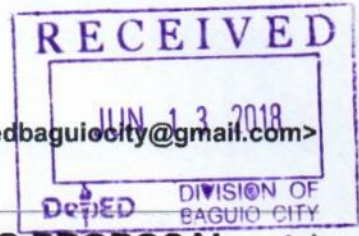




DepEd Baguio <depedbaguio@gmail.com>



**SACEDA YOUTH LEAD LEADERSHIP DEVELOPMENT TRAINING PROPOSAL FOR S.Y. 2018-2019**

Saceda Youth Lead <sacedayouthlead@gmail.com>

Wed, Jun 13, 2018 at 9:10 AM

To: federico.martin@deped.gov.ph, DepEd Baguio <depedbaguio@gmail.com>, arthur.tiongan@deped.gov.ph

June 13, 2018

**FEDERICO P. MARTIN, Ed.D., CESO IV**  
Schools Division Superintendent  
DepEd Division of Baguio City

Dear Dr. Martin:

We are glad to inform you that Saceda Youth Lead is Celebrating its 20<sup>th</sup> Anniversary.

SYL with its 20-year track record in leadership development initiatives in the Philippines, ASEAN and West African Regions, continue empowering elementary, secondary and college students and even professionals to become most effective citizens by providing them opportunities in leadership, community service and exchange.

As Youth Serving Institution under the auspices of the National Youth Commission, **SYL would like to propose and conduct a Leadership Development Training for S.Y. 2018-2019 in your division.**

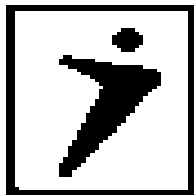
This training LEADERSHIP DEVELOPMENT TRAINING provides the teacher with the intellectual framework, the tacit knowledge and the practical skills for responding creatively and effectively to the performance challenge. The participants will develop the ability to identify the personal performance deficits, the ingenuity to create an effective performance strategy, the skill to motivate the "self" to exercise leadership in a diverse and complex situation.

We employ experiential learning with the strong emphasis on skills and values formation; sequencing, decision making and leadership development. We hope that you can support this cause by endorsing the proposal to the field.

Attached document is our program training template for your perusal.

**Ms. Jenissa Retorbar**  
Program Officer  
0955 8196 704  
sacedayouthlead@gmail.com

To: All School Administrators, Principals & Teachers in-Charge  
(Elementary & Secondary)  
**FOR YOUR INFORMATION & APPROPRIATE ACTION**  
*FEDERICO P. MARTIN, Ed.D, CESO VI*  
Schools Division Superintendent



## **SACEDA YOUTH LEAD**

*Empowering Leaders, Building Communities*

June 13, 2018

**FEDERICO P. MARTIN, Ed.D., CESO IV**  
Schools Division Superintendent  
DepEd Division of Baguio City

**Dear Dr. Martin:**

We are glad to inform you that Saceda Youth Lead is Celebrating its 20<sup>th</sup> Anniversary.

Over the years, some of our teachers and student leaders have been facing concerns on efficiency, trustworthiness, leadership and decision making. The ability to remain balance in the midst of difficulties brought about by the incredible challenges of life is always been the issue.

SYL with its 20-year track record in leadership development initiatives in the Philippines, ASEAN and West African Regions, continue empowering elementary, secondary and college students and even professionals to become most effective citizens by providing them opportunities in leadership, community service and exchange.

As Youth Serving Institution under the auspices of the National Youth Commission, SYL would like to propose and organize a Leadership Development Training in your division;

- **Division Wide Leadership Development Training with the Emphasis on Leadership Development and Decision Making for the SPG SSG and Teacher-Advisers.**
- **Division Faculty Development Training**
- **Awakening the Giant Within Training**

We employ experiential learning with the strong emphasis on skills and values formation; sequencing, decision making and leadership development. We hope that you can support this cause by endorsing the proposal to the field.

Attached document is our program training template for your perusal.

Thank you very much!

Respectfully,

**DAVE G. SACEDA**  
Chair and Founder

### **SACEDA YOUTH LEAD**

SYL Center, Candau-ay 6200 Dumaguete City, Philippines

Mobile: **0955 8196 704/0915 633 9546**

Email: [sacedayouthlead@gmail.com](mailto:sacedayouthlead@gmail.com)

Blog: [www.sacedayouthlead.blogspot.com](http://www.sacedayouthlead.blogspot.com)

Website: [www.sacedayouthlead.org](http://www.sacedayouthlead.org)

**2018 AWAKENING THE GIANT WITHIN**  
**Leadership Strategies That Produces Results: Going Beyond!**

**Target Participants:**

Batch 1

EPS, School Heads, Staff of DepEd Division who have become tired, uninterested and lax.

