



Welcome to *Iloilo!*







2025 National Convention

Iloilo Convention Center



PhALGA, *Pillars of Public Trust*



2026 Visayas Convention

Iloilo Convention Center

A map of the Visayas region in the Philippines, divided into various provinces and warays. The map is color-coded: Northern Samar (red), Eastern Samar (brown), Samar (olive), Biliran (green), Leyte (green), Southern Leyte (blue), Bohol (purple), Siquijor (blue), Negros Oriental (blue), Negros (green), Cebu (blue), Iloilo (yellow-green), Antique (brown), Capiz (brown), Aklan (red), and Guimaras (green). Each region is labeled with its name and the primary language spoken there. Overlaid on the map is a triangular logo for PhALGA (Philippine Association of Local Government Associations). The logo features a yellow sunburst with rays, the text 'PhALGA' in green, and the year '2004' in red at the bottom. The logo is surrounded by a blue border with white stars.

2026 Visayas Convention

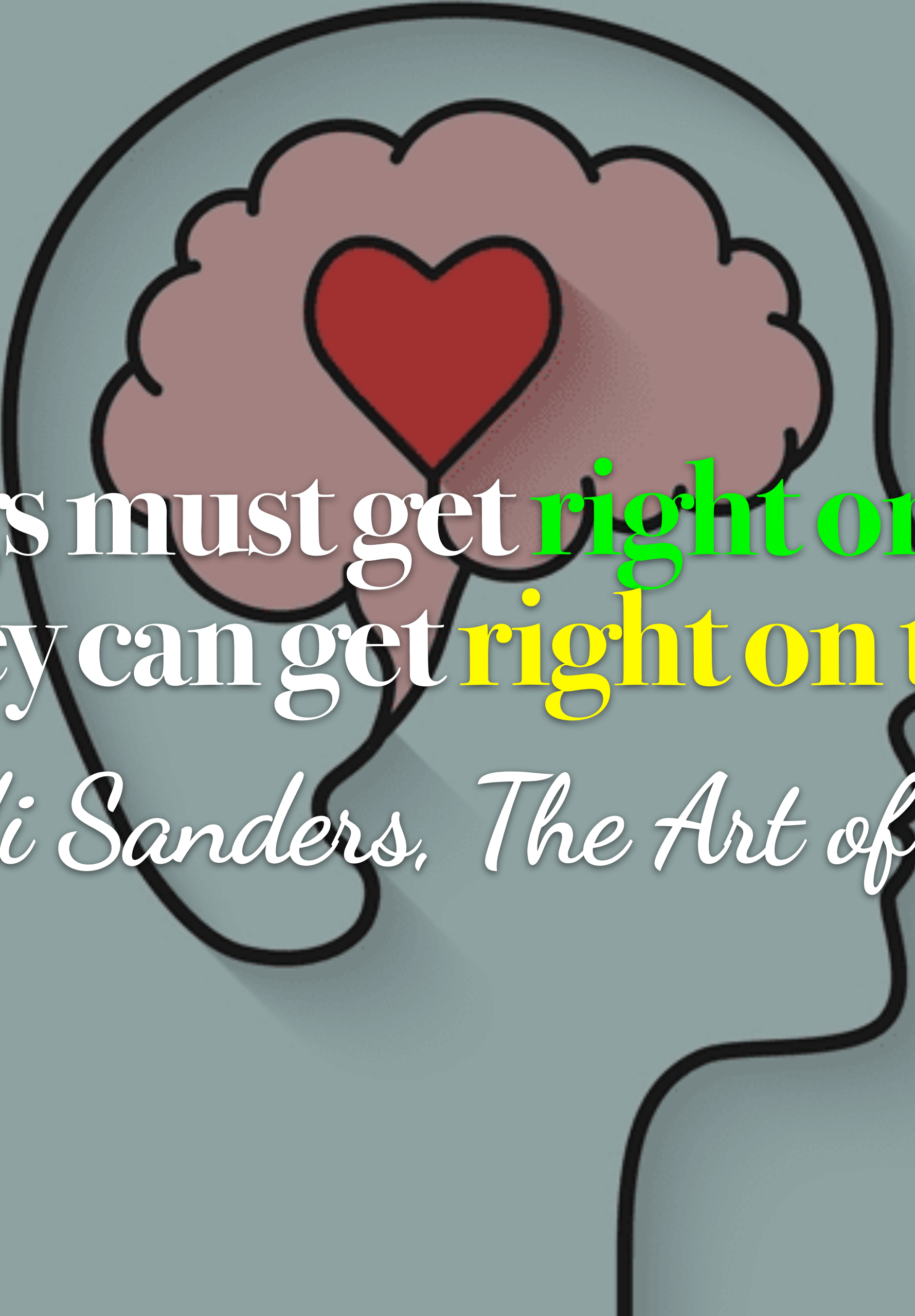
Nurture, Collaborate, Advance





Healthy Minds

Better Local Governance

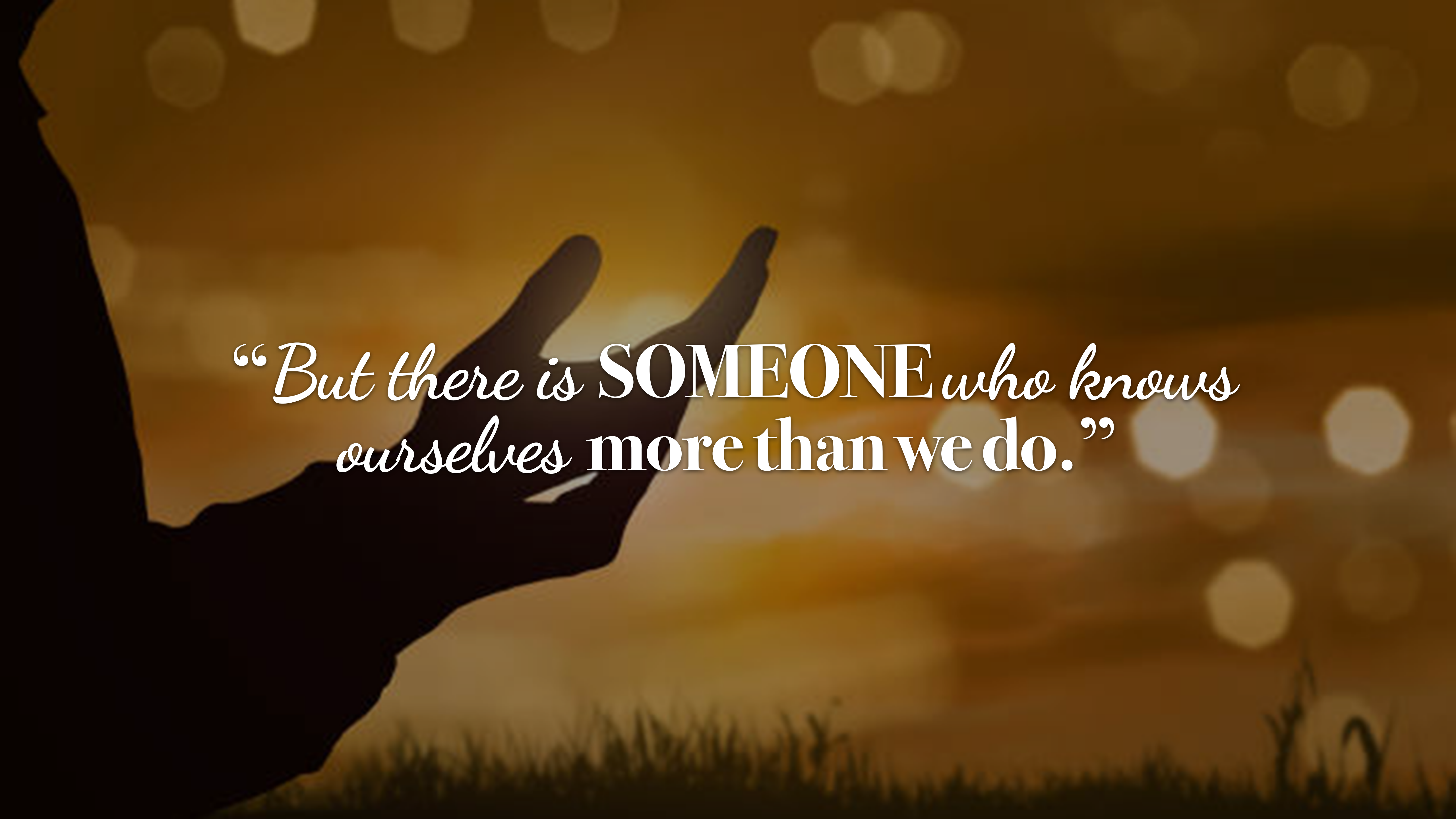


“Things must get **right on the inside**
before they can get **right on the outside.**”

— *Bohdi Sanders, The Art of Inner Peace*

“We don’t really
know what is “right on
the inside” of us.”



A hand is shown in silhouette, reaching upwards with fingers slightly spread. The background is a warm, golden-brown gradient, suggesting a sunset or sunrise. At the bottom, there are dark, silhouetted shapes that look like grass or reeds. Overlaid on the image is a quote in white text.

