



Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION



Reference No.: IASCTS24-I-441

MEMORANDUM FROM THE OFFICE OF THE CHAIRPERSON

TO : PRESIDENTS/HEADS OF HIGHER EDUCATION INSTITUTIONS
CHED CENTRAL AND REGIONAL OFFICE DIRECTORS/
OFFICERS-IN-CHARGE

SUBJECT: LEADERSHIP DEVELOPMENT PROGRAM FOR HIGHER
EDUCATION INSTITUTIONS IN SOUTHEAST ASIA (2024 LDP-HEIS
IN SEA)

DATE : 08 February 2024

The Commission on Higher Education hereby invites interested parties to the **2024 Leadership Development Program for Higher Education Institutions in Southeast Asia (2024 LDP-HEIs in SEA)**, co-organized by the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) and The HEAD Foundation, Singapore.

The 2024 LDP-HEIs in SEA is intended for twenty-five (25) administrators, faculty deans/department heads, and other university leaders of HEIs in Southeast Asia who are at least a master's degree holder. The program will be conducted in hybrid mode, with five online sessions on 14 March until 2 May 2024, onsite sessions in Thailand on 7-9 May 2024, and online coaching sessions from June to July 2024.

Detailed information on the program components, application process, and registration fees may be accessed at <http://bit.ly/LDPHEI2024>. Also attached for reference is the Program Brief. Should there be queries and/or concerns, interested parties may directly contact Dr. Nova Ramos, Head of the SEARCA Training for Development Unit at telephone number (+63 49) 554 9330 to 9336 local 3500, or email at nea@searca.org/
training@searca.org.

Dissemination of this Memorandum is desired.


J. PROSPERO E. DE VERA III, DPA
Chairman 



S E A M E O
SEARCA



The
HEAD
Foundation



2024 LDP-HEIs in SEA

LEADERSHIP DEVELOPMENT PROGRAM FOR HIGHER EDUCATION INSTITUTIONS IN SOUTHEAST ASIA

Hybrid Offering:

14 March-2 May 2024 (5 Online Sessions)

7-9 May 2024 (F2F Sessions, Thailand)



Learning to lead, leading to learn

Are you ready to lead and navigate your team through rapid global change? Join us at the 2024 LDP-HEIs in SEA!

The Leadership Development Program for Higher Education Institutions in Southeast Asia (LDP-HEIs in SEA) aims to build the capacities of Southeast Asian higher education institution (HEI) leaders with the relevant skills and knowledge needed to effectively lead thriving and resilient universities in the region. It is a collaboration between the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) and The HEAD Foundation (THF). Five successful runs (two regional and three in-country) have been implemented between 2019 and 2023, with 121 training alumni from eight Southeast Asian countries.





The overarching theme for the 2024 LDP-HEIs in SEA is ***Designing and Leading Your University to the Desired Future***. This covers the following:

- Envisioning desired future for the institution
- Initiating changes to achieved desired Educational Outcomes through the 4Ps enablers: Purpose, People, Product (deliverables/end outcomes), Process
- Championing and sustaining change efforts through Re-Entry Action Plan (REAP)

To ensure relevance and effectiveness of the training and continuity of learning in the participants' institutions, the 2024 LDP-HEIs in SEA will have the following components

- Workshops that will include faculty presentations, participants' presentations (in groups), and follow-up discussions
- Keynote address by well-established experts and leaders in academia, industry, and government
- Site visits and guest speakers to share real-world case studies
- Assignments which will culminate in a final presentation of each participant's/participating institution's REAP
- Coaching calls and alumni sharing to discuss progress and challenges in implementing REAP.



PARTICIPANTS

The Program is open to top administrators, faculty deans/department heads, and other university leaders of HEIs in Southeast Asia who are at least a master's degree holder. Slots are also open for newly appointed leaders or are poised for leadership positions in the university as endorsed by their immediate supervisor. Only 20-25 slots are available for this program.

