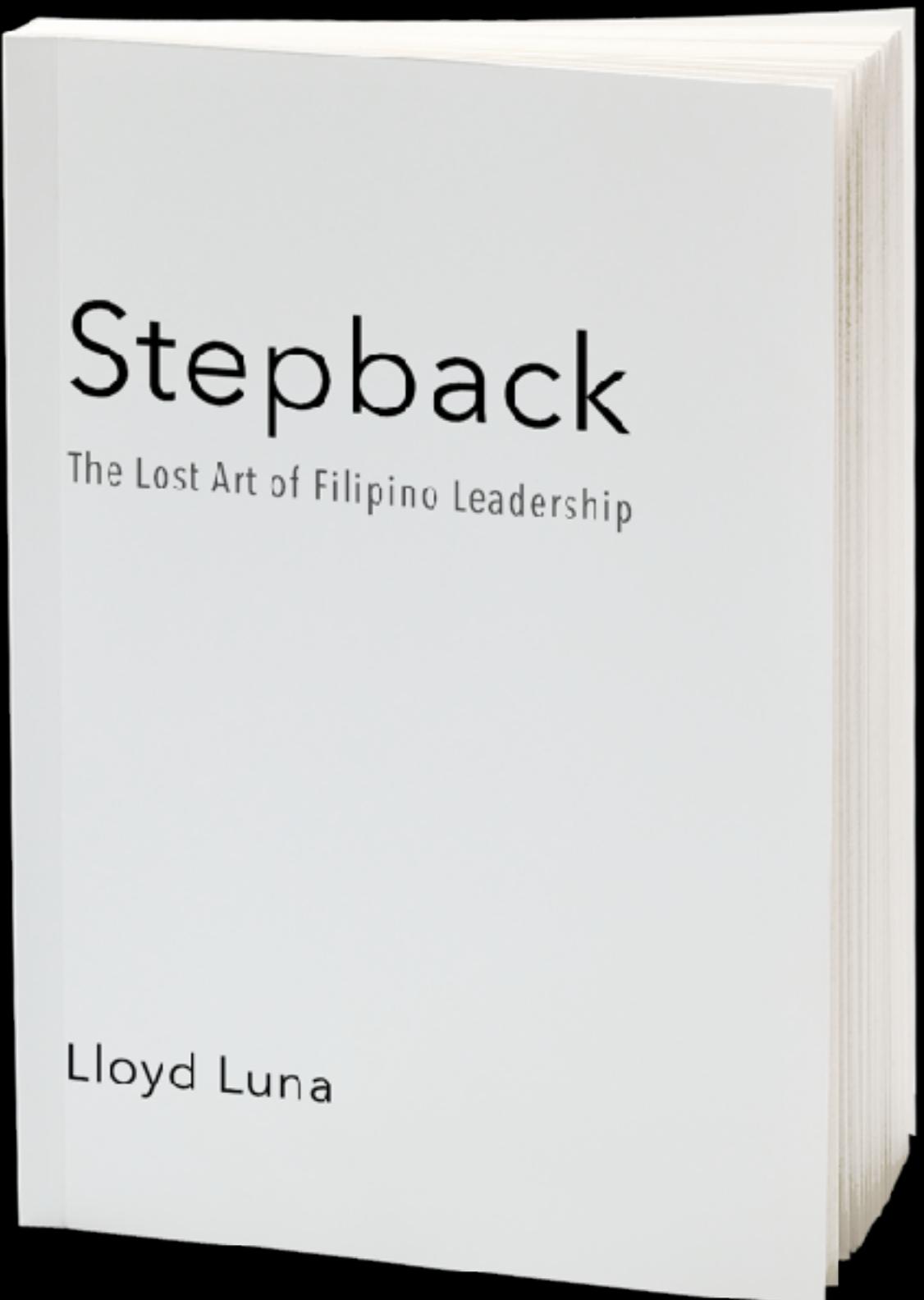
FREE eBook?