Batch 2

Teachers 1 and 2

**Overview:**

This training will allow the participant to understand his or her strengths and weaknesses; to understand soft skills and hard skills from the 7 Domains of Intelligences and Values; allowing him/her to interact meaningfully with other leaders, individuals and group. This training includes new curriculum in personal and global leadership management perspectives with strong emphasis on decision making skills, leadership and management skills, teamwork and interpersonal skills, greater flexibility and exposure to solving real-world problems through leadership workshops and group dynamics.

**General Objective:**

This training focuses on tested leadership strategies that school teachers need to employ effectively to increase performance in a variety of complex circumstances. Specifically, the training focuses on: (1) Specific Results to be produced; (2) Strategy in Producing Results; (3) Fostering Motivation of individuals, teams and collaborating organizations; (4) Necessity of Leadership to ensure coherent and comprehensive implementation. With all these, it is hoped that the training will strengthen each school teacher for a much stronger family, community and nation.

**Programme:**

<b>Day 1</b>	<b>Specifics</b>
0730-800	Arrival and Registration of Participants
0800-0830	General Orientation / Solid Groupings
830-1140	<i><b>Domains of Intelligences</b> An evaluation of the different core intelligences of every individual. These intelligences have corresponding skills that each person needs to develop. These skills are very dependent on the values system of each person</i>
1140-1300	Lunch
1300-1500	<b>LEADERSHIP LADDER: Stitching Bleeds from the Past</b> <i>In-depth activity that will focus on the strengths and opportunities vs. weaknesses and threats for greatness and turmoil comes from the self and the best solution to resolve such conflicts outside is to quiet problems of the self. .</i>

	<p><b>Decision Making and Conflict Management and Resolution</b>  <i>Workshops on how teachers manage and resolve conflicts and how these mechanisms will lead them to better leadership and management styles. (Barriers to Achievement and Traps of a Man)</i></p>
<b>Day 2</b>	
700-800	Breakfast
800-1140	<p><b>Team Effectiveness and Leadership</b>  <i>Workshops on how to conquer fears to tightened teamwork within the team. There Obstacle courses to target elements of leadership like team leadership role, communication, trust, conflict resolution, and a lot more are being incorporated in a half or one day Eco Challenge (team building activities).</i></p>
1140-1300	Lunch
1330-1500	<p><b>TEAMBUILDING ACTIVITIES</b>  <i>Catch the Flag Challenge</i>  <i>Electric Web</i>  <i>Dancing Upside Down with the Basin</i>  <i>Tunnel Pass</i>  <i>Centipid Walk</i>  <i>Chinese Garter</i>  <i>Trust Fall</i></p>
1500-1630	Evaluation and Assessment of the Team's Performance
1630-1700	Dinner
0800-1100	<p><b>Creating Balance in Life through Emergency and Preventive Medicine</b>  <i>This module aims to equip student teachers skills on how to react and do an emergency from first aid, emergency and wound care. "An ounce of prevention is better than a pound of cure, but knowledge is more important that an ounce of prevention and cure."</i>  <i>In depth module that will teach one to remain steady, stable and sane in the midst of difficulties in life</i></p> <p><b>Protocols and Personality Development</b>  <i>In depth session on protocols, social graces and etiquette</i></p>
1100-1200	<b>Closing Program</b>
1200-1300	<b>LUNCH</b>
1300	<b>Home Sweet Home</b>

## Proposals:

### a. Proposed Training Fee

- The training module will cost **Six Hundred Pesos (Php600.00)**. **Php400** will go for SYL to defray handouts, training materials, certificates, honoraria and transportation of speakers and facilitators and **Php200** will go for the host division to defray some logistics such as tarpaulin, snacks and PA system rental. (The host division can add up the reg. fee for the meals of the participants)

- b. **Proposed training date will be on JANUARY 2018- MARCH 2019. (First come first serve!)**
- c. **Proposed training venue will be determined by the host division.**
- d. **Targeted number of pax is 200 or more per batch**

**Responsibility of the Training Team:**

- Hands out and training materials shall be given by the training team
- To deliver the training through lectures and group dynamics and group workshops

**2018 DIVISION WIDE PUPIL, STUDENT GOVERNMENT  
AND TEACHERS ADVISERS' LEADERSHIP DEVELOPMENT TRAINING**  
*With the Emphasis on Conflict Analysis, Organizational Management and Decision Making*

**Target Participants:**

SPG and SSG Officers (President, Vice President, Secretary, Treasurer, Auditor, PRO) and the Members of the Pupil and Student Government Leaders of the Division and the Teacher-Advisers.

