



MATCHMAKERS

NOT JUST HEADHUNTERS



corporate
executive
search, inc.

kesteria

global executive
search partners

EXECUTIVE

SUCCESS

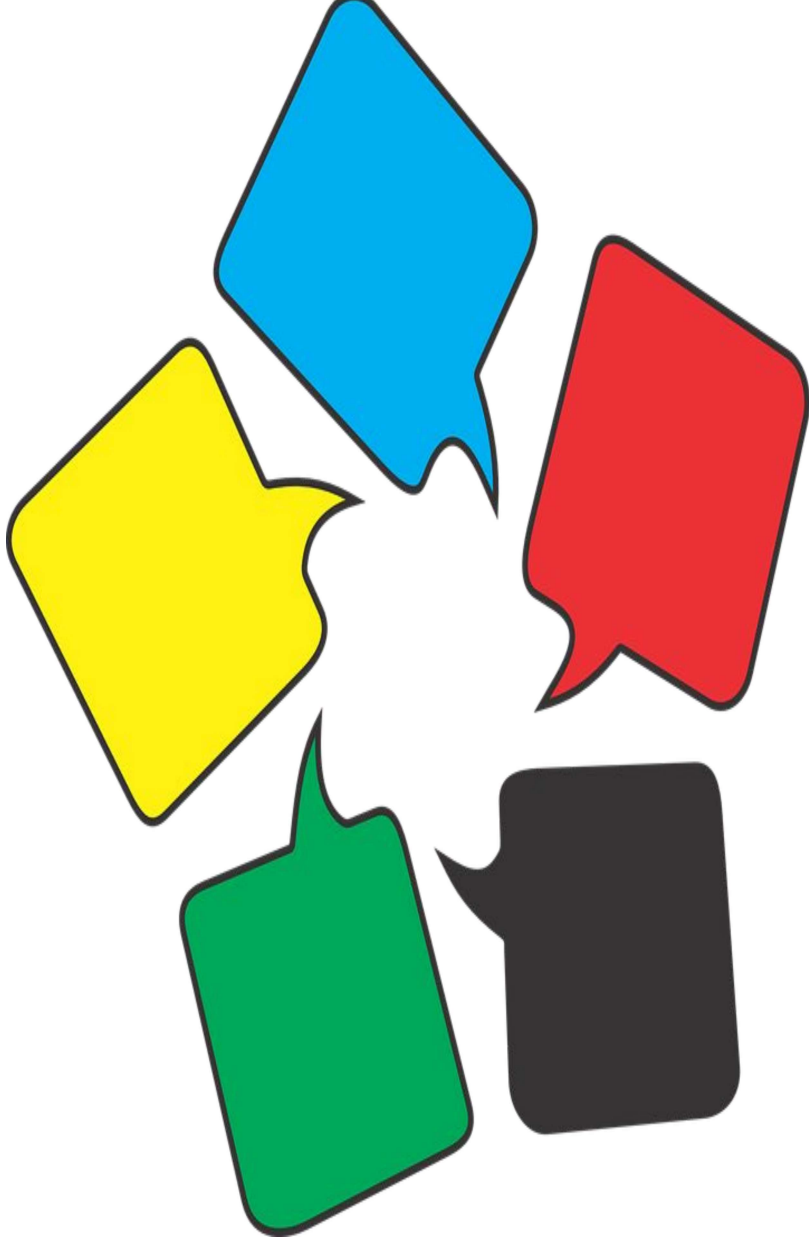
SPOTTING

WINNERS:

THE PHILIPPINE

EXPERIENCE

HOW DO I ADD VALUE TO THIS DISCUSSION?



Real (Exceptional) People, Real Stories



- Experience in executive search

- HR Gurus of Philippine conglomerates

- Filipino executives who work in globalized environments

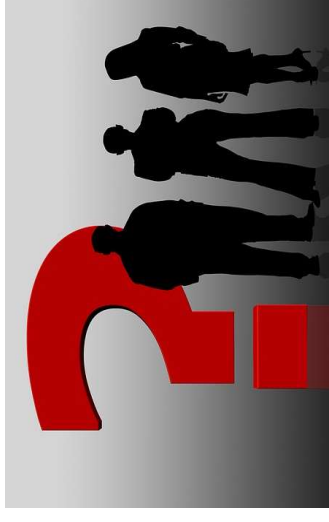
- Country heads of a BPO/KPO

- Expats working in Singapore, New York

- C Levels who have led companies past a crisis



QUESTIONS WE HOPE TO ANSWER



1. What are the leadership competencies that are associated with success in the Philippines ?
2. What is the context of global leadership for Filipino leaders? What are some global leadership competencies ?
3. What are universal and enduring traits of leaders?
4. Is there a single template for Filipino leadership? Or can you leverage on your particular strengths ?

