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DEPED MALAYBALAY CITY DIVISION  
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BY: [Signature]

Republic of the Philippines  
**Department of Education**  
REGION X- NORTHERN MINDANAO  
DIVISION OF MALAYBALAY CITY

**DIVISION ADVISORY**

*This Division Advisory is issued in compliance with DepEd Order No. 8, s. 2013, this is not an endorsement by the Division of Malaybalay City per DepEd Order No. 28, s. 2001, but for the information of DepEd Officials, personnel/staff and the public.*

**INTERNATIONAL SEMINAR WORKSHOP ON BUILDING SUSTAINABLE HIGH-PERFORMANCE ORGANIZATION**

The center for Human Resource Development Foundation Inc. is offering a webinar designed for the Professional Development of Teaching and Non-Teaching Personnel with the theme " Culture of Excellence: Creating a High Performance Organization."

Attached is the Regional Advisory, program flow ,together with the webinar platform via Zoom Conferencing System and Google Classroom.

The participation in the said activities is consistent with D.O 9 s. 2005 on Instituting Measures to Increase Engaged Time-on Task and Ensuring Compliance Therewith, all these trainings will be conducted outside DepEd official time/working hours.

Should there be queries, interested participants may email at [chrdf.inc@gmail.com](mailto:chrdf.inc@gmail.com)

*[Signature]*  
**VICTORIA V. GAZO, PH.D, CESO V**  
Schools Division Superintendent

Enclosed:  
As stated  
Copy furnished:  
Records Unit  
HRD

**TO BE POSTED IN THE WEBSITE.**



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Republic of the Philippines  
**Department of Education**  
 REGION X - NORTHERN MINDANAO

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1/18/22

Office of the Regional Director

**Regional Advisory No. 09**, s. 2022

January 18, 2022

In compliance with DepEd Order No. 8, s. 2013,  
 this Advisory is issued not for endorsement per DO 28, s. 2001,  
 but for the information of DepEd Officials,  
 personnel/staff, and the concerned public.  
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**INTERNATIONAL SEMINAR WORKSHOP ON BUILDING SUSTAINABLE  
 HIGH-PERFORMANCE ORGANIZATION**

In search for solutions to the educational challenges brought about by the COVID-19 pandemic, the Center for Human Research and Development Foundation Inc. is offering a webinar designed for the Professional Development of Teaching and Nonteaching Personnel with the theme "Culture of Excellence: Creating a High-Performance Organization."

For Teaching Personnel:

Title of the NEAP Recognized Program	Date of Conduct	Target Participants
International Seminar Workshop on Leaders of Learning: Engaging School Heads towards Effective School Leadership in the New Normal	February 25-27, 2022	School Heads and Principals
International Seminar Workshop on Reimagining Education through Effective Curriculum Implementation	March 4-6, 2022	Teacher III
International Seminar Workshop on Gender Equality in Education	March 11-13, 2022	Teacher I-III and Master Teachers

For Nonteaching Personnel

International Seminar Workshop on Building Sustainable High-Performance Organization	January 29, 30 and February 5, 2022 (Batch 1) May 7, 8, 14, 2022 (Batch 2)	Nonteaching Personnel
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The training for nonteaching personnel is not covered by NEAP (D.O. 001 s. 2022)

Consistent with D.O. 9 s. 2005 on Instituting Measures to Increase Engaged Time-on Task and Ensuring Compliance Therewith, all these trainings will be conducted outside DepEd official time/working hours.

Attached is the program flow, together with the webinar platform via Zoom Conferencing System and Google Classroom.

For queries, interested participants may email at [chrd@inc@gmail.com](mailto:chrd@inc@gmail.com).

Immediate and wide dissemination of this Advisory is desired.

**DR. ARTURO B. BAYOCOT, CESO III**  
Regional Director

P.P.

