



LOOKING BACK...

Management Development Program Continues

Contributed by Elvie Manalansan

On 25 October 2016, the 4TH Management Development Seminar entitled "The Dynamics of Coaching and Mentoring: Coach to Move ... Mentor to Perform," held in the Café Fleur-de-lis was attended by 42 participants, composed of SPC Sisters, lay managers, faculty members, and non-academic personnel. It was organized by the Green Team—Dr. Marichen Dychangco, Dr. Lournna Tagay, Dr. Rhoda Reyes, Ms. Nancy Aguila, Mr. Roel Suspendio, Ms. Abigail Valenzuela, and Ms. Elvira Manalansan.



Atty. Pilar Nenuca P. Almira, an alumna of St. Paul Manila (HS 1970, BSC 1974) and the President and CEO of Cardinal Santos Medical Center and concurrently the CEO of Lourdes Hospital, was the resource speaker for the said event.

As a prelude, Atty. Almira shared that coaching and mentoring are both processes and underscored the importance of having a good infrastructure in developing people in an organization, and that in the process of developing people, the organization and its employees play different roles in order to bring out their coaching or mentoring potentials.

On the part of the organization, Atty. Almira shared that the organization should believe in its people; it should have a position charter that is clear and acceptable to the employees. It needs to have a performance improvement system and a career development program, which is apart from the career path of the employees that defines possible options in the organization.

Atty. Almira with the seminar participants.



Further, succession planning program is also essential in developing people as this will identify potential leaders from the ranks and people with strong institution-spirit.

The employee, on the other hand, must have the interest to develop and should invest time, effort, and resources. An employee's development should not rely merely on the organization s/he is working with. The speaker revealed that 60% of the development efforts should come from the employee alone, 25% will comprise the support of his/her immediate head, while the remaining 15% will come from the organization in order to achieve the 100% development of people. Development, however, does not refer only to skills but also attitudes, such as humility and diligence to complement development.

Coaching and Mentoring

Coaching deals with honing the skills of a person and raises the level of his/her functionality. It is where a person becomes more competent within the expected timeline. When coaching, everything said should be in a positive manner because this is the time when one could influence other people. In coaching, one should know how to give feedbacks/reviews and should follow through to sustain the coaching efforts. Meanwhile, mentoring levels up the competence of a person. It harnesses one's potential. Mentoring trains the person to become an institutional builder. It also touches the personal mission of a person and connects with the deeper perspective of the person's heart and mind.

Coach to Move ... Mentor to Transform

Coaching and mentoring are the same in essence: developing people towards making them exemplars in providing quality service and truly caring for others.



Atty. Almira with the organizers of the seminar

PQA Holds Review Session on Writing Reports and Document Preparation for 2017 PAASCU Visit

Contributed by Ivy P. Coronel

In its commitment to assist the academic programs in their pursuit of quality standards and the continuing effort to maintain them at a high level, the Planning and Quality Assurance Office

(PQA) organized a half-day review session on how to effectively write PAASCU reports and what documents to prepare for the accreditors' visit in 2017.

Dr. Marichen Dychangco, PQA Director and a PAASCU accreditor herself, facilitated the said activity on 27 October 2016 in the 3/F Meeting Room with the college deans, program chairs, faculty representatives, and selected unit heads/representatives of the common areas in attendance.

Dr. Dychangco started the activity by recalling the 2012 and 2013 PAASCU visits to the concerned programs and the recommendations cited in the PAASCU reports. She then briefly discussed the PAASCU Survey Form, an instrument that can help the school measure educational quality and assess institutional achievement; reminded the attendees of the pertinent documents and needed records; and re-oriented the participants on how to determine which document is appropriate as appendix to the report or for exhibit. Presentation of group outputs was done at the end of the workshop.

The programs up for visit in 2017 are the following: Liberal Arts, Teacher Education, Business Administration, Entrepreneurship, HRM, Tourism Management, Computer Science, Information Technology, Mass Communication, Psychology, and Nursing.





SPU Manila's accreditation status:

UNDERGRADUATE PROGRAMS	STATUS
Tourism Management	LEVEL I
Entrepreneurship	
Information Technology	
Hotel and Restaurant Management	LEVEL II - RE-ACCREDITED STATUS
Computer Science	
Elementary and Secondary Education	LEVEL III – ACCREDITED STATUS
Psychology	LEVEL III – RE-ACCREDITED STATUS
Business Administration	
Mass Communication	
Liberal Arts	
Nursing	
GRADUATE PROGRAMS	STATUS
Master of Arts in Nursing	CANDIDATE STATUS
Master in Business Administration	
Master of Arts in Special Education	
Master of Arts in Education	

11TH FLCC KICKS OFF

Contributed by Renz Arnie S. Rogayan

The Father Louis Chauvet Cup (FLCC), the annual sports festival of the University, marked its 11th year at the quadrangle on 26 September 2016 with the theme, "Fostering Peace, Unity, and Excellence through Sports."

Athletes taking oath of sportsmanship



Five colleges, namely the College of Business and Management (CBM), College of Arts and Sciences (CAS), College of Nursing and Allied Health Sciences (CNAHS), College of Music and the Performing Arts (CMPA), and the College of Education (COE), will compete in different sports events in the next five months. The Senior High School students will be part of the COE.



Representatives of the five colleges holding up their torches

University President, Sister Ma. Evangeline Anastacio, SPC, gave the opening remarks. She reminded the athletes of the importance of sportsmanship and teamwork. Student Affairs Head, Ms. Elmgay Valeriano, gave an inspirational message on behalf of Ms. Myra Arañas, RGC, Vice President for Student Services.

Sr. Evangeline giving her opening remarks



PAULINIANS JOIN #SHOUTFORLIFE METRO-WIDE NOISE BARRAGE VS EJK

One of the advocacies of St. Paul University is pro-life; therefore joining the Shout for Life activity showed how Paulinians live out the Church's teachings on protecting and defending the sanctity of life.

Through the partnership of StopTheKillings Network and Pro-Life, over a hundred Paulinian students, administration, faculty, and staff gathered on Pedro Gil Street on 30 September 2016 to join the metro-wide noise barrage and share their statements regarding the current issue of Extra-Judicial Killings.

The opening prayer was led by Nica Dominique Ondoy, Pro-Life President, followed by an introduction by their moderator, Ms. Judith Alderete, and Ms. Kathy Yamzon of StopTheKillings Network. Paulinians held up placards with messages that uplift the value of life.

"Itigil ang pamamaslang. Stop! Stop the killings!"-led by Icon Leander Fernandez, and Nica Dominique Ondoy, Paulinians chanted over and over again.



After the noise barrage, all placards were left for exhibit at the gate as the participants sang "Pananagutan" while tying red ribbons at the gate as a symbol of empathy with all the victims of violence and prayers for hope and peace in our country.



Paulinians taking a stand against extra-judicial killings