Get your cellphone and type

(1) Name

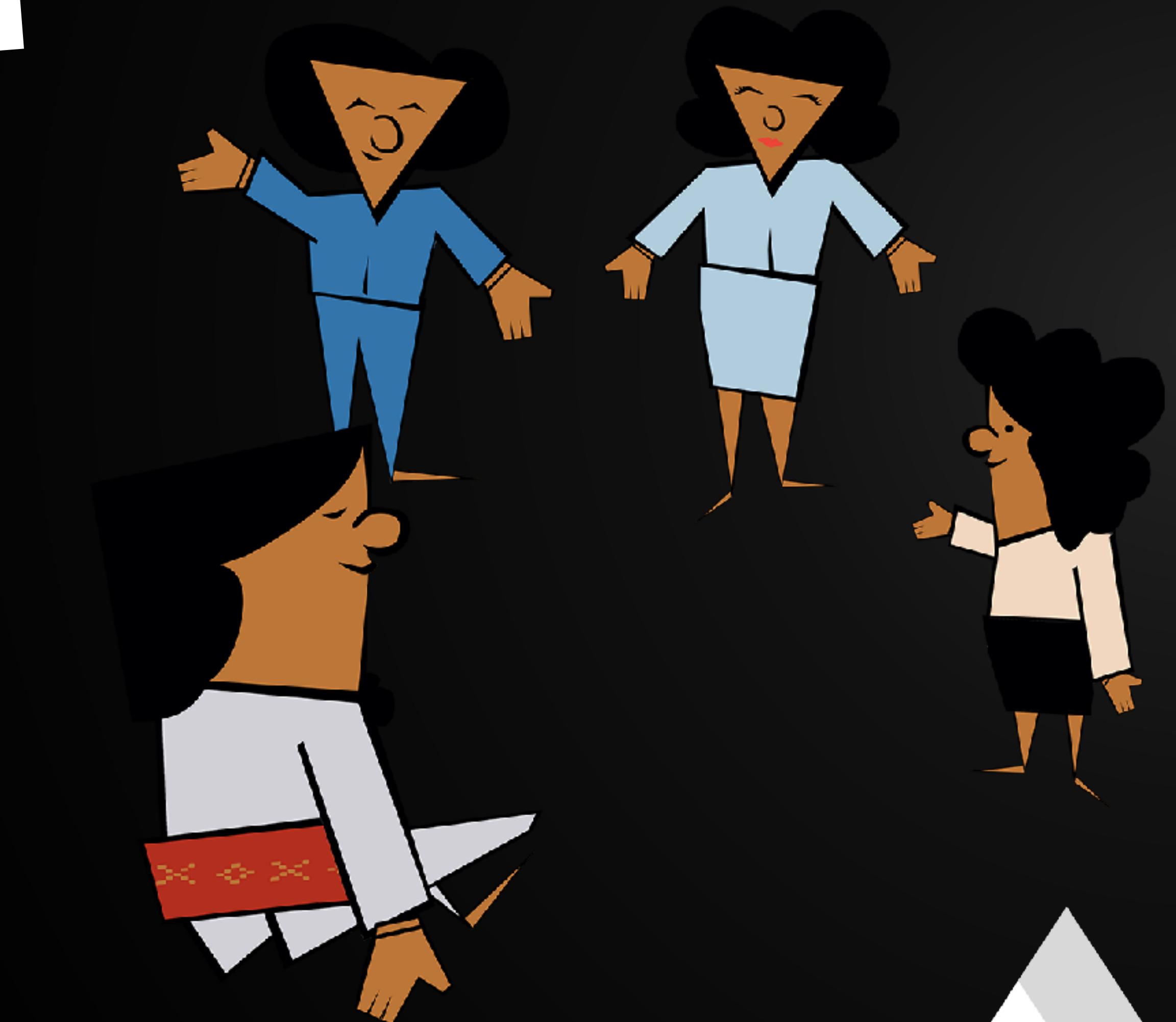
(2) Email address