**DR. VICTOR G. DE GRACIA JR., CESO V**  
Assistant Regional Director

\* International Seminar-Workshop on Building  
Sustainable High-Performance Organization

HRDD/NEAP niño

Title of Program	<b>International Seminar Workshop on Building Sustainable High Performance Organization</b>
Theme	<i>Culture of Excellence: Creating A High Performance Organization</i>
Date of training	January 29, 30 and February 5, 2022
Platform	Zoom Conferencing System and Google Classroom
Program description	<p>In compliance with DEPED Order no. 40 s.2020 or Implementation of Learning and Development for Non-Teaching Personnel in the Department of Education in View of the COVID-19 Pandemic, the Center for Human Research and Development Foundation Inc. would like to invite your non-teaching personnel to our incoming professional development program designed for them.</p> <p>The only way to keep teams focused on your organizational goals during times of change is to create a culture where every individual feels in their very core that focusing on the highest aspirations and meaningful goals of the company is more important than the uncomfortable feelings created by change. This professional development program is especially designed to ignite the passion of every non-teaching personnel to be deeply aligned with organizational goals of the Department of Education and respond to the diverse needs of their respective stakeholders.</p>
Program Outcomes	<ol style="list-style-type: none"> <li>1. Explain how non-teaching staff/ government employees make a difference in servicing clients - both internal and external,</li> <li>2. Deduce the need for 'change' through program that will help an organization function better by creating a one minute paper,</li> <li>3. Discuss updates and implications of data privacy law and how it contributes to effective functioning of an organization,</li> <li>4. Create personal and professional development plan on the areas of career, family, social and spiritual life, and</li> <li>5. Develop mastery of roles and responsibilities focused on high performance in the workplace.</li> </ol>
<b>Plenary Sessions</b>	
<b>1. Neuro-Linguistic Programming</b>	Neuro-linguistic programming (NLP) is a psychological approach that involves analyzing strategies used by successful individuals and applying them to reach a personal goal. It relates thoughts, language, and patterns of behavior learned through experience to specific outcomes.
<b>2. Culture and Mindset: Building Capacity for Success</b>	The first step to building a corporate culture that will drive a high performance organization is to create a mindset that will engage and align every employee with your vision, mission and values, and leave them speaking a com-mon language of excellence. This session aims to build a new capacity for growth. It will focus on how employees will think in more creative and innovate ways, and will develop the tolerance to continue to move forward despite challenges, change and potential distractions.
<b>3. Ensuring the data privacy in the workplace</b>	The National Privacy Commission (NPC) is calling on public and private organizations to ensure protection of personal data when implementing work-from-home schemes for their

	employees during the coronavirus disease 2019 (COVID-19) pandemic.
<b>4. Unfolding Skills to Create a Better You</b>	In a Culture of Excellence, employees feel that what they are working on is meaningful, significant, and purpose-based. Everyone concerned is highly inspired by the common purpose, which becomes the driving force behind everything that they do.
<b>5. Building a Sustainable High Performance Organization</b>	This session aims to help employees develop the flexibility and resilience to deal with change, challenge and uncertainty that may arise along the way. By doing this will ensure that they are ready to learn, absorb and retain new skills and stay focused on their goals. Finally, your leaders need to embrace practical coaching for excellence skills to sustain your momentum over the long term. Without this internal leadership and coaching capacity in place you will resort to the old pattern of finding short term solutions that fall by the wayside as employees slip back to their old habits.
<b>Workshops</b>	
<b>1. Balancing Work and Family Life (Gender &amp; Development)</b>	Work-life balance is the relationship between your work and the other important things in your life, like your family, sport and social life, household chores, volunteer commitments and so on. If you feel like you have enough time for all of these things in your life, you probably have a good work-life balance.
<b>2. Spirituality in the Workplace</b>	A framework of organizational values evidenced in the culture that promote employees' experience of transcendence through the work process, facilitating their sense of being connected to others in a way that provides feelings of completeness and joy
<b>Assessments</b>	
<b>Reaction</b>	One minute paper
<b>Learning</b>	Self-assessment rubric
<b>Behavior</b>	Professional Development Plan
<b>Result</b>	Post-conference survey