**Overview and OBJECTIVES:**

The Region/Division Wide Pupil and Student Government and Teachers Advisers' Leadership Development Training is a three-day intensive program that emphasizes on necessary, beneficial and practical approaches to better leadership development and decision making. The intensive program will explore analytical frameworks employing the leadership strategies with proper decision making skills. Participants will build skills and refine values as they perform team's eco-challenge which will provide greater inspiration for the self to effect change in the families, communities and the nation.

The 2018 Region Wide Pupil and Student Government and Teacher Advisers' Leadership Training examine the number of areas relating to: (1) SELF and FAMILY inequities; (2) Philosophy and Psychology, (3) Leadership and Social Action. The program consists of inspiring keynote presentations, case studies, team building activities that will awaken their giants in them.

**TENTATIVE PROGRAMME**

Day 1 (Friday)	Specifics
1200-1300	Arrival, Registration and Billeting
1300-1400	General Orientation of the Division Wide Leadership Training Getting To Know You Activities by the SYL Team
1400-1500	The Role of Student Government Leadership Training for Total Human Development
1500-1600	Lecture1 : PRESENTATION OF DOMAINS OF INTELLIGENCES (corresponding correct soft and hard skills and right values) and DECISION MAKING AND BALANCE by Dr. Dave G. Saceda
1600-1700	Symbolic Opening Program of the 2018 LEADERSHIP DEVELOPMENT TRAINING
Day 2 Saturday	
0730-0800	Cheers and Yells
0800-930	Solid Group Dynamics: Socratic Dialectic: Knowing Thyself (Barriers to Achievement) Workshop: LEADERSHIP LADDER Leaders Must stitch the bleeds in their lives and must make Correct Decisions in Life
930-945	Break
0945-1140	Team Effectiveness and Leadership
1140-1300	Lunch
1300-1700	Eco-Challenge: Team Building Activities for the SG Leaders Obstacle courses will be scattered all over the city for the student leaders to

	achieve; leaders will be exposed to the elements of leadership like purpose, individual roles, team roles, planning, decision making, communication, trust, conflict management, cooperation and team fighting spirit; Through this, they will encounter failures and successes in their training which will be processed so that the leader must learn how to cope with success and failure.
1700	End of the Training
<b>Day 3 Sunday</b>	
0730-0800	Cheers and Yells
0800-0930	Workshop: Social Graces and Etiquette
0930-1000	Break
1000-1140	Workshop: The Leadership Challenge for SG Leaders by SYL Team What can you do? How will you prepare for your leadership role? How can you effect change for yourself, your family, your community and nation?
1140-1300	Lunch
1300-1400	Closing Program of the 2018 Leadership Development Training

### Proposals:

- The training module will cost Six Hundred Pesos (Php 600.00). The 400 will be given to the SYL team for training materials such as handouts, training materials, certificates, honoraria and transportation of speakers and facilitators and the 200 for the host division for logistics and other expenses.
- Meals shall be on personal account. Host Division may add up some amount when deemed necessary to provide funds for logistics of the division wide training, and;
- **Proposed training date is on JANUARY 2018 to MARCH 2019.**
- **Proposed training venue shall be determined by the host division**  
*Suggestion from the SYL Team:* The venue will be better in of the schools in the division.

### Responsibility of the Training Team:

- To give hand outs and training materials, and;
- To deliver the training through lectures and group dynamics and group workshops

### Responsibility of the Host Team:

- To select the date and venue of the training; and,
- To provide accommodation to the facilitators at the HE Room of a local school

### Methodology:

The training will be conducted through lecture, solid group discussions and dynamics and intellectual and practical workshops.