(3) How you feel about my speech
and send to **0917-125-04-76**

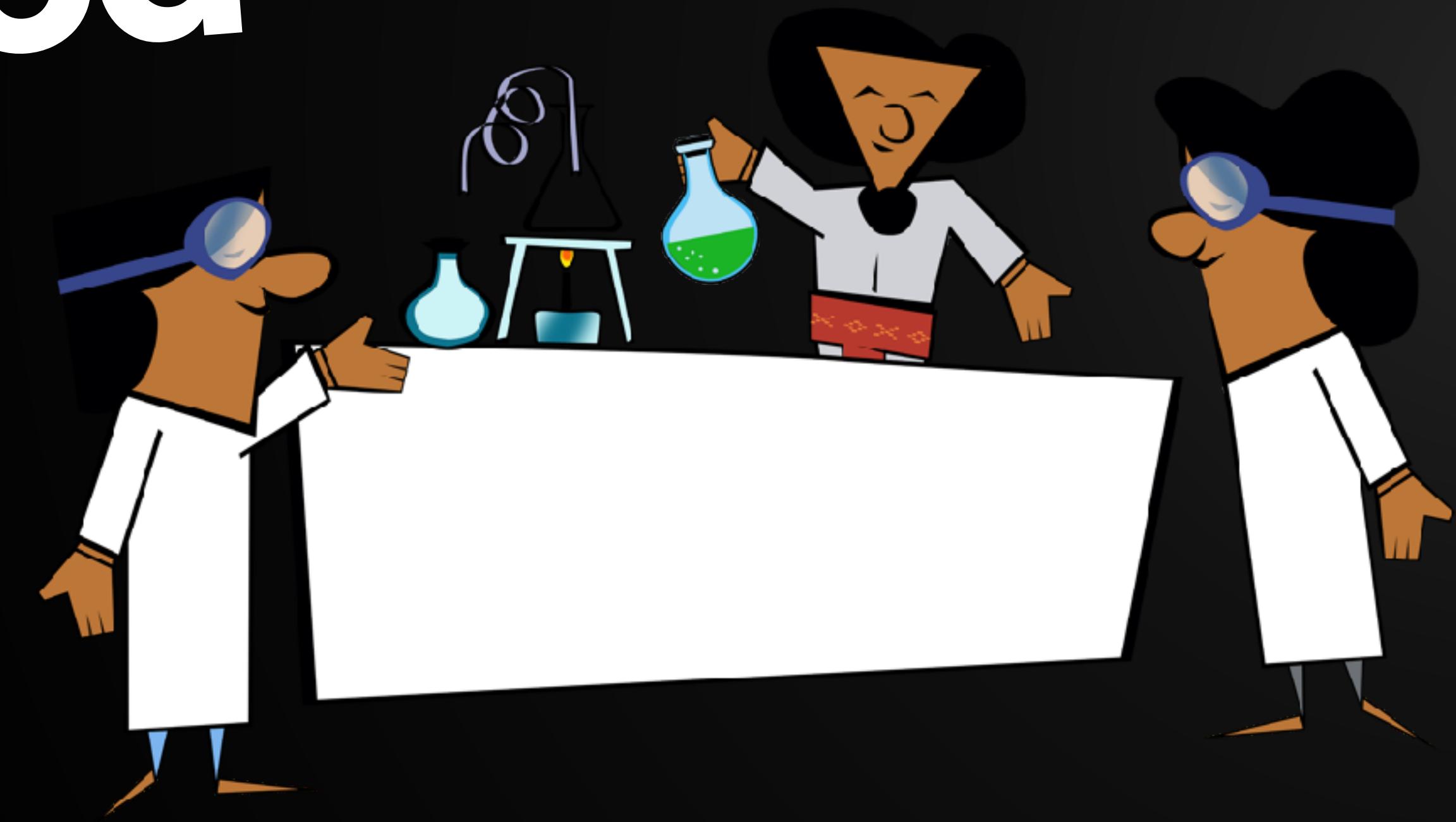


What to do next?