*“But there is **SOMEONE** who knows
ourselves more than we do.”*



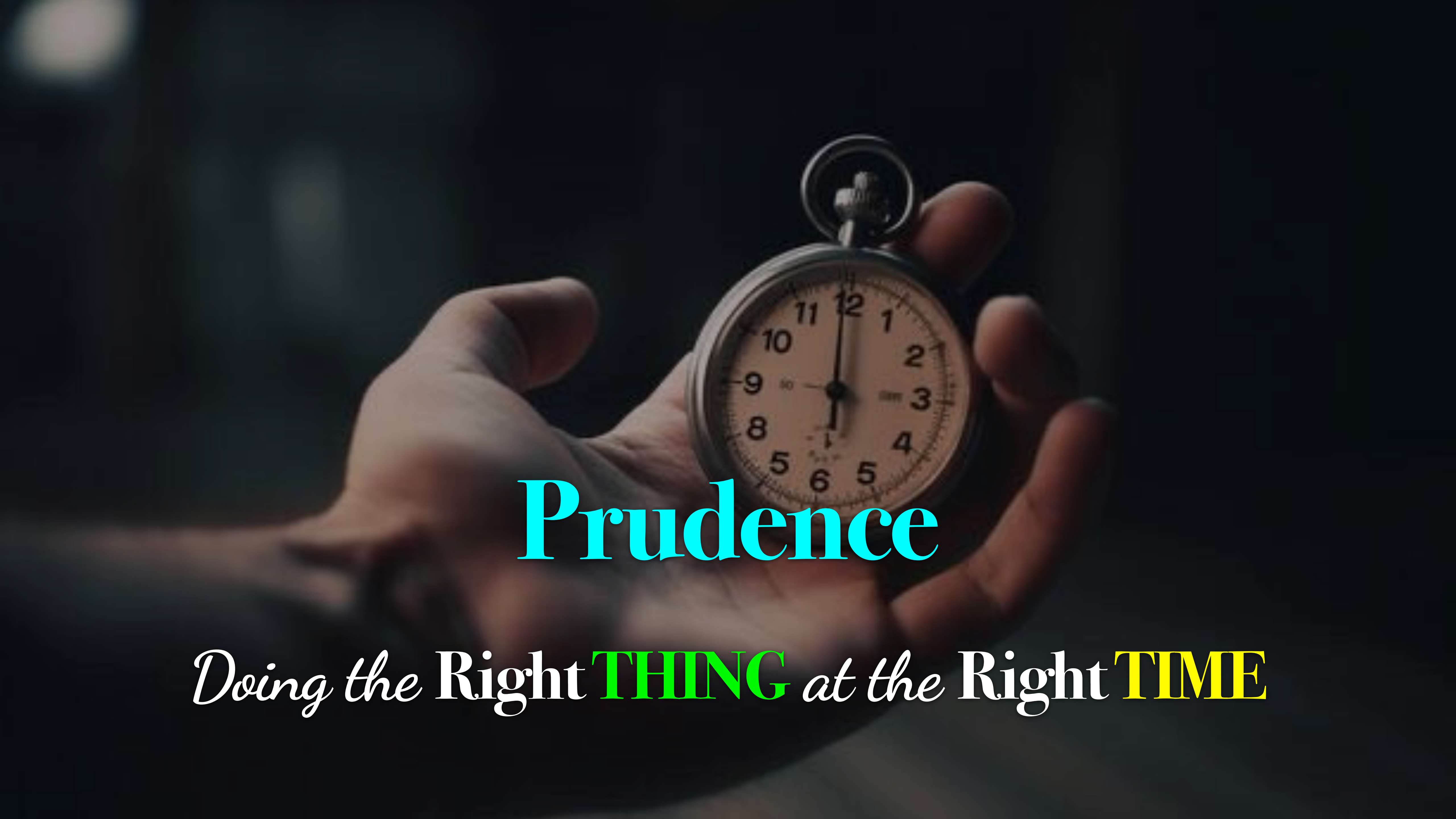
Closer Than I Am

Based on St. Augustine · Confessions, Book III, Ch. 6



“Good governance is the art of putting **wise thought** into **prudent action** in a way that advances the **well-being** of those governed.”

— *Diane Kalen-Sukra, Save Your City*

A hand holding a pocket watch against a dark background. The watch has a white face with black numbers and hands. The word "Prudence" is written in large, cyan, serif font across the center of the image, partially overlapping the watch and the hand.

Prudence

*Doing the Right **THING** at the Right **TIME***



Productivity

*is **not** about doing **more** things **faster**...*

A smiling woman with curly hair and glasses is the central figure. The background is a light gray with a dark gray overlay. On the left, there are three interlocking gears. On the right, there is a bar chart with four bars of increasing height, and a large orange arrow pointing upwards and to the right, starting from the base of the bars. A single gear is also positioned at the top right of the bar chart.

Productivity

*it's about doing the **right things** with
less wasted energy.*



Unique Stressors

Philippine Government Employees

Unique Stressors

Philippine Government Employees

● Bureaucratic *Delays*



Unique Stressors

Philippine Government Employees

● *Under-Resourcing*



Unique Stressors

Philippine Government Employees

● *Public Scrutiny*



Unique Stressors
Philippine Government Employees

● *“Politics as Usual”*

Unique Stressors Philippine Government Employees

- *Bureaucratic Delays*
- *Under-Resourcing*
- *Public Scrutiny*
- *“Politics as Usual”*





Bureaucratic *Delays*

Under-Resourcing

Public *Scrutiny*

“Politics as Usual”



Focus & Results

An overhead view of five people (three men and two women) working together on a light-colored wooden floor. They are surrounded by several large, interlocking gears. One gear is yellow, and the others are red and grey. The people are dressed in casual business attire. A large red circle with the number '1' is centered over the largest red gear.

1

mastering your internal
stress response



engineering deep focus
despite distractions

1

2

mastering your internal
stress response



engineering deep focus
despite distractions

1

mastering your
internal stress
response

2

driving tangible
results without
burnout.

3

1

Mastering your internal stress response

2

Engineering deep focus despite distractions

3

Driving tangible results without burnout.



A large target with concentric red and white rings is centered in the background. A white ladder leans against the target, extending from the bottom towards the center. The entire scene is set against a solid teal background.

The goal is not *perfection* but *sustainable*

Mission-Driven Output



1

Reducing Stress

The Physiology of Calm in a Bureaucratic Storm

mastering your internal stress response



1

“In the midst of movement and chaos,
keep stillness inside of you.”

— Deepak Chopra

mastering your internal stress response

1

“Being still does not mean don’t move.
It means move in peace.”

— E’yen A. Gardner

mastering your internal stress response

1.1

Identifying Personal *vs* Bureaucratic Stressors

mastering your internal stress response



1.1

Identifying Personal *vs* Bureaucratic Stressors

individual stress
*(poor time management,
perfectionism, lack of
boundaries)*

mastering your internal stress response



1.1

Identifying Personal *vs* Bureaucratic Stressors

individual stress

*(poor time management,
perfectionism, lack of
boundaries)*

systemic stress

*(red tape, unclear
processes, overload)*

mastering your internal stress response

1.1

68%

of government employees cite
“unclear directives from superiors”
as a top stressor.

CSC 2022 Pilot Stress Audit

mastering your internal stress response

1.1

Leadership failure or an individual resilience issue?

mastering your internal stress response

1.1

Leadership failure or an individual
resilience issue?

Both

mastering your internal stress response

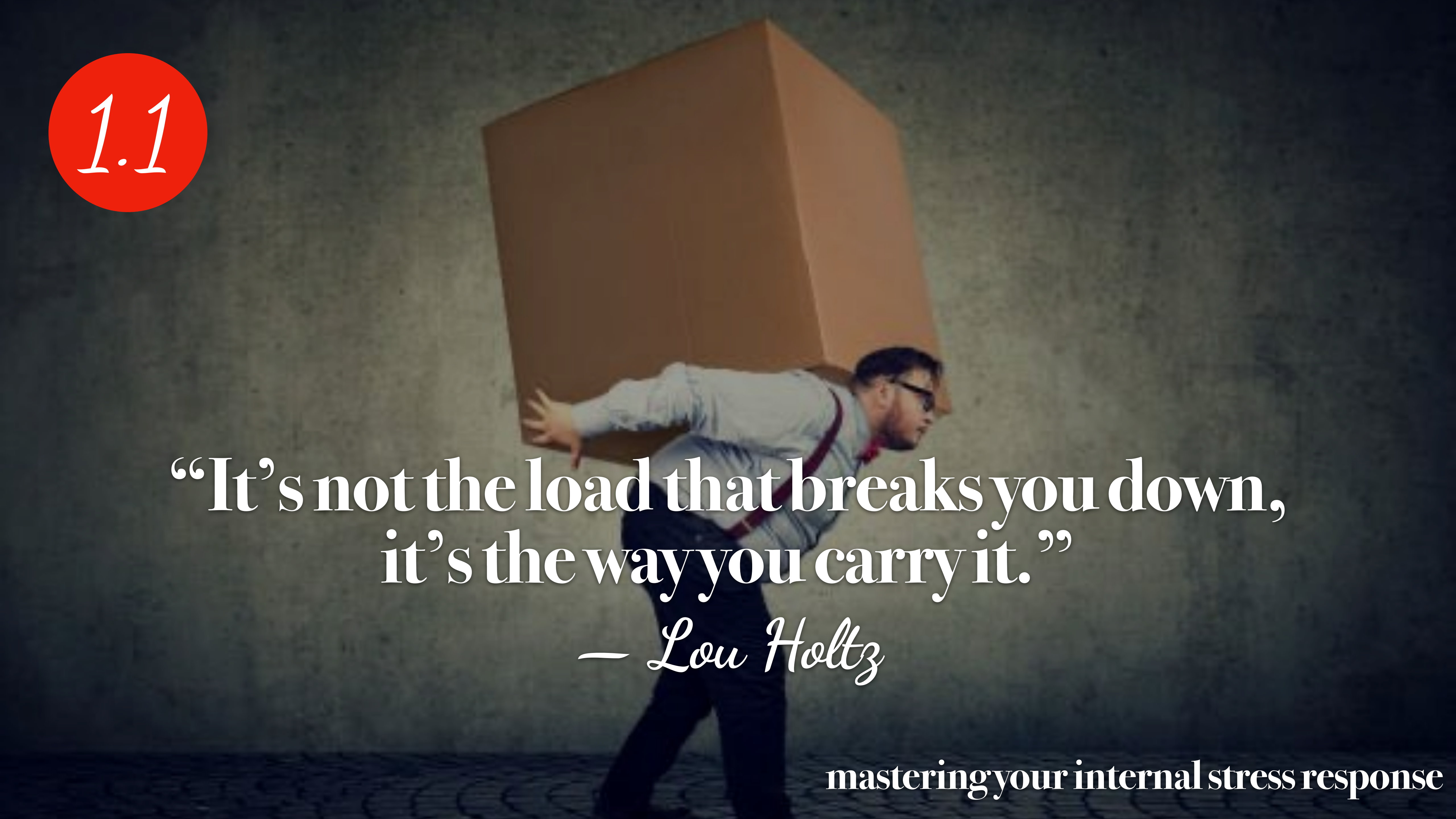
1.1

Both

Leadership failure or an individual
resilience issue?