WHAT YOU'LL LEARN

In this Program, you will envision your desired future of your HEI and learn how to initiate changes to achieve desired educational outcomes through 4Ps enablers, and champion and sustain efforts through your REAP. By the end of this course, you will be able to:

- Understand the role of HEIs and their inter-dependency with key stakeholders
- Internalize the importance of aligning Educational Outcomes to future needs
- Understand the trends that are driving changes in the labor market, business, and industry
- Discuss common contemporary challenges and appropriate (country-specific) responses
- Adopt a forward-looking approach and strategies to address the rapidly changing higher education landscape
- Gain relevant knowledge on higher education leadership and management
- Gain new perspectives on university leaders' roles
- Learn tools and methodology to review and assess current status and envision desired future
- Explore potential collaborative efforts at the national, cross-countries, and regional levels



MEET THE EXPERTS



DR. N. VARAPRASAD
PROGRAM DIRECTOR

After 16 years as an engineering educator, Dr Prasad accumulated over 35 years of experience in higher education and management. He was the founding Principal/CEO of the highly innovative Temasek Polytechnic and for a short period was Deputy President at the National University of Singapore (NUS). He became chief executive of the National Library Board (NLB) for a further six years, overseeing the National Library and the network of public libraries in Singapore. Currently, he is the managing partner of a global education consulting and training company in Singapore and has consulted for the World Bank and Asian Development Bank in the areas of TVET and university leadership. He has a PhD in Urban Transport Dynamics from the UK and has attended the Stanford Executive Programme. He has worked in the United Arab Emirates and consulted and trained in the Middle East and Asia. He sits on the Board of several charities in Singapore and is an independent director at the London School of Business and Finance, a private education institution (PEI) in Singapore.



DR. CALVIN CHAN
FACULTY

Dr. Calvin Chan is Assistant Provost (Curricula and Student Matters) and Director of the Office of Graduate Studies at the Singapore University of Social Sciences (SUSS). He teaches Strategy as well as Technology and Innovation Management and conducts research on the Digital Transformation of the Public, Private, and People Sectors. His research is published in leading journals such as the Journal of Strategic Information Systems, Journal of the American Society for Information Science and Technology, and European Journal of Information Systems. Prior to becoming an Associate Professor at SUSS, he was doing Strategic Planning and Master Planning at the Singapore Government's InfoComm Development Authority.



MEET THE EXPERTS



DR. REBEKAH LIM
FACULTY

Dr. Rebekah Lim is an Associate Professor and Director of the Teaching and Learning Center of SUSS. She leads the Center in academic development of lecturers in higher education, academic support for adult learners, and digital learning practices. She has been an educator in teacher training and in higher education, specializing in the areas of pedagogy, learning design, and online learning. Her research interests include adult professional identities, teacher learning and technology-enabled pedagogy, areas on which many of her competitive research grants awards were based on. Her current interests, both in research and practice, include the use of AI in education and in the examination of identity and knowledge appropriation as adults navigate transitions.

WHAT OUR ALUMNI SAY

This program has allowed us to evolve and be more engaged and empowered. Our learnings from this program will help us better serve our students and communities.

- Dr. Ramjie Odin, Vice Chancellor for Research, Extension, and Development
Mindanao State University, Philippines

I learned a lot about the principles and tools of leadership and management in higher education. The networking opportunities I had with my fellow participants and the resource persons will help a lot when I go back to my university as I can seek their help in preparing our university's future-ready program.

- Dr. Ro Sophoarith, Vice Dean, Faculty of Agronomy
Royal University of Agriculture, Cambodia

I learned that transformation entails a lot of commitment on your part as a leader. As a new university president, I am thankful for having attended this program as it will help me in leading and managing the changes that I would like to have in our university.

- Dr. Charisma Ututalum, President, Sulu State College, Philippines

I strongly affirm that this Leadership Development Program has provided me significant realizations and new practical learnings not only insofar as my profession is concerned but in life itself that will enable me to effectively carry on my work responsibilities in the university.