# DIVISION WIDE FACULTY DEVELOPMENT TRAINING 2018

## Driving Teachers' Performance: Going Beyond!

### Leadership Strategies That Produces Results

**Target Participants:** School Heads, Principals, Teachers and Staff

#### Overview:

This training will allow the participant to understand his or her strengths and weaknesses, allowing him/her to interact meaningfully with other leaders, individuals and group. This training includes new curriculum in personal and global leadership management perspectives with strong emphasis on teamwork and interpersonal skills, greater flexibility and exposure to solving real-world problems through leadership workshops and group dynamics.

#### General Objective:

This training focuses on tested leadership strategies that school teachers need to employ effectively to increase performance in a variety of complex circumstances. Specifically, the training focuses on: (1) Specific Results to be produced; (2) Strategy in Producing Results; (3) Fostering Motivation of individuals, teams and collaborating organizations; (4) Necessity of Leadership to ensure coherent and comprehensive implementation. With all these, it is hoped that the training will strengthen each school teacher for a much stronger family, community and nation.

#### TENTATIVE PROGRAM

Day 1	Activity
730-745	Arrival and Registration
745-800	Opening Program Anthem/Prayer
800-815	Overview of the Training
815-930	Socratic Dialectic: Knowing Thyself Solid Group Activity: LEADERSHIP LADDER
930-1030	Panel Discussion: How to Decide for my Life? <i>3 Panelists will come from the audience; Each will be given 7 minutes to speak about a major decision that shaped the course of the self and family and how it has affected the rest important aspects in life like financial, moral, spiritual and social.</i>
1030-1140	Conflict Analysis and Prevention DECISION MAKING AND BALANCE
1140-1300	Lunch Break
1300-1315	Energizers
1315-1440	Combating Personal Ills/Problems I Brought Into the School <i>This module targets issues and cases of Preferred Service, Chicken Leadership Style, Delaying Tactics, Corruption, Hypocrisy, Arrogance and being a Non Visionary and how one must strive to resolve these ill with the hope to become a better and more effective teacher for the Philippines</i>
1440-1500	Break
1500-1600	International Culture and Diplomacy for Teachers <i>This module brings teachers to a higher perspective as an educator; they will be exposed to international sets ups through songs and other cultural innovations to stir greater appreciation for the Philippines inculcating genuine patriotism and nationalism</i>
1700	End of Training



<b>Day 2</b>	<b>Activity</b>
800	Arrival of Participants
800-815	Summation/ Anthem and Prayer
815-1000	Intensive Training on Social Graces and Etiquette for Teachers <i>Social graces are skills used to interact politely in social situations. They include manners, etiquette (the specific accepted rules within a culture for the application of universal manners), deportment and courtesy. These soft skills are very important in our development and the focus of social graces has changed significantly with strong emphasis on business etiquette and international protocol.</i>
1000-114-	
1140-1300	Simulation of a Social Graces and Etiquette- Lunch
1300-1315	
1315-1415	Team Effectiveness and Leadership <i>An in depth study of the elements of leadership which include purpose, individual roles, planning, decision making, communication, conflict management and cooperation; this module aims to resolve conflicts within the school and strengthen relationships with genuine unity and strength</i>
1515-1530	Break
1530-1700	TEAM BUILDING ACTIVITIES The teambuilding activities test the 7 intelligences, skills and values of teachers
1700-1800	EVALUATION AND ASSESSMENT
1800	END OF DAY 2

<b>Day 3</b>	<b>Activity</b>
745-800	Arrival of Participants
800-815	Summation/ Anthem and Prayer
815-1000	Emergency and Preventive Medicine for Teachers <i>A solid understanding and skill training on how to handle emergencies at the classroom level. This module also teaches teachers on how to determine symptoms of illnesses which are not detected because of too much work and negative attitudes.</i>
1140-1300	Lunch
1300-1315	Energizers
1315-1500	Strategic Planning for the Personal and Professional Growth of Teachers Setting the Goals and Aiming High
1500	Closing Program of the 3-day Faculty Development Training/ End of Training

#### **PROPOSALS:**

- The training module will cost Six Hundred Pesos (Php 600.00). The 400 will be given to the SYL team for training materials such as handouts, training materials, certificates, honoraria and transportation of speakers and facilitators and the 200 for the host division for logistics and other expenses.
- **Proposed Training dates will be between JANUARY 2018 to MARCH 2019. (First come; first serve!)**
- **Proposed Venue will be decided by the host division**

**Target Number of Participants:** 300 participants or more

## **SACEDA YOUTH LEAD CORE LECTURERS**

### **DAVE G. SACEDA (ORGANIZER AND CHAIR OF SACEDA YOUTH LEAD)**

The past 20 years have been greatly devoted to empowering of elementary, high school and college students and even professionals to become most effective citizens of the country by providing them opportunities in leadership. As chair and founder of Saceda Youth Lead, he successfully established Youth Leadership Initiatives to schools and universities in the Philippines and the ASEAN region; conducted various trainings on Faculty Development and erected SYL School- a leadership high school in the Philippines and author of a book – Ills Outweigh Thrills: the 7 Deadly Sins in Teaching and I am Rich and So Are You!