Managers must **fix systems** first before
prescribing mindfulness.

mastering your internal stress response



1.1

“It’s not the load that breaks you down,
it’s the way you carry it.”

— Lou Holtz

mastering your internal stress response



1.1

Something Worth Trying...

a “clear directive protocol”
(one-page memos only)

mastering your internal stress response

1.2

Practical Stress-Reduction Micro-Habits

(5-10 minutes, lowers cortisol)

mastering your internal stress response

1.2

“4-7-8 breathing method”
(inhale 4 sec, hold 7, exhale 8)
lowers heart rate in 90 seconds

mastering your internal stress response

1.2

offices are now installing “quiet corners”

mastering your internal stress response

1.2

“Almost everything will work again if you unplug it for a few minutes, **including you.**”

— Anne Lamott

mastering your internal stress response

1.2

Something Worth Trying...

**“no-meeting 2–3 PM”
quiet block**

mastering your internal stress response

A young girl with curly hair, eyes closed, and hands clasped in prayer, with the text "Sacred Silence" overlaid.

Sacred Silence



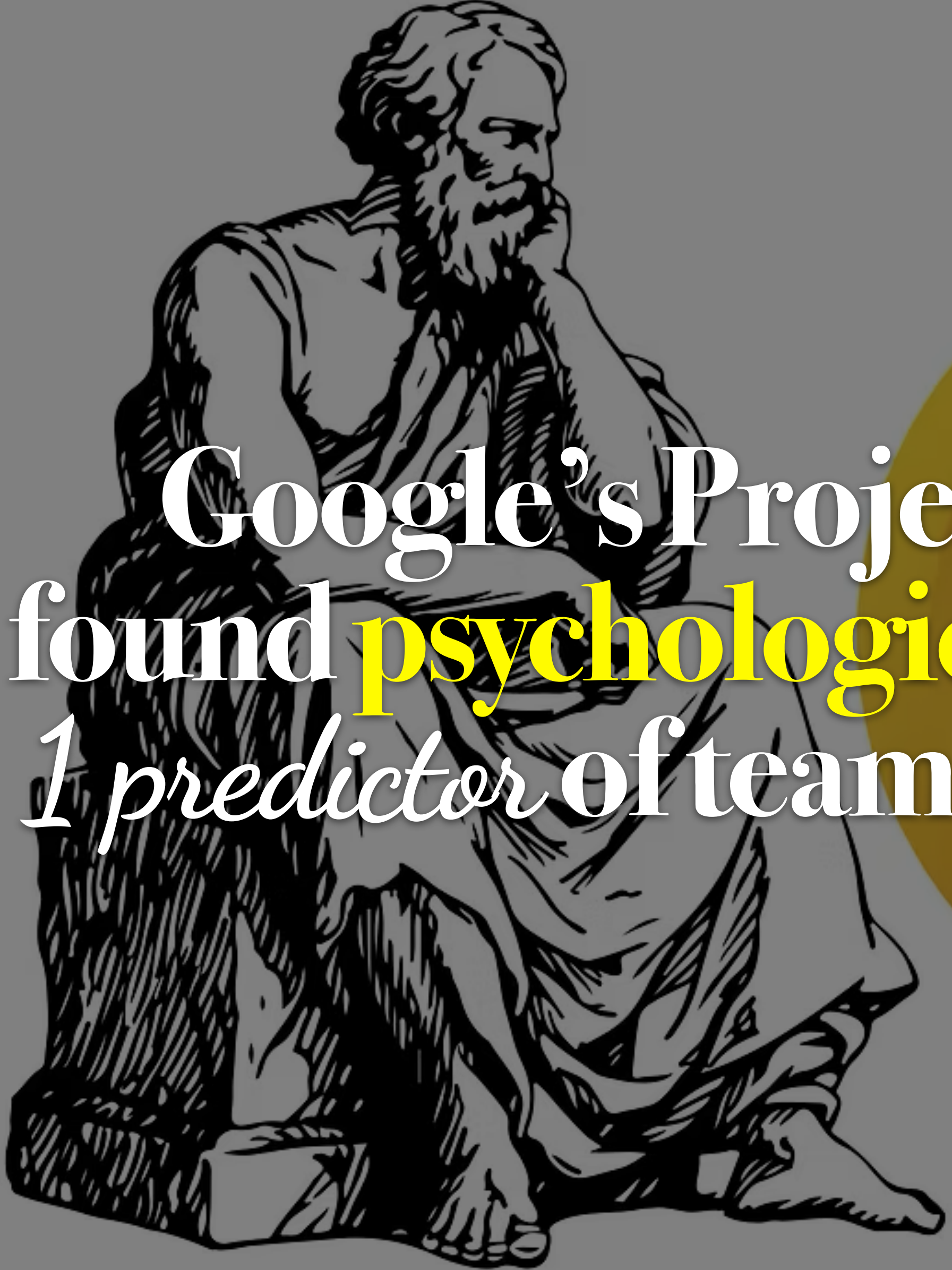
1.3

Building Psychological Safety in Teams

(you won't be punished or humiliated for speaking up, asking questions, or admitting mistakes)

mastering your internal stress response

1.3



Google's Project Aristotle
found **psychological safety** is the
1 predictor of team effectiveness.

mastering your internal stress response

1.3

In Philippine gov't, fear of “roro” (*roro* = “*roro sa trabaho*” or fear of being transferred/punished) kills stress management.

mastering your internal stress response



1.3

“Leaders who admit **small mistakes** earn permission for others to take **smart risks.**”

— *Simon Sinek*

mastering your internal stress response

1

54% lower burnout rates

Phil. (LGUs) with high psychological safety.

- 2023 DLSU study

mastering your internal stress response

1

Tahanan



mastering your internal stress response

1

Tahan Na...

mastering your internal stress response

A photograph of two women embracing warmly in front of a rustic wooden house. The house has a corrugated metal roof and is adorned with flowering vines in shades of pink and red. To the left, a large terracotta pot holds a lush green fern. The scene is set in a garden with various plants and trees in the background. The word "Tahanan" is written in a white, elegant script across the center of the image.

Tahanan



1

Reducing Stress

The Physiology of Calm in a Bureaucratic Storm

mastering your internal stress response

2

Improving Focus

Cutting Through the Noise of Government Work

engineering deep focus despite distractions

2

“The ability to **concentrate single-mindedly** on your most important task is the single greatest competitive **advantage**.”

— *Brian Tracy*

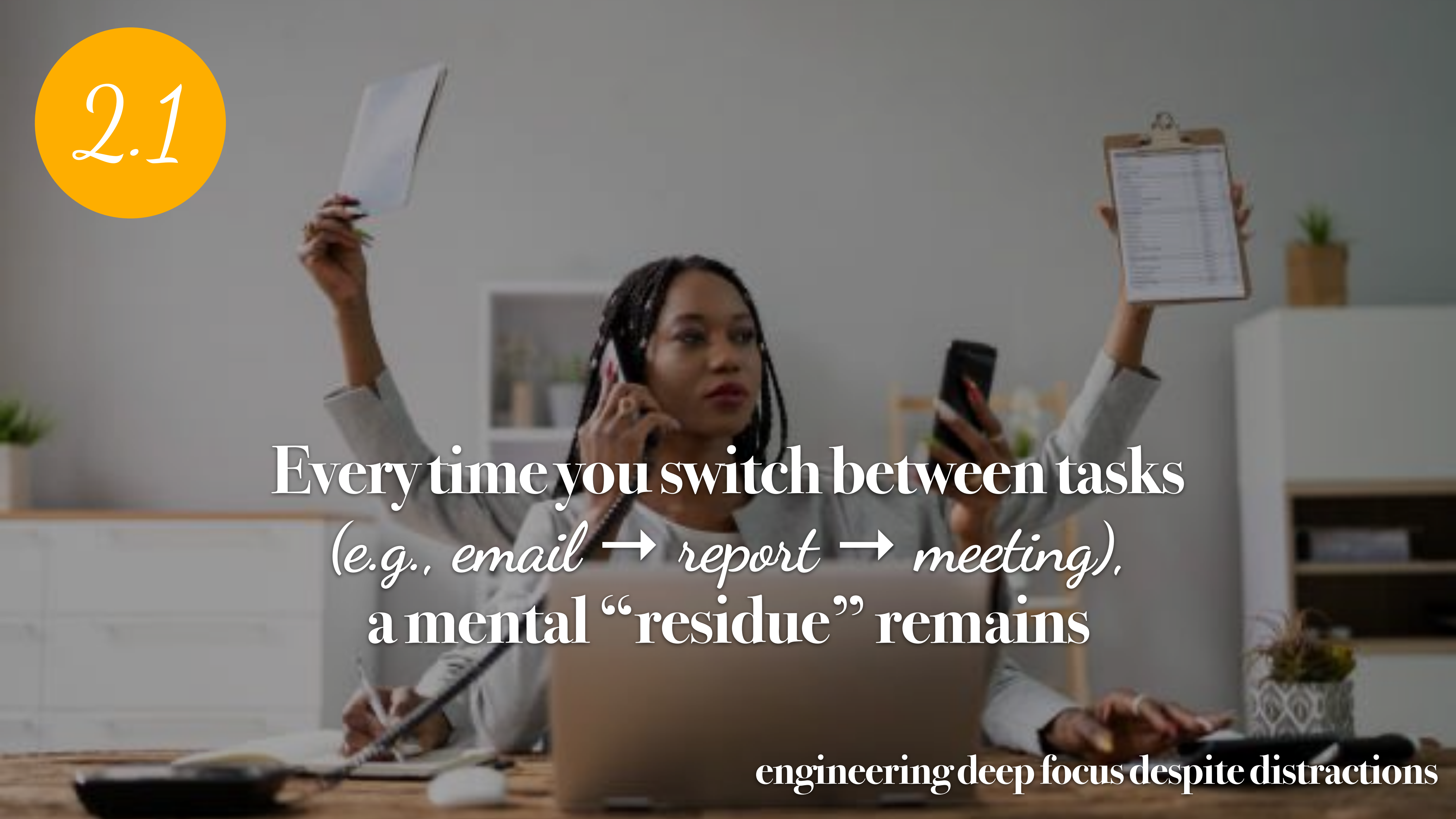


engineering deep focus despite distractions

2.1

Attention Residue & Task-Switching Costs

engineering deep focus despite distractions

A woman with braided hair is sitting at a desk in an office. She is multitasking, holding a smartphone to her ear with her right hand, a clipboard with a checklist in her left hand, and a pen over a laptop. The background shows office shelves with plants and books.