Reclaim your lost Filipino identity



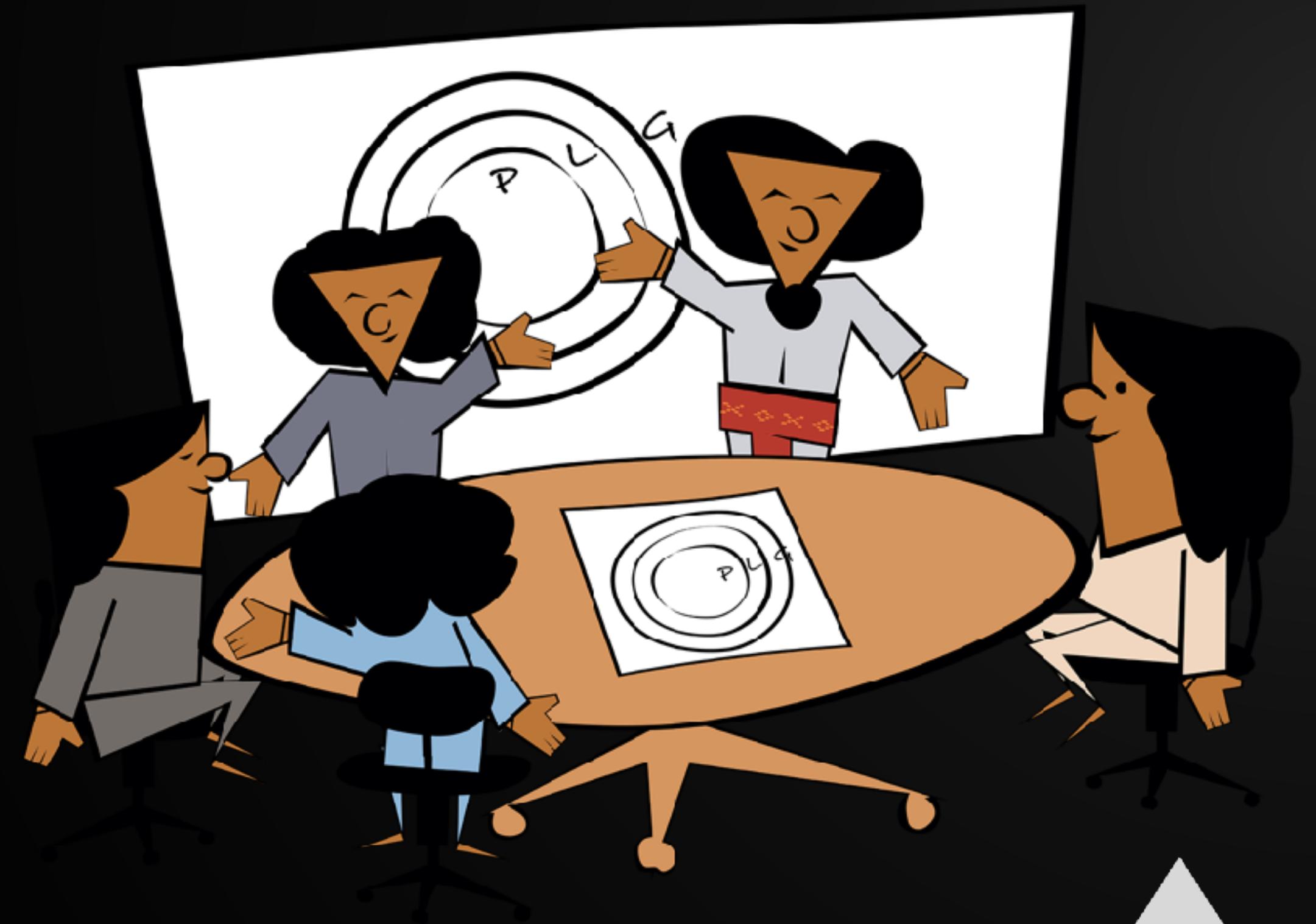
Believe that greatness is in your blood



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.