- Dr. Eduardo Aniceto Serrao, Pro-Rector for Cooperation Affairs
National University of Timor Lorosa'e, Timor-Leste



PROGRAM SCHEDULE

Sessions/Dates	Agenda
<i>TBD date of release</i>	Pre-Program Assignment: SWOT analysis of participants' respective HEIs
VIRTUAL SESSIONS	
29 February 2024 (Thursday) Time (TBD)	Online Onboarding Session for Participants
14 March 2024 (Thursday) Session 1A, 8:30-9:30 am	Opening Activities <ul style="list-style-type: none"> Opening Ceremony Introduction of Program Director, Faculty, and Participants Introduction of Re-Entry Action Plan (REAP) REAP sharing by LDPHEI alumni <p style="text-align: right;">SEARCA, THF representatives Dr. N. Varaprasad, Program Director LDPHEI training alumni (TBC)</p>
Session 1B, 9:30-11:30 am	Sharing of SWOT analysis (in groups) <p style="text-align: right;">Dr. Calvin Chan, Assistant Provost (Curricula and Student Matters) <i>and Director, Office of Graduate Studies, Singapore University of Social Sciences (SUSS)</i></p> General Q&A
21 March 2024 (Thursday) Session 2A, 9:00-10:30 am	<u>Theme: Driving Change</u> HEIs which have successfully pivoted to meet new opportunities are not many. In this session, we showcase two HEIs that have successfully been through the process – from identifying why change was necessary to determining what was needed to be done, and finally executing change. <ul style="list-style-type: none"> Speaker 1 (HEI leader from Vietnam, TBC) Speaker 2 (HEI leader from Malaysia, TBC) General Q&A
Session 2B, 10:30 am-12:00 nn	<u>Activity: Relook at SWOT analysis</u> Identify the key drivers of change for each HEI. What are the criteria we used to identify the drivers of change and how did we select them? <p style="text-align: right;">Dr. Calvin Chan and Dr. N. Varaprasad</p>
11 April 2024 (Thursday) Session 3A, 9:00-10:30 am	<u>Theme: Leadership and Change</u> Many HEIs have successfully identified and driven change according to their needs and contexts. In this session, two HEI leaders will describe their personal journey of change and what challenges they had to overcome, and how. <p style="text-align: right;">Dr. Tan Thiam Soon, Former President, and Institute Professor, <i>Singapore Institute of Technology (TBC)</i></p>
	<p style="text-align: right;">Dr. Emerlinda Roman, Former President, University of the Philippines and SEARCA Senior Fellow (TBC)</p> General Q&A
Session 3B, 10:30 am- 12:00 nn	<u>Activity: Group discussion</u> Group discussion on the personal attributes that are necessary for leading change. How do we go about developing and strengthening these skills? <p style="text-align: right;">Dr. N. Varaprasad</p>