2.1

Everytime you switch between tasks
(e.g., *email* → *report* → *meeting*),
a mental “residue” remains

engineering deep focus despite distractions

2.1

Up to 40%
IQ-like performance is reduced

engineering deep focus despite distractions

2.1

87 *Daily Interruptions*

Philippine gov't workers
(emails, calls, walk-ins, text messages).

engineering deep focus despite distractions

2.1

23 Minutes

to refocus after an interruption

engineering deep focus despite distractions

A man with a beard and glasses is sitting at a desk in a dimly lit room at night. He is wearing a blue button-down shirt and is eating from a black bowl with chopsticks. He is looking at a laptop screen. In the background, there are blurred lights from a city or office building. The overall mood is focused and productive despite the distractions of the environment.

2.1

“To do two things at once is to do neither.”

— *Publilius Syrus*

engineering deep focus despite distractions

2.1

Something Worth Trying...

*“focus sprints”
(90 min uninterrupted, 15 min break)
for data analysts*

engineering deep focus despite distractions

2.1

To work is NECESSARY...

To rest is for SANITY.

engineering deep focus despite distractions

A daisy flower with a yellow center and white petals is growing out of a crack in a wooden plank. The plank is part of a larger structure of weathered, greyish-blue wooden planks. The background is slightly blurred, emphasizing the flower and the crack it is growing from.

2.1

Bloom where you are planted...

engineering deep focus despite distractions



Bloom **Where We Are Planted**
Inspired by St. Francis de Sales

2.2

Prioritization Frameworks for Multi-Hat Managers

engineering deep focus despite distractions

2.2

TO DON'T

Simple systems to decide what
NOT TO DO

engineering deep focus despite distractions

2.2

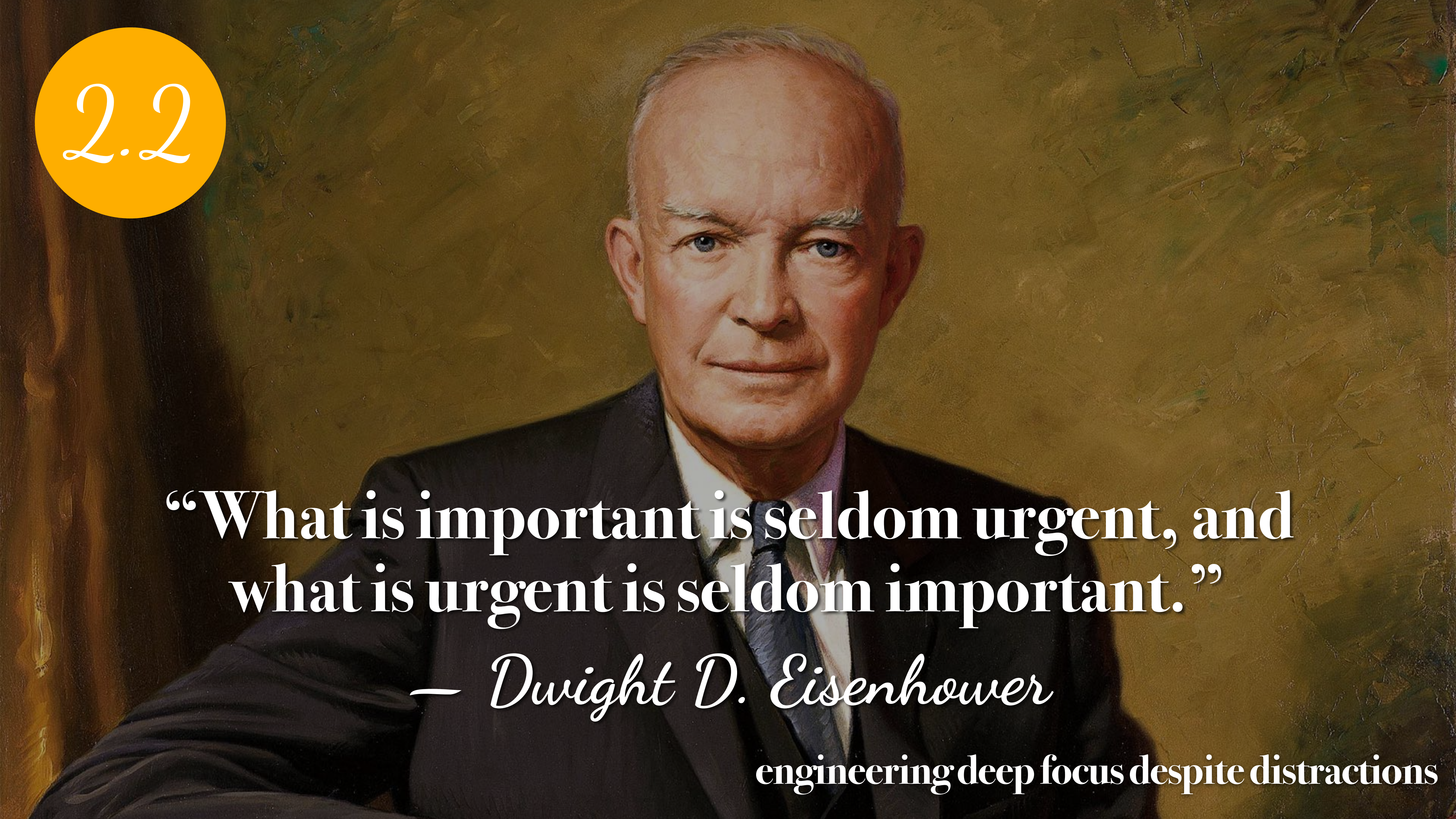
Eisenhower Matrix

(urgent vs. important)

important

urgent

engineering deep focus despite distractions

A portrait of Dwight D. Eisenhower, an older man with white hair, wearing a dark suit, white shirt, and blue tie. He is looking directly at the camera with a serious expression. The background is a textured, olive-green wall.

2.2

“What is important is seldom urgent, and
what is urgent is seldom important.”

— *Dwight D. Eisenhower*

engineering deep focus despite distractions

2.2

Big Task

Small Tasks



I-3-5 Rule

(1 big task, 3 medium, 5 small per day)



Medium Tasks

engineering deep focus despite distractions

2.2

Only 17%
of government managers use any
formal prioritization tool

CSC Survey
Civil Service Commission
Republic of the Philippines

engineering deep focus despite distractions

2.2

“Most of us spend too much time on what is urgent and not enough time on what is important.”

— *Stephen R. Covey*

engineering deep focus despite distractions



2.2

“You need to make time for your family
no matter what happens in your life.”

— Matthew Quick, *The Silver Linings Playbook*”

engineering deep focus despite distractions

2.2

“The difference between **successful** people
and **very successful** people ...

engineering deep focus despite distractions

2.2

...is that **very successful** people say
‘no’ to almost everything.”

— *Warren Buffett*

engineering deep focus despite distractions

2.2

It is OK to say NO!

engineering deep focus despite distractions

2.3

Managing Digital Distractions

(Email, Viber, Group Chats)