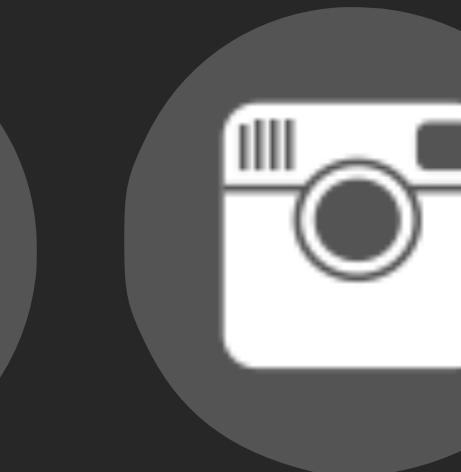


Ifugao Rice Terraces Leadership Expedition

www.stepback.ph



Lloyd Luna
CEO of Stepback
@lloydlluna

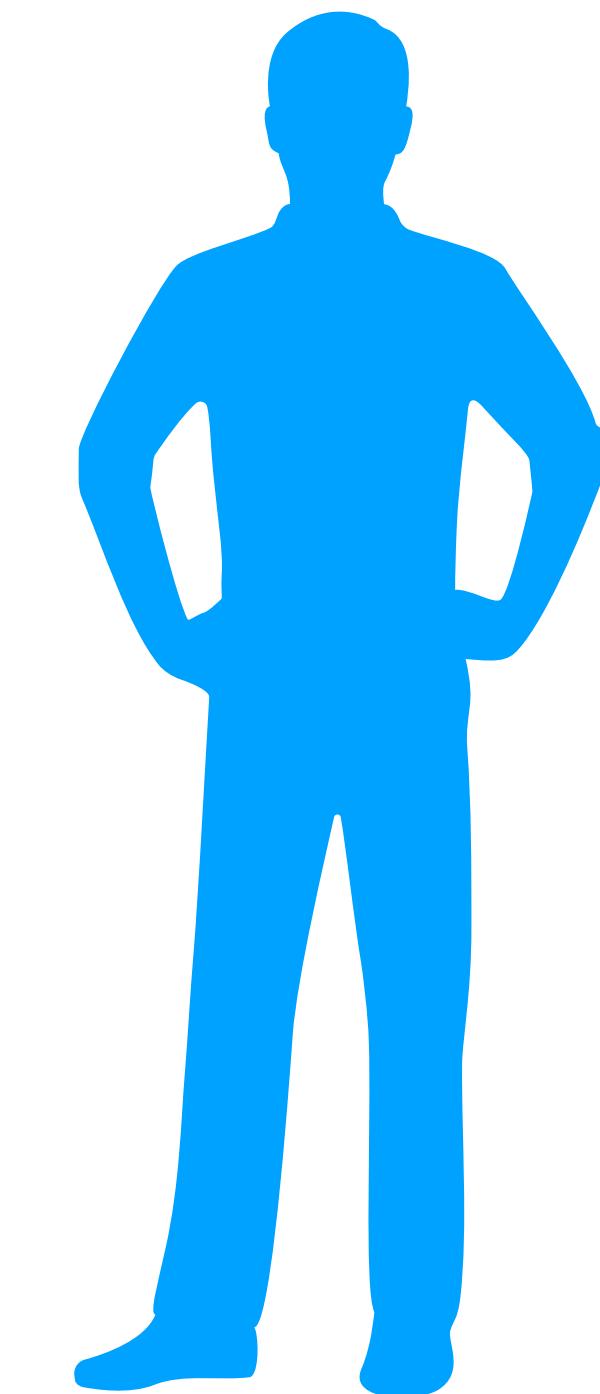


**Basic
Human
Motivation**

Create

Acquire

Bond



Defend