Armed with a BA degree major in History from Silliman University (Cum Laude) and as Most Outstanding Student of the Year; International Relations from the International Christian University, Tokyo, Japan, Graduate Studies in General Academics from the State University of New York, Master in International Relations from the University of Alfonso X and his Post Graduate degree in Leadership and Change from the John F. Kennedy School of Government, Harvard University. He is cited about his hope for the Filipino nation in his statement-“Through the Youth We See the Future of our Country and through Their Good Deeds we will Prosper as a Nation”.

### **MYRALUZ VIVARES –WADDINGTON**

Dr. Waddington is the chair of the Peace Studies of Silliman University. She is a Board of Advisers of Saceda Youth Lead and has been active in several faculty trainings especially on conflict transformation and management. Her work has also brought her internationally. She has degree in Social Work and Master in Psychology from Silliman University. She earned her Doctor of Philosophy from Notre Dame University.

### **HENRY A SOJOR**

Dr. Henry A. Sojor is the authority in public speaking in Negros Oriental; He is the first President of Negros Oriental State University, who successfully made CVPC into a state university during Pres. Cory Aquino’s time. Dr. Sojor is respected public figure having served as board member of the Negros Oriental and Consultant for the current provincial administration. He has been invited in several national and international conferences. He was cited Most Outstanding Negrense and serves as Corps of Advisers of Saceda Youth Lead.

### **EARL JUDE PAUL CLEOPE**

Prof. Earl Jude Paul Cleope exemplifies a dedicated man for God and country. He has held several academic positions and presented numerous papers on history and education all over the Philippines, Asia and the United States.

A member of the Historical Society of the Philippines, he graduated with a degree in Arts from Silliman University (Cum Laude) and earned his Doctor of Philosophy from the University of Santo Tomas (Summa Cum Laude). He is the Dean of College of Education of Silliman University. He became a visiting professor to several universities in Asia and the United States under the United Board for Christian Higher Education in Asia.

### **NIEVES R. CONFESOR**

She is a core faculty member of the Institute. Her areas of teaching and research include: strategic negotiations and conflict management; public policy; leadership and management of change; labor and employment; labor administration; and public sector governance.

Prof. Confesor She served as Dean of the Institute from 2003-2005, during which time, the Institute was brought into the global community of European (EQUIS) and American (AACSB) accredited business schools and universities. She has also served as the Executive Director of AIM's Team Energy Center for Bridging Societal Divides (formerly MIRANT) from September 2009-December 2013. She was OIC-Associate dean of the Masters in Development (MDM) Program of the Stephen Zuellig Graduate School of Development Management (formerly Center for Development Management) from September 2008-August 2009.

She continues to chair the panel of Declaration Expert-Advisers to the International Labor Organization (ILO) and its Governing Body in the promotion of the basic principles in the world of work in the countries of the world. In relation to this, she was also a member of the Operating Council of the Global Alliance for Workers and their Communities and a Trustee of the International System for National Agricultural Research (ISNAR).

She has also worked as Director/Trustee of various boards of both private and public companies, non-government organizations. These have included, among others, Philippine National Oil Company (PNOC), Philippine National Bank (PNB), Ayala Land, Inc. (ALI), Metropolitan Bank and Trust Corporation, Philippine Agency for the Improvement of the Community and Family, Inc., Miriam College Foundation, Inc., and the Philippine Youth for Business, Inc.

She has served as external collaborator, adviser, and consultant to the World Bank, the ILO, the ASEAN Secretariat, and the Asian Development Bank (ADB), and has provided consulting services to various Philippine and foreign companies and organizations.