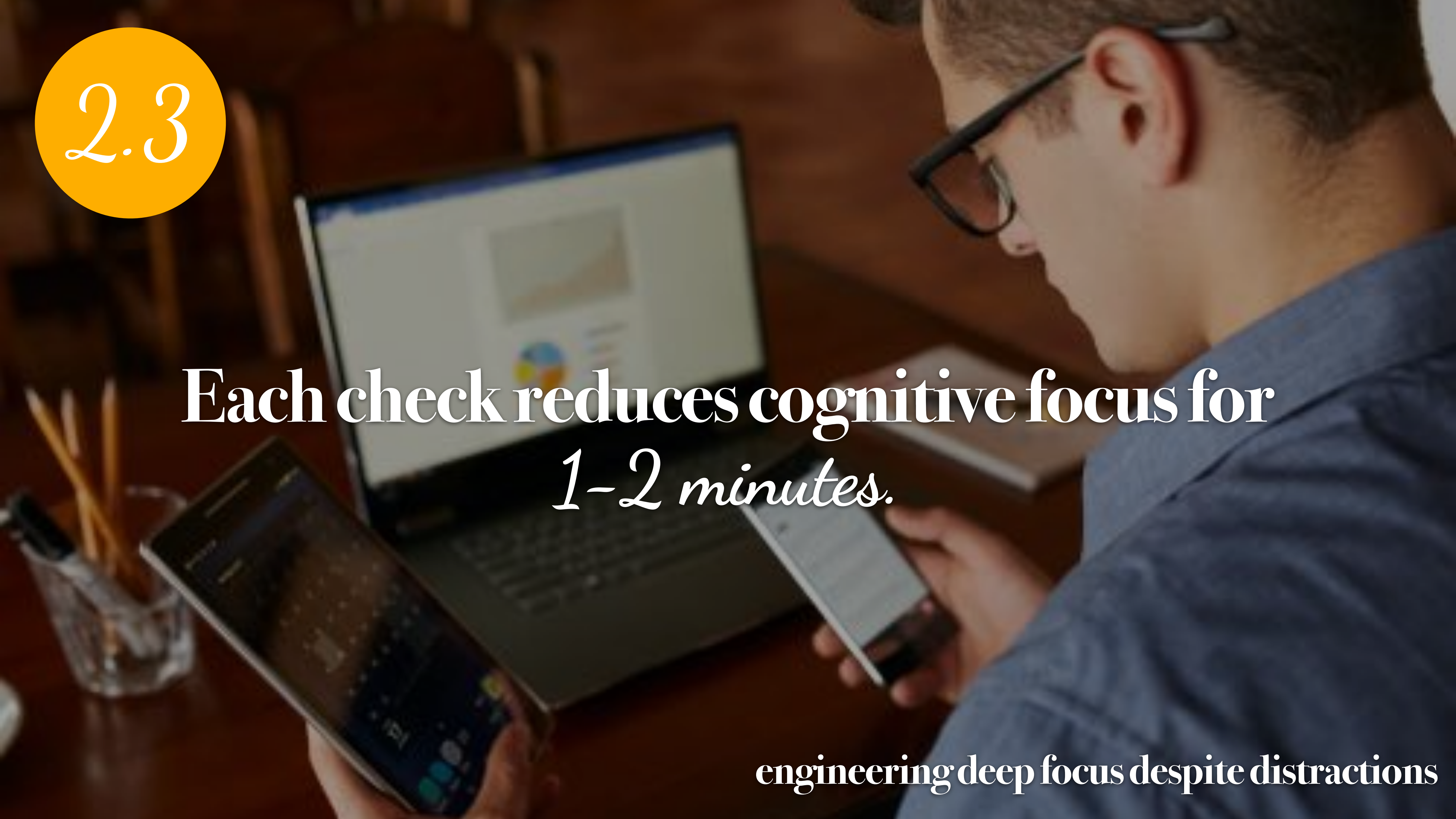
engineering deep focus despite distractions

2.3

76 *Times per workday*

Philippine gov't workers check their
(emails, Viber, group chats & text messages).

engineering deep focus despite distractions

A man with glasses is sitting at a desk, looking at a laptop screen. He is holding a tablet in his left hand and a smartphone in his right hand. The background is slightly blurred, showing a wooden desk and a glass of pens.

2.3

Each check reduces cognitive focus for
1-2 minutes.

engineering deep focus despite distractions

2.3

“The most indispensable technology
is the ability to say ‘**not right now**’.”

— Cal Newport

engineering deep focus despite distractions

2.3

“Don’t mistake **activity** for **achievement**.”

— John Wooden

engineering deep focus despite distractions

2.3

Something Worth Trying...

**“batch processing” of emails
(3x/day only)
for non-frontline staff**

engineering deep focus despite distractions

2

Today is my **PEACEFUL** *day...*

engineering deep focus despite distractions

A close-up, profile view of a person's head and shoulders. Their hands are clasped together in a prayer position, held up towards the light. The person is wearing a dark, textured garment. The background is a soft, out-of-focus sunset or sunrise, with warm orange and yellow light creating a bokeh effect. The overall mood is peaceful and contemplative.

Today Is My *Peaceful* Day

2

Improving Focus

Cutting Through the Noise of Government Work

engineering deep focus despite distractions

3

Delivering Results

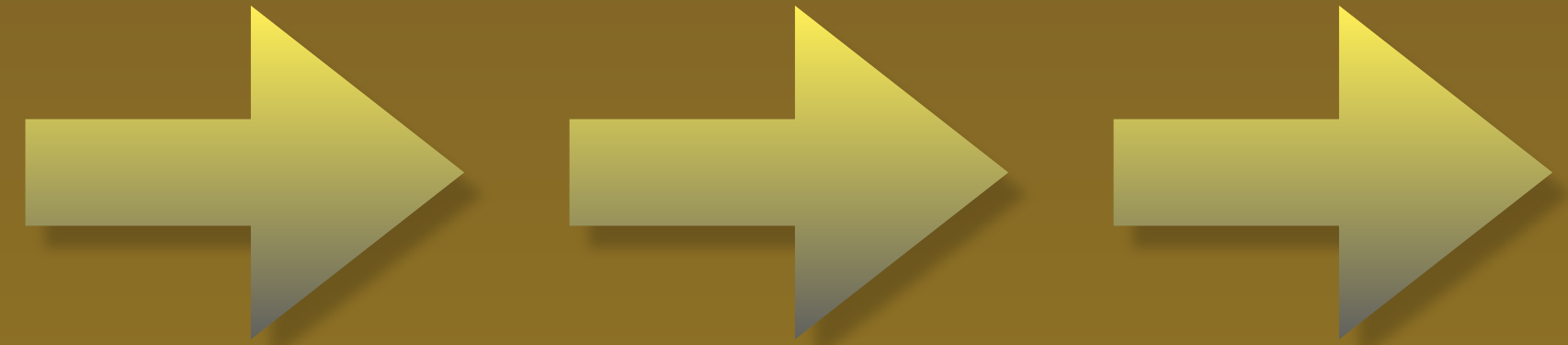
From Activity to Actual Impact

driving tangible results without burnout.

3



vs.



“Do not confuse motion with progress.”
- Martin Luther King Jr.

driving tangible results without burnout.

3.1

Outcome-Based Metrics *vs.* Activity Metrics

driving tangible results without burnout.



3.1

Activity
*hours worked, reports submitted,
meetings attended*

driving tangible results without burnout.

3.1

Outcome

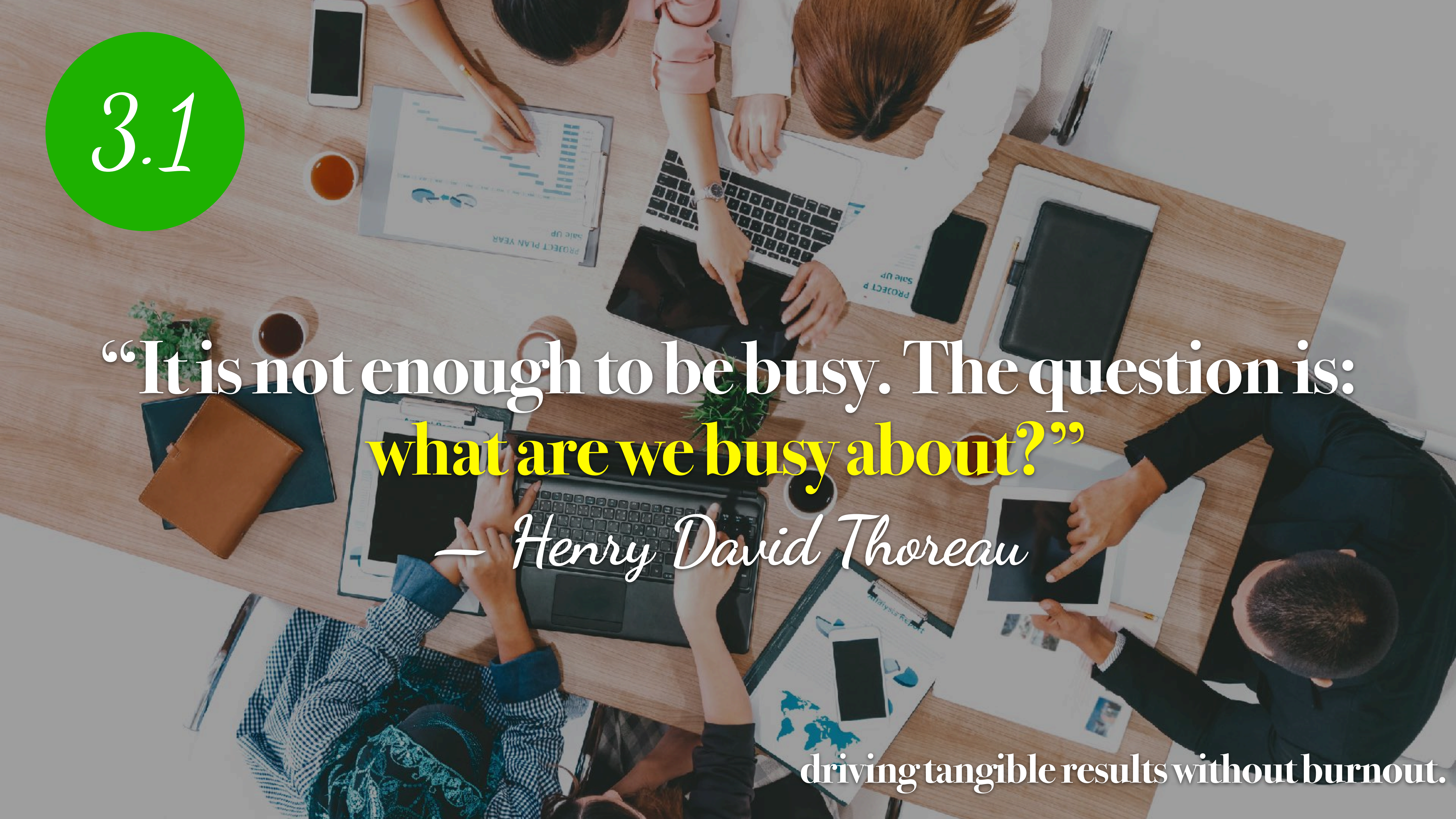
*permits processed, backlogs reduced,
citizen satisfaction improved*

driving tangible results without burnout.

3.1

Many Philippine gov't offices still measure
“attendance” and “cumulative tasks”
instead of actual results.

driving tangible results without burnout.



