

# Leadership in Action – Philippines



Through a collaboration between DowCorps and the company's Human Resources Department, the 2016 Leadership in Action (LIA) program is harnessing the skills of 40 Dow employees who have formed teams to work on six important projects in partnership with governmental and non-governmental organizations (NGO) in Cebu, Philippines.

Now in its fourth year, the novel LIA approach develops solutions to critical needs in the host country while simultaneously enabling new leadership development opportunities, giving participants a chance to learn more about the realities of international business, and identify new business opportunities. This is an investment in the leaders of tomorrow, who in turn are making an investment in the Dow of tomorrow.

Dow is leveraging Human Resources, Sustainability, DowCorps, Global Citizenship and in-country resources to develop solutions for these six projects.

*“Employees who take part in Leadership in Action develop important skills, strengths and insights, as well as gain the satisfaction of helping people in very hands-on ways.”*

— Johanna Söderström, corporate vice president of Dow Human Resources and Aviation



## By the Numbers

5

months virtual consulting

1 week

work in Cebu by 6 team members

1

WEEK in country for all

40 participants

6

projects with governments and NGOs



*"The talent and passion of Dow employees can have a lasting impact on the strength of communities around the world, and Leadership in Action has proven very effective in realizing that potential."*

— **Rob Vallentine**, director of Dow Global Citizenship and president of The Dow Chemical Company Foundation

## LIA Communities

Accra, Ghana **2013**

Addis Ababa, Ethiopia **2014**

Surabaya, Indonesia **2015**

Cebu, Philippines **2016**

## Timeline

**April 2016:** All 40 Dow participants meet to kick-off LIA 2016 -- Philippines.

**May 2016:** Teams communicate with partner organizations virtually to begin work on their projects.

**June 2016:** A member from each team spends a week in Cebu meeting with project partners and preparing for the September trip.

**Sept. 3-10, 2016:** All team members spend a week in the Philippines developing and implementing solutions.

# 2016 Projects and Partners

1. Establish proper branding, marketing, and packaging solutions for pork and milk products to make them competitive within the mainstream market, without compromising affordability for the organization's current urban poor partners.

Partner Organization: All R Up (Pagtambayayong Foundation, PFI)



2. Develop global linkages and networks with foreign universities and organizations to improve the professional employability of graduates of the agricultural programs, as well as develop partnerships with various industries for collaborative research and product development.

Partner Organization: Cebu Technological University



3. Promote the production and commercialization of dried food products that are acceptable to local and export market consumers, through the development of a hybrid (solar and boiler) dryer.

Partner Organization: Department of Science and Technology Region 7



4. Educate farmers on techniques to increase the production of high-quality crops, reduce post-harvest loss, and support their financial literacy.

Partner Organization: Lamac Multi-Purpose Cooperative



5. Increase access to sufficient and affordable safe water to 50 households of Sitio Kabatbatan, on the Buhisan Watershed, for their personal consumption and to boost their ornamental plant production, which is the basis of their livelihood.

Partner Organization: Philippine Business for Social Progress



6. Develop recommendations for funding sources and methodologies to assess the water quality and quantity of Tinago Creek, as a pilot for subsequent river rehabilitations throughout the city of Cebu.

Partner Organization: University of San Carlos School of Engineering

