

*The Filipino's Guide  
to Personal Governance*

ALSO BY JESUS P. ESTANISLAO

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Responsible Citizenship

Towards a National Culture of Excellence

# *The Filipino's Guide to Personal Governance*

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Creative Producer

Late Bloomer Books

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## *The Filipino's Guide to Personal Governance*

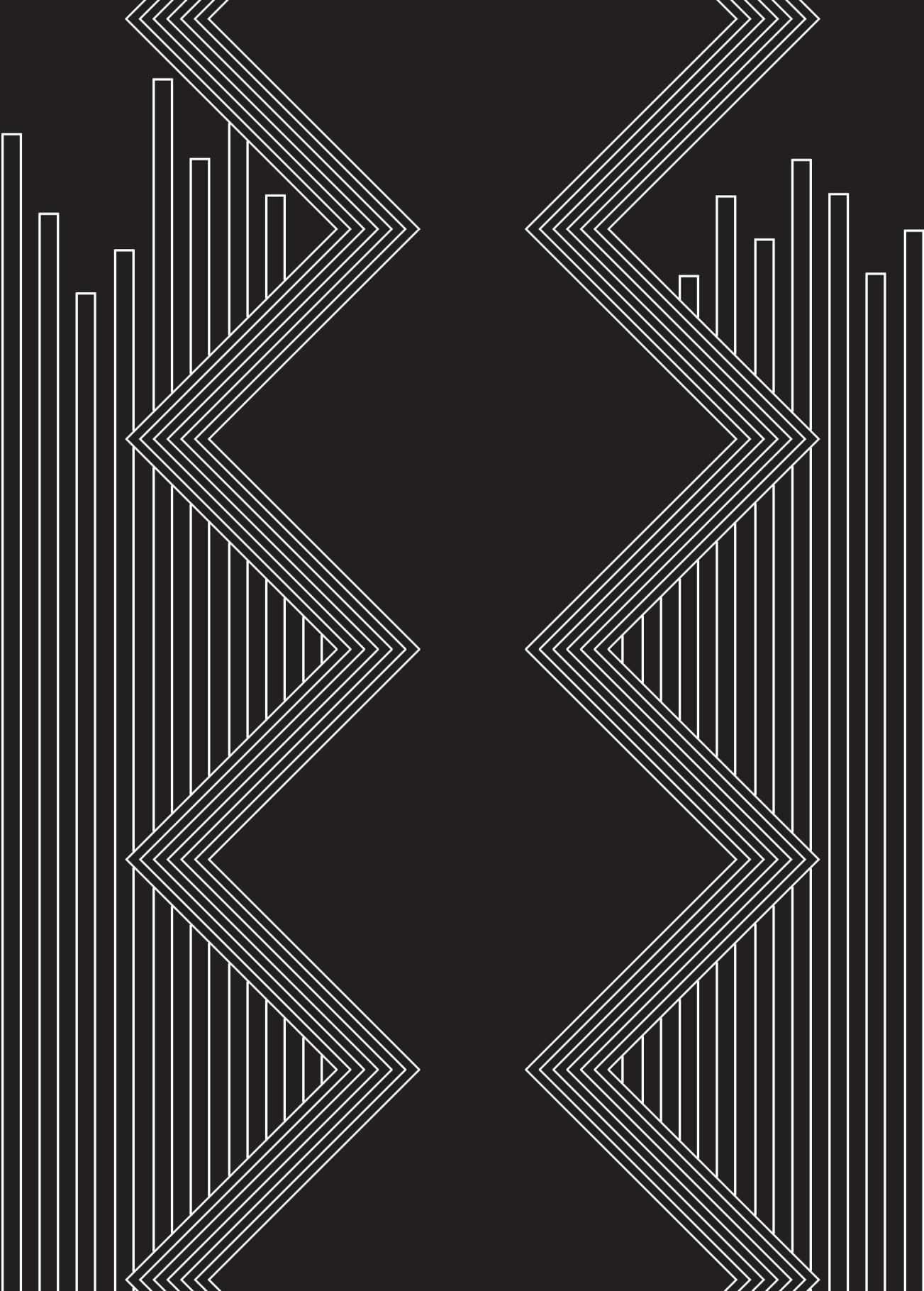
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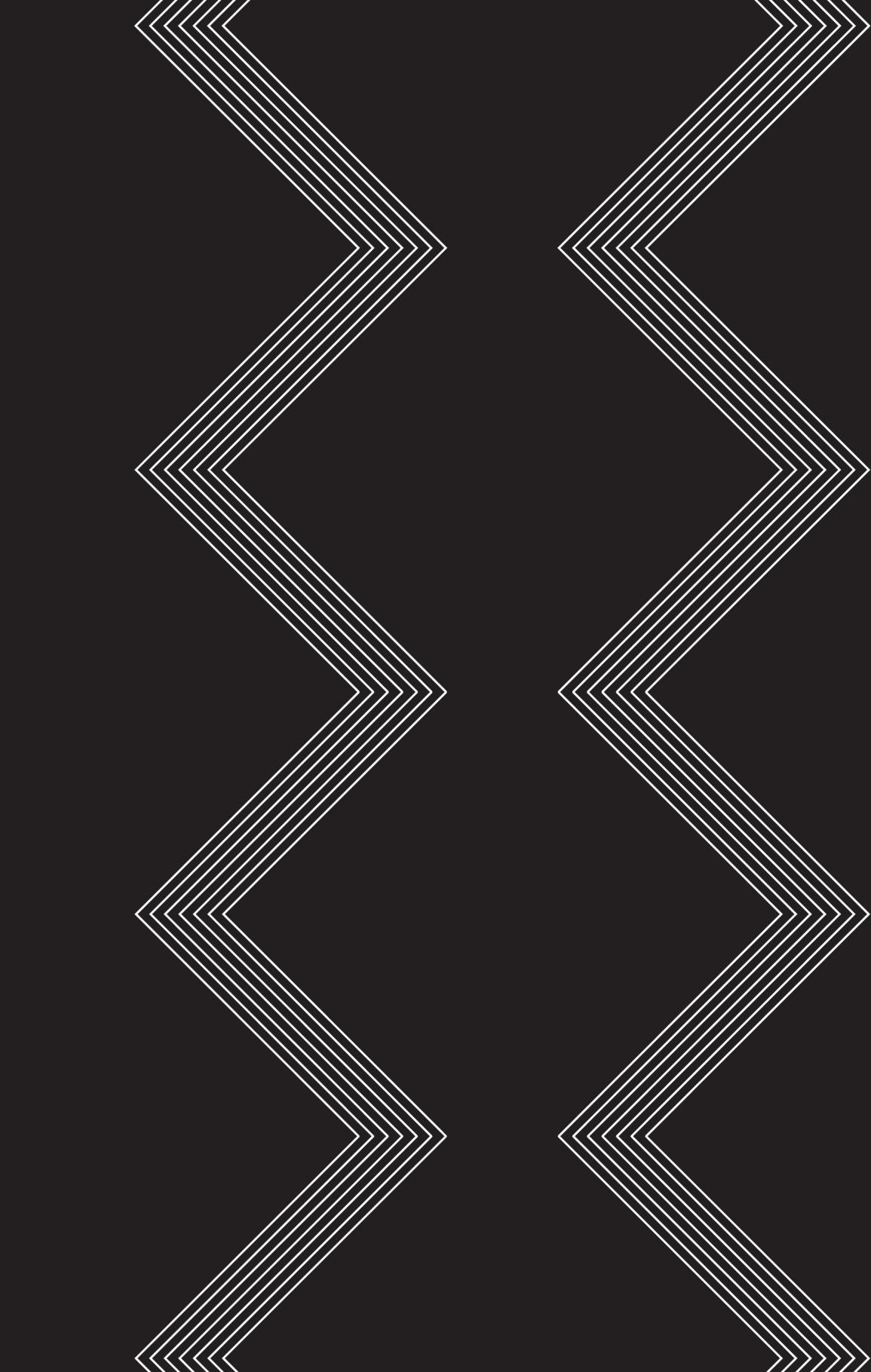
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PART ONE