3.1

“It is not enough to be busy. The question is:
what are we busy about?”

— *Henry David Thoreau*

driving tangible results without burnout.

A person with long dark hair, seen from behind, is holding up the Philippine flag high above their head with both arms. They are wearing a light blue long-sleeved shirt. The background is a large, out-of-focus crowd of people at what appears to be a public event or rally, with many other hands raised holding flags or phones. The lighting suggests it might be late afternoon or early morning.

3.1

Maraming opisyal ng bayan ang
“masipag at mabilis” ...

driving tangible results without burnout.

3.1

H'wag Kukurap

driving tangible results without burnout.



H'wag Kukurap

3.1



Results-Based Performance Management
System (RBPMS) is *consistently* applied?

driving tangible results without burnout.

3.1

A background image showing two hands, one from a person in a checkered shirt and one from a person in a dark suit, holding a yellow card with a black smiley face. The card is centered in the image.

“Outputs are for you. Outcomes are for the people you serve.”

– Unknown

driving tangible results without burnout.

3.1

Something Worth Trying...

from “number of transactions made”
to “average waiting time per client”

driving tangible results without burnout.

3.2



The Power of Small Wins *("Kaizen" for Government)*

driving tangible results without burnout.

3.2

Continuous Improvement

Kaizen

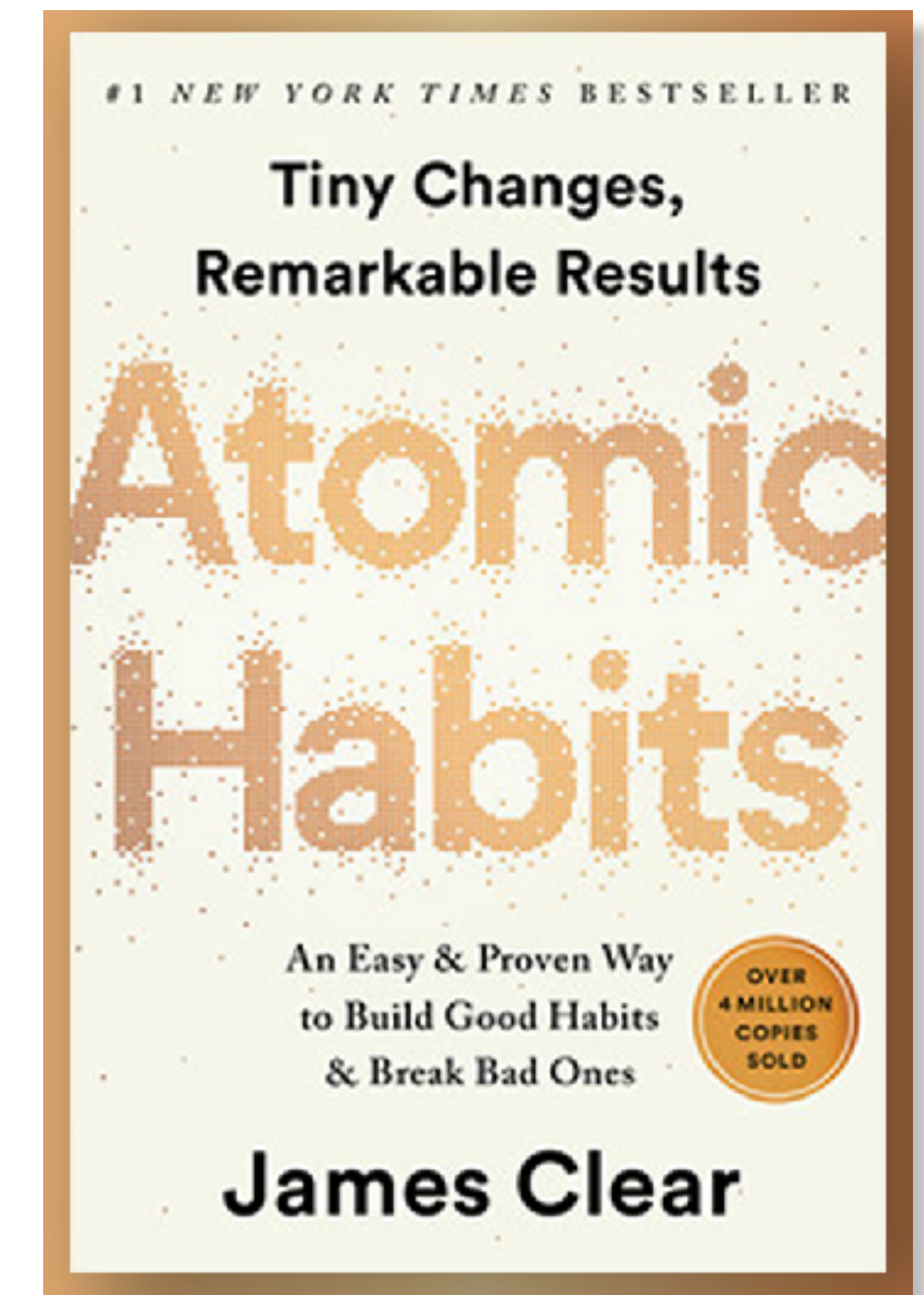
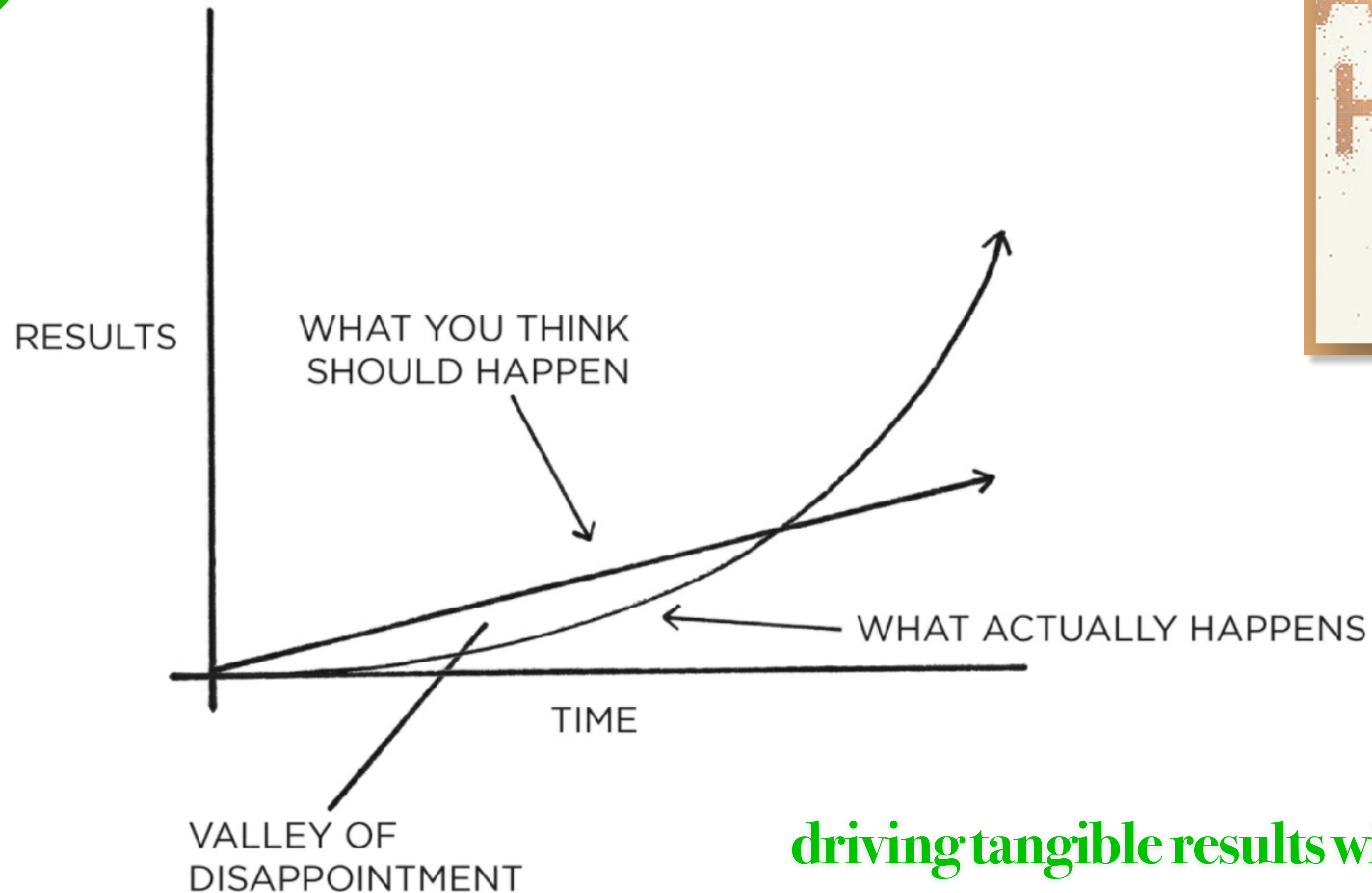
Teian

Breaking large,
intimidating projects into
tiny, achievable daily
improvements.

driving tangible results without burnout.

3.2

THE PLATEAU OF LATENT POTENTIAL



driving tangible results without burnout.



3.2

“Making progress in meaningful work
is the *1* motivator.”

— *Teresa Amabile, Componential Theory of Creativity*

driving tangible results without burnout.

3.2

“The journey of a thousand miles
begins with a single step.”

— Lao Tzu

driving tangible results without burnout.

3.2

Something Worth Trying...

“remove one signature”, “digitize one form”

driving tangible results without burnout.



3.3

Sustainable Delivery

Preventing the Heroic Burnout Cycle

driving tangible results without burnout.

A person wearing a blue and white plaid shirt is sitting at a desk. They are giving a thumbs up with their right hand while their head is resting on their left hand. On the desk, there is a white mug, a laptop, and some papers. In the background, there are shelves with binders and a potted plant.