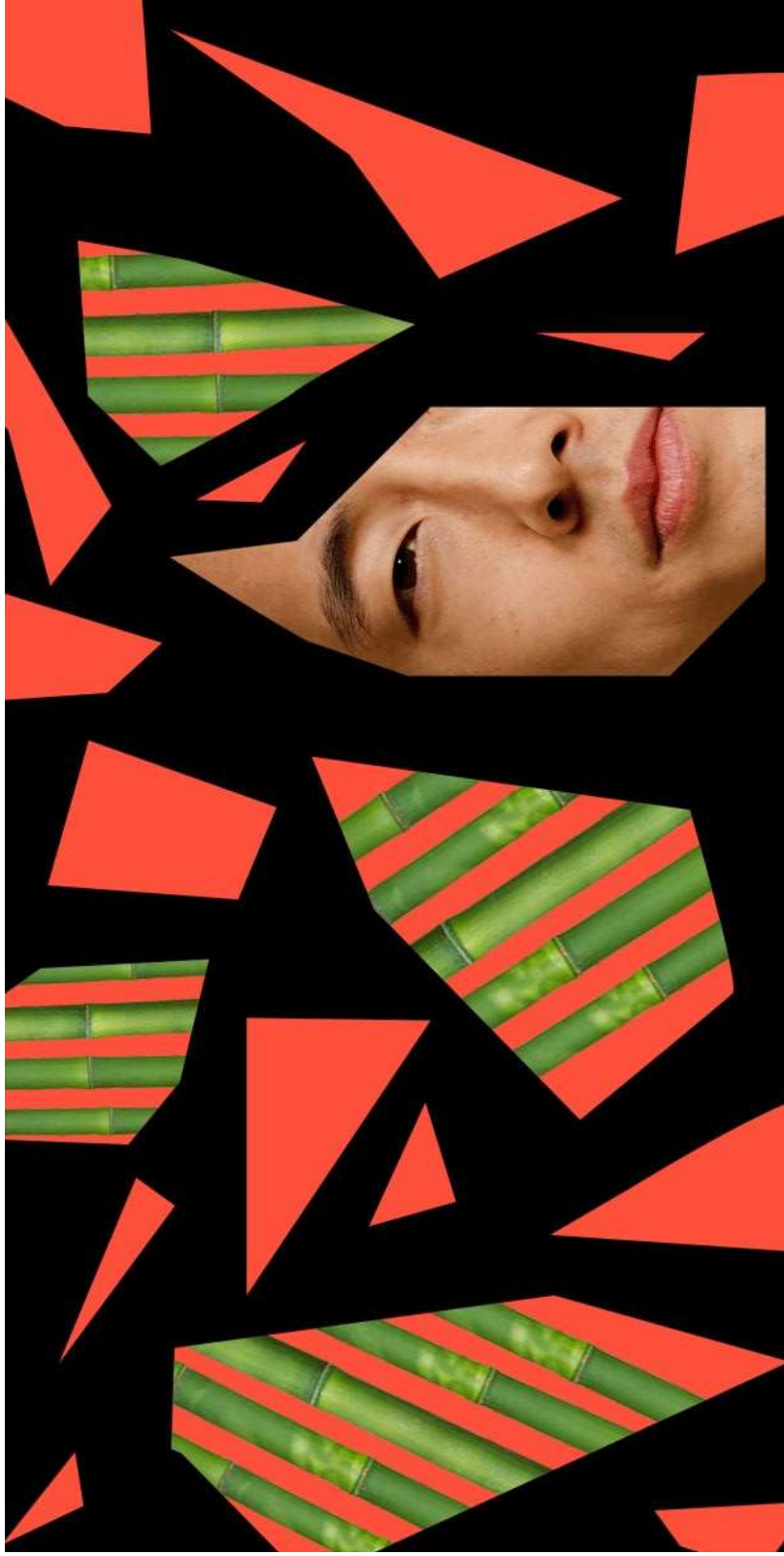
Tale of 2 Executives

- Numbers good
- Can “tell his story well”
- People stretch for him



- Very good analytical skills
- Better results/ numbers
- Not very good communicator

Bamboo Ceiling



How locals can play a more prominent role leading multinationals in Asia | Kestria

- **Tackle self-imposed barriers:** Identify self-limiting attitudes and behaviours and address them by pursuing challenging opportunities that help overcome them.
- **Nurture cultural assets:** Elevate the attitudes and cultural nuances that enhance leadership skills and the ability to connect with the market.
- **Gain international exposure:** Seize every opportunity to gain experience abroad, which invariably brings cultural hang-ups into focus.
- **Be resourceful:** The ability to adjust strategy quickly in volatile markets requires being resourceful and drawing on experience managing scarcity.
- **Deconstruct ingrained cultural obstacles:** Acknowledge the historical context that frames cultural relationships and ingrained notions and expunge the debilitating remnants.
- **Adapt:** Developing a successful leadership style in a Western multinational will require adopting and adapting certain traits and nurturing others to find the right balance.

Tale of 2 Executives

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You are a leader

if people will s-t-r-e-t-c-h for you.

