



# NATCCO's STAFF Leadership Bootcamp

*Rev Up Leaders Momentum to Bridge the Gap  
in an Integrated Credit Union Networks*

## A Narrative Report

October 3-5, 2022

Microtel by Wyndham UP TechnoHub, Quezon City

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## ***The Leadership Bootcamp: Narrative Documentation***

*Rev Up Leaders Momentum to Bridge the Gap  
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### **TRAINING DESCRIPTION**

ACCU adopted the vision of an Integrated and Sustainable Credit Union Networks in 2014 and subsequently shared by its members. The vision would mean adopting significant changes from an atomized to an integrated system of operation. A high level of commitment to cooperate for the good of all is a prerequisite because an integrated network would mean resources sharing, standardization, contractual solidarity, and governance disciplines.

Since 2014, ACCU training programs and technical assistance have focused on integration. Despite these interventions, the Asian credit union movements did not demonstrate significant achievements in increasing the level of integration of credit unions. In the March 2021 workshop, the CEOs attributed the lack of real leadership commitment and political will to change as a significant gap in integration. It is not the knowledge about integration but the intention to embrace the changes or SHIFTS.

ACCU realizes that there is a need for intense leadership training for credit union leaders in Asia. The available training programs at the country levels deal with skills and knowledge, but not many on the soft skills needed to navigate complexities and change. ACCU created the Leadership Bootcamp for thought leaders to rev up their momentum to bridge the gap in the integration of credit union networks.

The Leadership BootCamp is an intensive session that focuses on discovering personal leadership strengths and weaknesses, transitioning to new leadership perspectives, and inspiring leaders to leave a legacy for the next generation. The attendees would be exploring and mastering skills and knowledge that will comfortably take their leadership to the next level.

## A. TRAINING CONTENT

The first level training is an adaptation of John Maxwell's eleven (11) Leader – SHIFT lessons contextualized in the credit union environment. The Leader-SHIFTs teaches to accelerate leaders' careers by putting their leadership into high gear. The training provides a blueprint for change, among those shifts are:

1. Soloist to Conductor
2. Goals to Growth
3. Perks to Price
4. Pleasing People to Challenging People
5. Maintaining to Creating
6. Ladder Climbing to Ladder Building
7. Directing to Connecting
8. Team Uniformity to Team Diversity
9. Positional Authority to Moral Authority
10. Trained Leaders to Transformational Leaders
11. Career to Calling

### Daily Schedule

October 3 to 5, 2022

Day 1 – Monday, October 3	
8:00 – 9:00	Opening Program <ol style="list-style-type: none"> <li>1. Introduction of the Mentors/Facilitators</li> <li>2. Introduction of the groups – revealing their group names, cheers, introduction of participants and mentors and expectations of the training.</li> <li>3. Leaders' Rules of Respect (LRR)</li> </ol> Host of the day
	<b>Credit Union/Cooperative Leadership</b>
9:00 – 9:30	The Brand of Cooperative Leaders (Qualities you bring in for your organization to succeed)
9:30 – 10:00	The Purpose of Cooperative Leadership
10:00 – 10:30	Morning Break
10:30 – 11:00	Integrated Credit Union Network

11:00 – 12:00	The Board's Most Important Function in the CU/Coop Network
12:00 – 13:00	Lunch Break
	<b>LEADERSHIFTS</b>
13:00 – 14:00	Leader-SHIFT 1: Soloist to Conductor
14:00 – 15:00	Leader-SHIFT 2: Goals to Growth
15:00 – 15:30	Coffee Break
15:30 – 17:00	Leader-SHIFT 3: Perks to Price
<b>Day 2 – Tuesday, October 4</b>	
8:00 – 8:30	Preliminaries
8:30 – 10:00	Leader-SHIFT 4: Pleasing People to Challenging People
10:00 – 10:30	Morning Break
10:30 – 12:00	Leader-SHIFT 5: Maintaining to Creating
12:00 – 13:00	Lunch Break
13:00 – 13:15	Icebreaker
13:15 – 15:00	Leader-SHIFT 6: Ladder Climbing to Ladder Building
15:00 – 15:30	Coffee Break
15:30 – 17:00	Leader-SHIFT 7: Directing to Connecting
<b>Day 3 – Wednesday, October 5</b>	
8:00 – 8:30	Preliminaries
8:30 – 10:00	Leader-SHIFT 8: Team Uniformity to Team Diversity
10:00 – 10:30	Morning Break
10:30 – 12:00	Leader-SHIFT 9: Positional Authority to Moral Authority
12:00 – 13:00	Lunch Break
13:00 – 13:15	Icebreaker
13:15 – 15:00	Leaders-SHIFT 10: Trained Leaders to Transformed Leaders