3.3

Avoiding the “puyat-pwede”
(*lack of sleep is acceptable*) culture.

driving tangible results without burnout.



3.3

“You can’t do a good job if your job
is all you do.”

– *Katie Thurmes*

driving tangible results without burnout.



3.3

“We can’t just work and work
without taking a REST.”

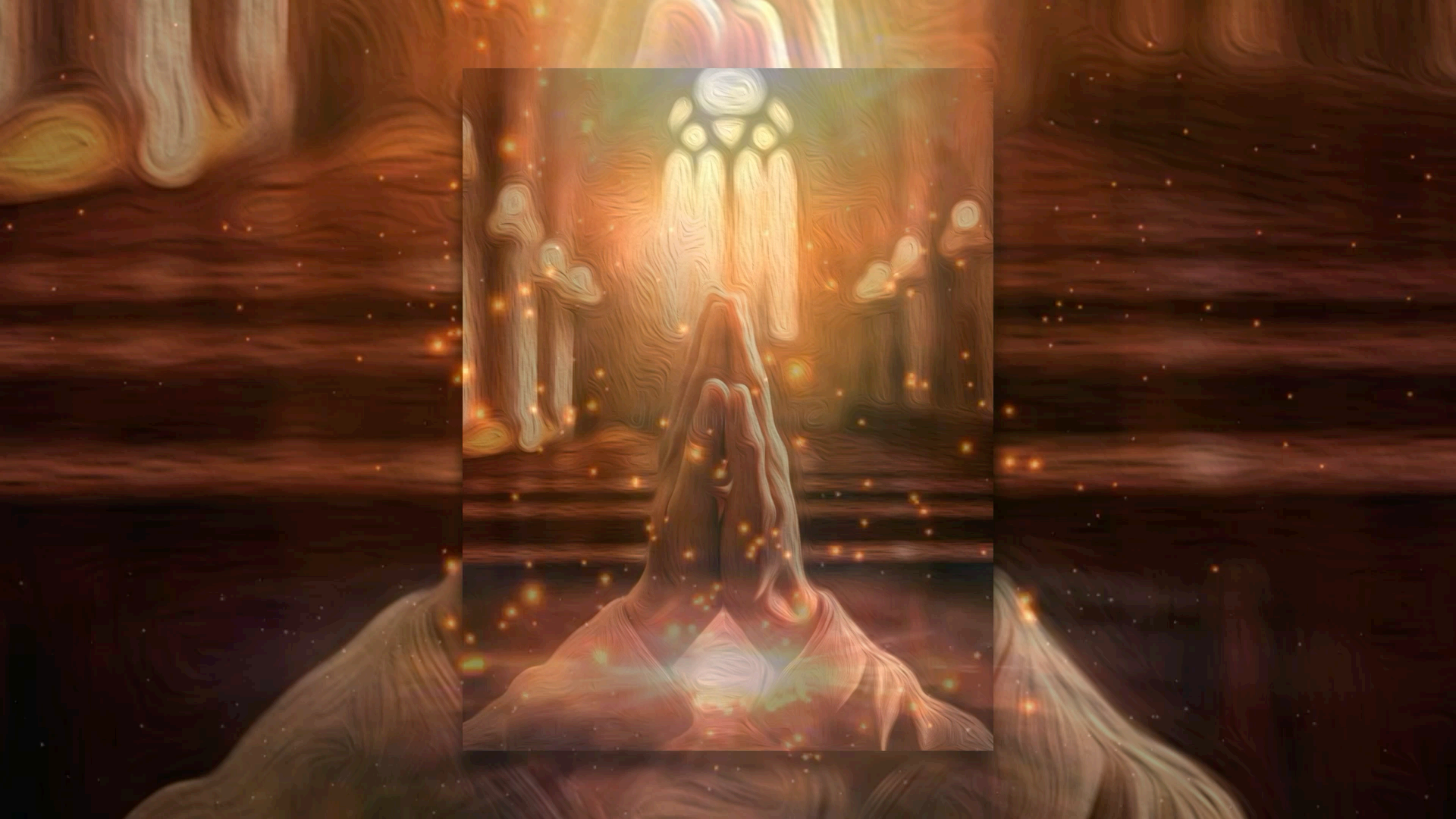
driving tangible results without burnout.

3.3

A person is shown from the chest up, wearing a light-colored shirt, with their hands clasped in prayer. Above their head is a bright, glowing light that resembles a halo or a divine presence. The background is dark and textured, possibly wood or stone.

“Give yourself, do your best and
leave to God the REST.”

driving tangible results without burnout.



3.3

Filipino gov't
workers have
one of the *highest*
overtime rates in
Southeast
Asia...

driving tangible results without burnout.

3.3

...but productivity per hour is **30% lower** after 50 hours/week.

driving tangible results without burnout.

3.3

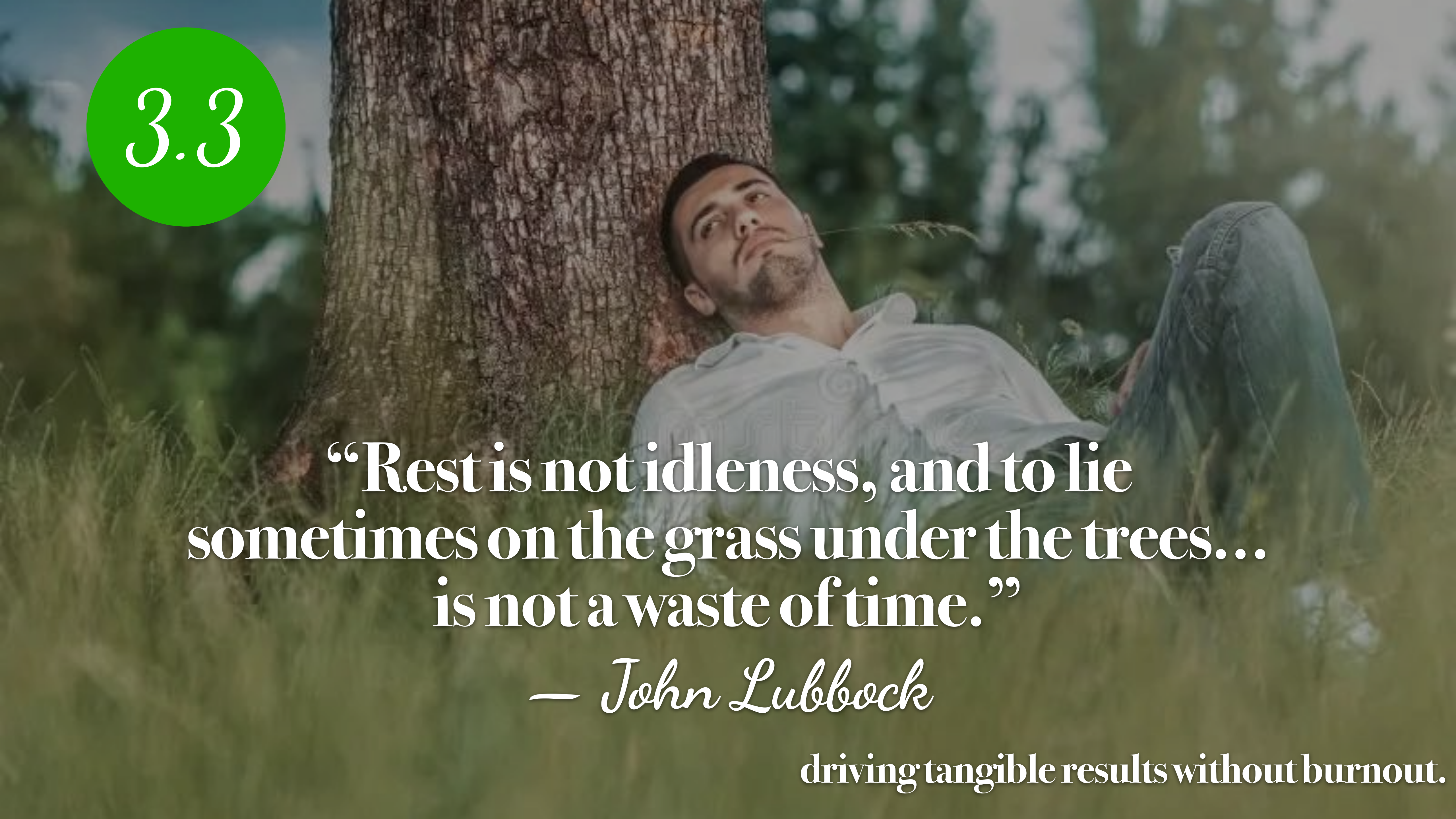


₱ 7 billion annually

**Burnout costs the Philippine gov't in
sick leave, resignations, and errors**

- NEDA Estimate, 2023

driving tangible results without burnout.

A man with a beard and short dark hair is lying on his back on a grassy field, leaning his head against the trunk of a large tree. He is wearing a light blue button-down shirt and blue jeans. The background is a soft-focus view of a forest with green foliage and a clear sky. In the top left corner, there is a bright green circle containing the text '3.3' in white.

3.3

“Rest is not idleness, and to lie
sometimes on the grass under the trees...
is not a waste of time.”

— *John Lubbock*

driving tangible results without burnout.



The main reason why we are here in Iloilo...

2026 Visayas Convention

Tiwalang Bayan



Tiwalang Bayan





Productivity at Work

Reducing Stress, Improving Focus and Delivering Results



engineering deep
focus despite
distractions

1

mastering your
internal stress
response

2

driving tangible
results without
burnout.