“Pakikipag-kapwa”

- Treat people with respect
- Leave a good wake after dealing with negative situation
- Malasakit

C Level Executive : 2 large organizations
competing in global markets



Crisis management

> 1990's

> Covid

Winning Moves -1990's and 2020's

- A clear strategy
- ✓ knowledge of business
- ✓ clarity of purpose
- ✓ “executable” goals
- Ability to engage everyone to a common purpose
- ✓ **The ability to communicate well to all stakeholders: Employees, creditors, public**
- ✓ Humility to ask for help
- Ability to implement the plan , succeed and build trust



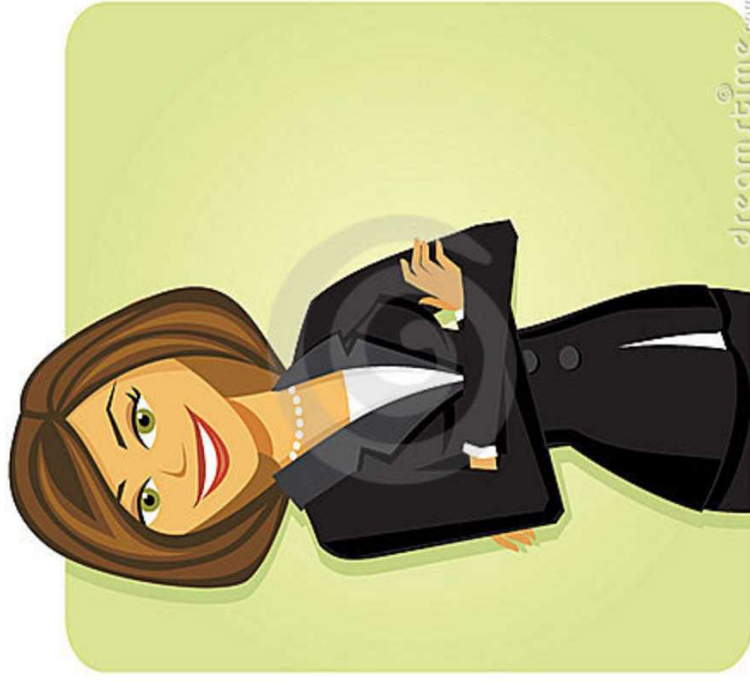
- Hubris- “Yabang”
 - Inability to set clarity in direction
 - Inability to communicate well
- ”strategic communication”

Global Competencies

“unquenchable thirst for knowledge” - what is out there?

- technology for competitive advantage
 - cost
 - safety
 - customer experience
 - speed

Strong, Confident Female Transitioned to Global Role



- Strong executive presence
- Willingness to take risks
- Studies and Plans for Success
- Defines strong leader – tough and authentic
- Self-Management

On the topic of confidence....



Self-Doubt

Hubris

*Impostor syndrome

Global Competencies

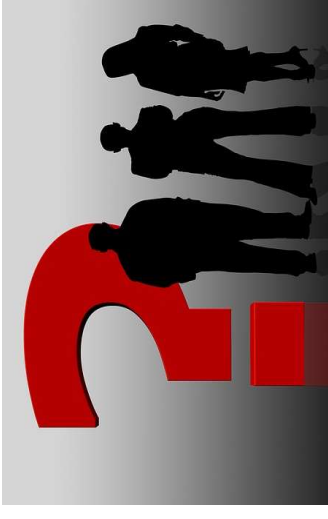
- Ability to synergize people of different cultures into a team , driven by a common purpose
- Navigating unfamiliar territory of cultural norms /taboos
- Strong executive presence



“Lack of cognitive flexibility”

- ability
- Not willing to learn;
- feels (s)he knows everything

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Business Competencies

- Strategic Thinking –the ability to create the PVA (purpose, value, ambition), align your function with the business strategy of the company, create solutions that are appropriate and aligned to the business
- Business Acumen – Understanding the business; financial awareness , know how your actions will impact the finances of the company
- Communication Skills and Executive Presence
- People Orientation – the recognition that all business issues are people issues , the ability to design the appropriate structure , hire and engage the right people , and to manage change
- Innovation

Additional Global Competencies

- **Strong Executive Presence**
- Keeping up with technology
- Ability to synergize teams
- Knowledge of peculiarities of culture

Enduring and Universal Traits

- Intelligence
- Communication
- Confidence
- Conscientiousness, Hard Work, Results Orientation
- Humility
- Curiosity, Love for Learning, Openness to what is new
- Likeability

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Difference between a Manager and a Leader

Leader

- Inspire
- Motivate
- Coach
- Establish direction
- Lead
- Seek opportunities
- Support
- Empower

Manager

- Manage
- Organises
- Plans
- Coordinates
- Follows the vision
- Evaluates
- Facilitates
- Budgeting

These are just a few examples



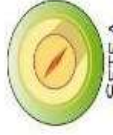
PLANS & BUDGETS



ORGANIZES & STAFFS



CONTROLS & PROBLEM SOLVES




SETS A DIRECTION



ALIGNS PEOPLE



MOTIVATES & INSPIRES

 Envision Partners