*A Guide to Personal Governance*



## Towards Making Individuals The Enterprise's Ultimate Governance Assets

It has been said by many others, over and over, that “change begins with me”. The change we wish to see in enterprises, in the community, and indeed in the nation cannot really be sustained up to the point where it becomes transformative, unless individuals get involved. Individuals have to participate; they have to be deeply immersed in any transformation process for any enterprise.

How fundamentally true this is for a governance and transformation program!

An enterprise can go through all the phases of a performance governance system (PGS), which installs a transformation program. It can be declared an “Island of Good Governance”. It may even achieve Hall of Fame status under

the Palladium mechanism for giving global recognition for enterprises—in business, government, or civil society—that have delivered game-changing, transformative outcomes through observance of the governance discipline with its principles and best practices.

However, for such an enterprise to sustain the gains and accomplishments it has attained through the adoption of the PGS or any governance or transformation program, it is absolutely necessary for it to bring down the governance discipline to the level of the individuals who work in it. In other words, governance has to be adopted at the personal level, i.e. down to the grass-roots level, where individuals go on a journey of personal transformation, such that they become the ultimate governance assets of the

enterprise they work for. Going on such a journey, in full consistency with the enterprise transformation program, would lead to two desirable outcomes: first, the individuals get to change or transform themselves for the better, in all key aspects of their life and work; and second, they end up positively contributing to the change and transformation of the entire enterprise itself (with various flow-back benefits that can then befall them).

This desirable two-fold outcome hinges on consistency between the direction and the initiatives taken by the enterprise and those taken by the individuals who work in it. That consistency is one of several features of the broader governance theme of integrity; and it is impossible to speak of integrity unless all the decisions and actions of the enterprise and of the individuals who work there are inspired and closely knit together by—as well as suffused with—ethics and the due observance of ethical principles and guidelines. In this light, it is impossible to separate integrity from ethics.

It is individuals, who at the end of the day give flesh and substance to “integrity & ethics”. It is at the personal, individual level, where integrity and ethics take on concrete, specific reality

through due observance of their principles and the practical guidelines they provide. It is therefore at this level—the level of individual persons—where integrity and ethics need to be underscored. And if integrity and ethics are vital and essential for the strength and long-term sustainability of an enterprise's transformation program, then the observance and widespread practice of personal governance within an enterprise is a critical plank for the long-term sustainability of its enterprise governance program.

This guide is about personal governance. It is about the application of the governance discipline to the level of individual persons working within an enterprise. It is about the use of personal scorecards as tools for personal transformation. It is about providing the proper environment where individual persons can keep working and fighting such that in the end they truly become the ultimate governance assets of their respective enterprises.



## *Integrity and Ethics in a Governance Sustainability Program*