3

Our 5 Takeaways

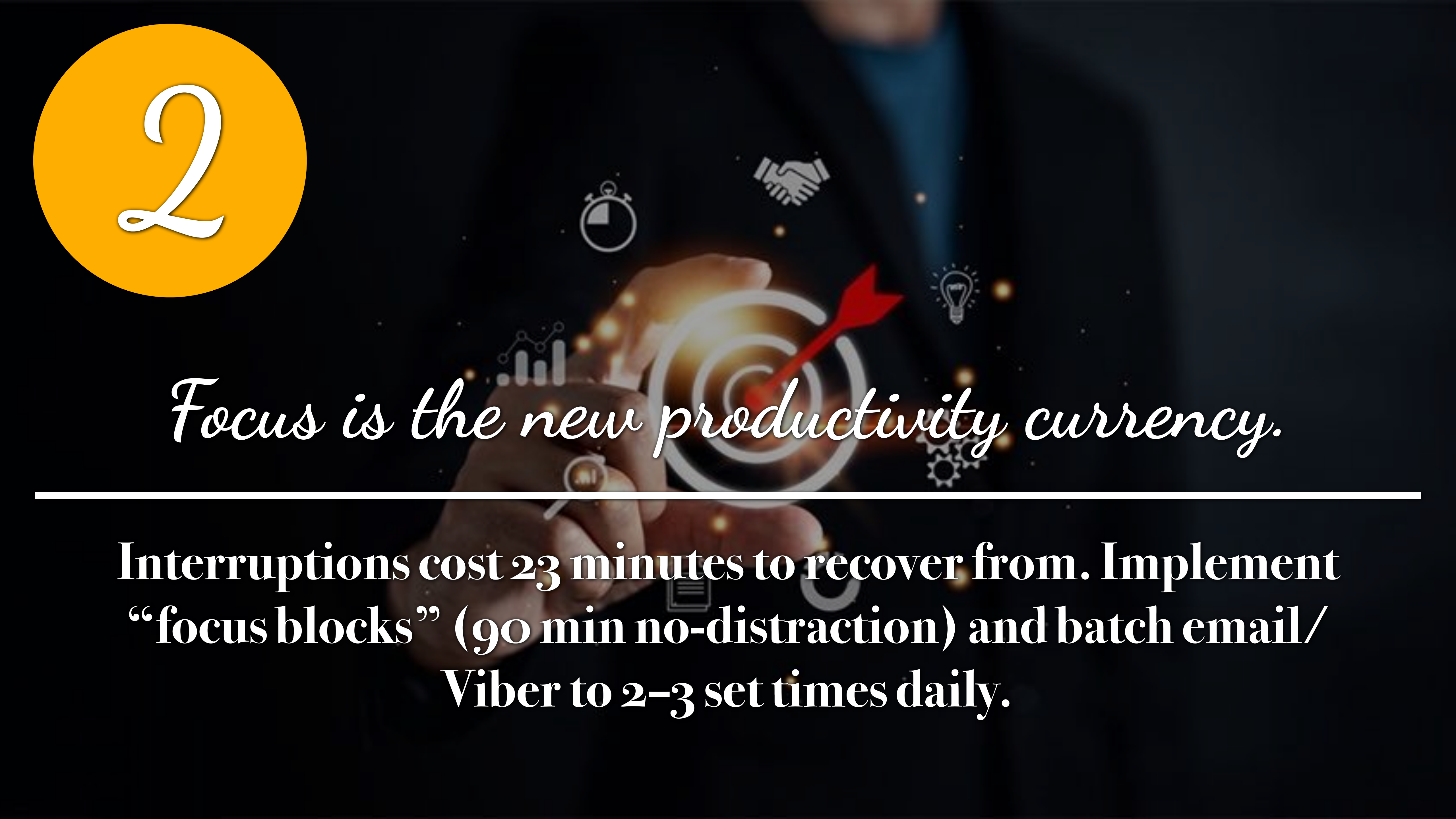




1

Stress is systemic, not just personal.

Before asking your team to meditate, audit your office's red tape, unclear directives, and psychological safety. Fix the environment first.



2

Focus is the new productivity currency.

Interruptions cost 23 minutes to recover from. Implement “focus blocks” (90 min no-distraction) and batch email/Viber to 2–3 set times daily.

3

Big Task

Small Tasks

Stop measuring activity; measure outcomes.

Attendance and hours worked lie. Ask: “Did we reduce citizen wait time? Did we clear backlogs?” Use the 1-3-5 rule to prioritize daily.

Medium Tasks

4



Small wins beat grand plans.

**Bureaucracy changes through micro-steps. Pick one process, simplify one form, remove one signature per week.
Momentum > perfection.**



5

Sustainable delivery prevents collapse.

The heroic “puyat” culture destroys results over time. Protected rest, realistic deadlines, and saying “no” to non-essential tasks = higher long-term impact for the Filipino people you serve.

Remember this...



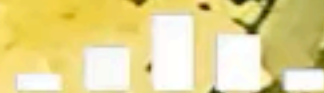
Everything will be **ALRIGHT**
in the **END.**

A woman with dark hair, wearing a bright yellow dress, is lying on her back in a field of tall, green grass. She is smiling and looking towards the right. Her arms are raised, and her hands are near her head. A single pink flower is visible in the grass to the left of the woman. The overall scene is bright and sunny, with a warm, golden light. The text is overlaid on the lower half of the image, centered horizontally.

*If it is not ALRIGHT it is
not yet the END.*

A woman with dark hair, wearing a bright yellow short-sleeved dress, is lying on her back in a field of tall, green and yellow grass. She is smiling with her eyes closed, and her hands are resting on her chest. A single pink flower is visible in the upper left corner of the frame. The overall scene is bathed in warm, golden light, suggesting a late afternoon or sunset setting. The text "Not Yet The End" is written in a white, elegant cursive font across the middle of the image.

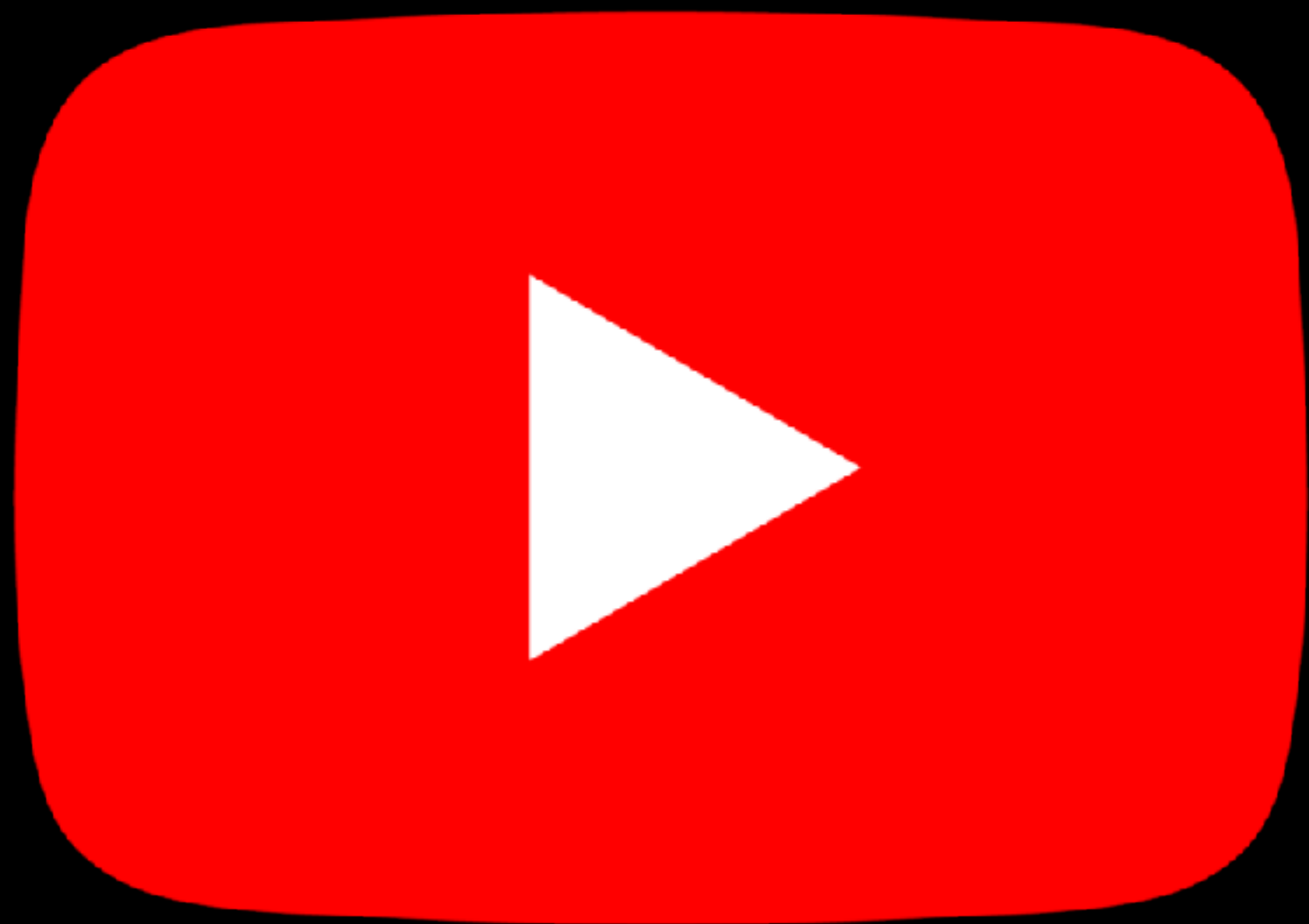
Not Yet The End



Before we end...



Jerome Rojo - Eslabra



Jerome Eslabra

I have a gift for you...



I have a gift for you...



I have a gift for you...



I have a gift for you...



I have a gift for you...



Once again...



2026 Visayas Convention

Iloilo Convention Center



A close-up, low-angle shot of a hand in a white, flowing robe reaching upwards. The hand is open, with fingers slightly spread, against a soft, hazy, light-colored background. The lighting is warm and diffused, creating a serene and spiritual atmosphere. The text "May God Bless Us All!" is overlaid in a white, elegant script font across the lower half of the image.

May God Bless Us All!