Prof. Confesor holds a Master in Public Policy from the Harvard University Kennedy School of Government 1980 and Master in Business Administration from the Ateneo de Manila University Graduate School of Business 1981. She also took special courses on labor and employment, women in politics, and international economics. She completed a Bachelor of Arts in Literary Studies (Magna Cum Laude and Class Valedictorian) at Maryknoll College in 1971.

### **JUNIOR FACILITATORS**

Will be composed of the students at Saceda Youth Lead School. Each JF will attend to 12-15 students in a group. The SYL Junior Facilitators are trained in facilitating solid group dynamics sets ups and the eco-challenge. They are also trained in emergency and water safety.

## ABOUT SACEDA YOUTH LEAD

Saceda Youth Lead is a Leadership Development Consulting and a Youth Serving Institution of the Philippines under the auspices of the National Youth Commission of the Philippines. For 20 years now, it continues empowering elementary, high school and college students and even professionals to become most effective citizens of our country by providing them opportunities in leadership, community service and exchange and builds leadership through education and action.

SYL believes that through continues empowerment and education of our people we will see the future of our country and through the good deeds of leaders we will prosper as One Nation. It believes that education is the backbone of our economy. It believes in the ripples of modest beginnings that societal transformation must start from within and that involves training and awakening of the self; given the chance and guidance, one can become an agent of change for God and country.

Saceda Youth Lead will be an Affiliate Member of the United Nations World Tourism Organizations, ASEAN (affiliations is in progress), a Registered Member of the Philippine National Volunteer Service Coordinating Agency of the National Economic and Development Authority (NEDA), registered as a Youth Serving Institution under the auspices of the National Youth Commission. It is seeking accreditation from the Professional Regulation Commission (PRC), and the Civil Service Commission (CSC). It is a recognized NGO on youth empowerment and development by the Charter for Compassion, World Associations of NGOs, Kofi Annan International Peacekeeping Center, Ngee Ann Polytechnic of Singapore, Department of Youth and Sports, Brunei Darussalam and the Berg Institute, along with the recognition from the Department of Education, and Commission on Higher Education. It has empowered more than 200,000 youths and teachers in all its programs and activities in the Philippines and the ASEAN region.



## **WHO WE ARE**

Saceda Youth Lead, is a Youth Serving Institution of the Philippines under the auspices of the National Youth Commission. For 20 years now, it continues empowering elementary, high school and college students and even professionals to become most effective citizens of our country by providing them opportunities in leadership, community service and exchange and builds leadership through education and action.

## **WHAT WE BELIEVE**

SYL believes that through our youth and our teachers we will see the future of our country and through their good deeds we will prosper as one nation. We believe that education is the backbone of our economy and we need greater partnership and collaboration with other institutions to empower the Filipino Youth to become better citizens of our country by providing them opportunities in leadership, community service and social action. We believe in the ripples of modest beginnings that societal transformation must start from within and that involves training and awakening of the self; given the chance and guidance, one can become an agent of change for God and country.

## **WHAT WE DO**

In partnership with, and the recognition of the National Youth Commission, Department of Education, and Commission on Higher Education, SYL has empowered more than 400,000 youths and teachers in all its programs and activities in the Philippines and the ASEAN region.

Through our partnership in youth development, SYL is a member of the World Associations of NGO's of the United Nations, International Leadership Academy and the Innovations for Civic Engagements. It was awarded 2004 Ten Accomplished Youth Organizations of the Philippines for Visayas; 2005 National Award on Youth Empowerment and awarded Distinguished Service for Youth Leadership conferred by the HOBY Foundation during the World Leadership Congress, Washington DC, USA. Today, it has its own leadership center for its various trainings and programs. It has opened its own leadership high school in Dumaguete-the only leadership school in Negros Oriental. It runs 60 annual programs in training and development, ventures and international exchange. SYL is a self-sustained organization and has undertaken a TV documentary entitled Continents' Journey of the World assessing the GRAPEEES (geography, religion, arts and architectures, politics and history, education, environment, economy and social structures) and how these grapeees have shaped the country and its performance.

## **SYL CORE VALUES**

SINCERITY, HUMILITY, RESPECT, RESPONSIBILITY, RESILIENCE, HONESTY AND INTEGRITY AND VOLUNTEERISM

## **SYL CORE COMPETENCIES**

Leadership.Teamwork.Linguistics.Honesty and Integrity.Logic and Math.Motivation and Initiative.Flexibility and Adaptability.Interpersonal Skills. Technical Skills and Excellence