

# DOCUMENTATION REPORT

## Team Building/ Group Building Seminar and Workshop

### I. Introduction

Mt. Malindang Range Natural Park was declared in the year 2011 as the 29<sup>th</sup> ASEAN Heritage Park. The declaration is combined with great responsibility to maintain its natural richness as it becomes the heritage park not only in the Philippines but in the ASEAN Region. In line with the identified target programs in the Regional action plans for ASEAN Heritage Parks, Mt. Malindang Range Natural Park as one of the AHPs has targeted activities that geared towards the attainment of the said plan. For CY 2016, the identified AHP Programs includes among others the organizing of ILCs/Subanen IPs as partner of PA Management. The SRPAO data help us determined the number of Indigenous People living in the Park and about 9,157 of Park Occupants are subanen IPs. Indeed the ILCs participation and involvement in the protection, conservation and management of the PA must be tapped and developed to sustainably manage the heritage park. To further strengthen the management and Protection of the PA the Mt. Malindang, Protected Area Office was conducted a Team Building/ Group Building seminar Workshop last May 2-3, 2016 at Villa Amor Hotel and Restaurant Oroquieta City, Misamis Occidental.

### Highlights of Activity

#### 1. Opening Program

The program was opened through a prayer led by forester Armstrong Hedoquio followed by the National Anthem conducted by Ms. Melony V. Alaman. The program was hosted by For. Eden C. Pito and the PA Staff. Thereafter, acknowledgement of participants facilitated by Deputy PASu Angel P. Jumawan. A welcome message was delivered by Hon. Dodge L. Cabahug cited the IPRA Law to protect and promote the rights of Indigenous Cultural communities and to respect and protect their ancestral domains. He added, that every municipality was managed by the assigned IPMR or Brgy. Tribal Chieftains in every Barangays. All activities conducted in their respective areas must take and follow their traditional activities (ritual) in respect of the Subanen Tribe. Mention therein that they are thankful to the DENR who strongly managed and protect Mt. Malindang which is the home, Life and resources of Subanen IPs.



Sofronio Cabatuan the Provincial Tribal Chieftain was also delivered a message cited the Indigenous Cultural Communities and their identified bounded territory. As mentioned by Hon. Cabahug he also promoted to respect their cultural activities and the ancestral domains.

## **2. Training Proper**

### **a.) Expectation Setting**

To insure that participants are immediately involved in the event, For. Eden C. Pito Facilitated the Expectations settings of participants and negotiate with them about their expectations and agenda. The facilitators provided Manila paper to the participants for them to write their expectation in: the training, venue, Co- participants and in the facilitator or speaker. A visayan language was chosen to be used during the conduct of lecture and in any other related activities of the training for them to understand carefully.

### **b.) Self Awareness**

The self awareness was discussed by For. Eden C. Pito to recognize oneself as an individual and to develop gradually through a succession of different behaviours all of which relate to the self. The participants were divided into 4 groups and each group are composed of 10 people. The facilitators were responsible in asking question based on the data provided. The facilitator in each group also were responsible to give summarize report on the gathered data of participant. In addition, Forester Pitodiscussed that self-awareness is the basis of the quantified self movement, which assumes that if we collect data about our self we can make improvement based on that data. This is the starting point that leads to every improvement of everyone behaviour.

### **c.) Self Acceptance**

The most important of creating a team or a group is that everyone recognizes the strength and weaknesses of one another because it is where everything starts. If the daily conversation with yourself is criticizing, competitive and insecure this will reflect on your actions in life. It will affect how much you believe in yourself, your strengths, in the fact that you matter. It will affect the amount of trust you have that you can make a difference in this world. Forester Pito divided the participants into 4 groups. Each group composed of 10 persons and each group has assisted by the assigned facilitator and the facilitators were responsible in gathering the given data of each participants. Each participants shared their most wounded experience in life.

### **d.) Self Investment**

### **e.) Coordination**

Coordination is the Plus-value of the group That is, if there is good coordination then the combined group achievement will be greater than the total of the individual achievement

### **f.) Trust**

Successful teamwork is built on a foundation of trust. Each member of the team must establish trust, cultivate trust through his actions and words, and work to maintain it. Each member also needs to be able to trust his team members to make a commitment to the team and its goals, work competently with those goals in mind, and communicate consistently about any issues that affect the team.

### **g.) Facilitating meeting**

CENRO Exequil Barillo discussed the proper way of Facilitating a meeting

### **h.) Group decision making**

Ms. Melony Alaman discussed that Group decision making is a type of participatory process in which multiple individuals acting collectively, analyze problems or situations, consider and evaluate alternative courses of action, and select from among the alternatives a solution or solutions. The individuals in a group may be demographically similar or quite diverse. Decision-making groups may be relatively informal in nature, or formally designated and charged with a specific goal. The process used to arrive at decisions may be unstructured or structured. The nature and composition of groups, their size, demographic makeup, structure, and purpose, all affect their functioning to some degree. The external contingencies faced by groups (time pressure and conflicting goals) impact the development and [effectiveness](#) of decision-making groups as well. The group decision activity was conducted led by Ms. Melony Alaman and facilitate the question and answer. Ms Re Dela Calzada added that Group decision making should be distinguished from the concepts of teams, teamwork, and self-managed teams. The decision should base on what the team agreed.

### **i.) Communication**

Belen O. Daba, the Protected Area Superintendent, highlights the importance of communication and teamworks.

## **Closing Program**

### **1. Impression of the Speakers and Participants.**

#### **Participants:**

SonitoManggithe Brgy. Tribal Chieftain of Mansawan Don Victoriano, Mis Occshared his Subanen songs says” help him protect Mt. Malindang for the yesterday of next generations”.

Timuay Fernando MaganteMagante was very thankful to be part of the TBGB seminar and workshop and gather more knowledge to be shared also in their community.

## **2. Closing Remarks**

The commitment building was followed and the program was formally closed.