PROGRAM SCHEDULE

25 April 2024 (Thursday) Session 4A, 9:00-10:30 am	<p><u>Theme: Teaching and Learning</u></p> <p>Teaching, learning, and research are the key activities of every HEI. But we cannot be standing still in these areas. How do we innovate in the areas of teaching, learning, and research? How can we do things differently? And how do we carry our faculty and students along the path of change?</p> <p><i>Dr. Venky Shankararaman, Faculty Vice Provost (Education), Singapore Management University (TBC)</i> <i>Dr. Sarah Louisa Birchley, Professor and Director of International Exchange, Toyo Gakuen University, Japan (TBC)</i></p>
Session 4B, 10:30 am-12:00 nn	<p><u>Activity: Group discussion</u></p> <p><i>Dr. Rebekah Lim, Associate Professor and Director, Teaching and Learning Center, SUSS</i></p>
2 May 2024 (Thursday) Session 5A, 9:00-10:30 am	<p><u>Alumni Sharing</u></p> <p>Alumni of this program who have been through the cycle of REAP implementation will share their experiences of their challenges and how they overcame or mitigated them. What are some of the best practices or methods that they used in implementing their REAP? Did they have to make changes and adjustments along the way and what was the consequence of these?</p> <p><i>LDP-HEI Alumni and Resource Persons</i></p>
Session 5B, 10:30 am-12:00 nn	<p>REAP Preparation and Coaching</p> <p><i>Dr. N. Varapasad, Dr. Calvin Chan, and Dr. Rebekah Lim</i></p>
FACE-TO-FACE SESSIONS (Bangkok, Thailand)	
6 May 2024 (Monday)	Arrival in Bangkok
7 May 2024 (Tuesday)	<p>Welcome Ceremony and REAP Pitching</p> <p><i>Dr. N. Varapasad, Dr. Calvin Chan, and Dr. Rebekah Lim</i> <i>SEARCA Training Management Group</i></p>
8 May 2024 (Wednesday)	<p>Site Visits</p> <ul style="list-style-type: none"> • East-West Seed, Inc. (TBC) • SEAMEO STEM-ED (TBC) <p>Closing Dinner</p>
9 May 2024 (Thursday)	<p>Site Visit: Kasetsart University</p> <p>Consolidation of learning outcomes in LDP-HEIs (groups and plenary)</p> <p>Program Evaluation</p> <p>Closing Ceremony</p>
10 May 2024 (Friday)	Departure from Bangkok, Thailand
COACHING CALLS (Virtual Delivery)	
<i>Schedule of core faculty and participants/participating HEIs are to be discussed. Tentatively in June 2024.</i>	<p>In-depth discussions between selected core faculty and participants/HEIs regarding their proposed REAPs, implementation plan, and challenges they may encounter.</p> <p><i>Each coaching call will run for 45 minutes per HEI.</i></p>
FINAL GROUP PRESENTATION (Virtual Delivery)	
<i>Schedule is to be finalized. Tentatively in July 2024.</i>	REAP presentations and discussions facilitated by SEARCA, THF, and core faculty.



PROGRAM FEES

RATES	INCLUSIONS
USD1,800.00 - regular rate for private institutions	<ul style="list-style-type: none">• Cost of tuition• Access to all learning materials and learning management system• Training kit• Meals and accommodation in Thailand• Airport transfer and local transportation in Thailand
USD600.00 - subsidized rate for government employees of any SEAMEO member country	

Rates are exclusive of travel costs. Participants availing these rates shall cover their air travel costs to and from Bangkok, Thailand.

SEAMEO member countries include Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, Timor-Leste, and Vietnam.

For more information and access to online registration form, you may visit: bit.ly/LDPHEI2024

Or you may contact us:

Dr. Nova Ramos
Head, Training for Development Unit
Education and Collective Learning Department
SEAMEO SEARCA
College, Los Baños, 4031 Laguna, Philippines

☎ +63 49 554-9330 to 39, ext. 3500

✉ nea@searca.org; training@searca.org





S E A M E O
SEARCA

The Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) is one of the 26 specialist institutions of the Southeast Asian Ministers of Education Organization (SEAMEO). Established in 1966, SEARCA is mandated to strengthen institutional capacities in agricultural and rural development in Southeast Asia through education and collective learning, research and thought leadership, and emerging innovation for growth. It serves the 11 SEAMEO member countries, namely: Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, Timor-Leste, and Vietnam. SEARCA is hosted by the Government of the Philippines on the campus of the University of the Philippines Los Baños (UPLB) in Laguna, Philippines. It is supported by donations from SEAMEO members and associate member states, other governments, and various international donor agencies. For more information, please visit: <https://www.searca.org>.



The HEAD Foundation (THF) is a charitable organization set up in 2013 in Singapore to contribute to sustainable development in Asia by focusing on two key areas of work — Education and Healthcare — from an East-West perspective. The HEAD Foundation's programs and activities help to empower changemakers like educational leaders with the relevant knowledge and key skills to transform their communities. At the heart of The HEAD Foundation's support for healthcare projects is a recognition of the need to research and develop new, integrative modes of healthcare in keeping with the times. The HEAD Foundation's events and publications provide researchers, academics, and practitioners insights on the latest developments in education, healthcare and other prominent issues in today's society. For further information, please visit: <https://headfoundation.org/>.