



## Building a nation through values training

**(COTABATO CITY/ June 2019).** Values at work define the guiding principles of an organization in performing its mission and goals. Values dictates the “dos and don’ts” at work and the standards that the organization and its people shall adhere in order to deliver the tasks required.

For the Bangsamoro Development Agency (BDA), promoting values at work and among its staff is a vital foundation. Established in the context of development, BDA’s principle is “change must begin with one’s self”, thus the Values Transformation Training (VTT) was conceptualized as strategy towards promoting the significance of values in performing a task effectively and efficiently.

### ***The Bangsamoro Development Agency (BDA)***

The Bangsamoro Development Agency (BDA) is established in accordance with the GPH-MILF Tripoli Agreement of 2001 with the primary mission to build the capacity of the Bangsamoro for future governance role and to help address the huge development gaps in the conflict-affected areas in Mindanao.



Early years of BDA with the trainers and participants to the Values Transformation Training (VTT) in 2005.



## ***The Values Transformation Training (VTT)***

Values Transformation Training or VTT was conceptualized during the early days of BDA in 2003 in line with the agreed principle of the agency on self-change first before overall development.

On that year, the BDA through the support of the World Bank, developed the module for the VTT that shall guide the agency in conducting the training for its staff, partners and stakeholders.

VTT comes with various topics on: values transformation and personal values clarification, faiths and its articles, the role of faith in developing Islamic values, role of *ibaadat* in Islamic values, Islamic values in dealing with non-Muslim and Islamic Leadership. It is usually conducted in three days.

It is organized before other major activities or training in a program or project can proceed to ensure that necessary values of a development catalyst is learned and comprehended by the person involved.

The VTT has become of the major programs of the BDA and is integrated as key components of all other projects. The objective is to develop a pool of catalyst with enhanced knowledge, appreciation and practice of Universals values that will help them in serving the most marginalized and indigent communities in Mindanao.

### ***VTT in building people who will build the nation***

It is an old, old tale for BDA that whenever asked of needed assistance, the agency would always ask for help on education and training.

“This is because we need knowledge and skills, as development agency of the MILF, we were new in the field of development, coming from a revolutionary organization”, Engr. Windel Diangcalan, BDA executive director stated.

In line with its slogan of “building people who will build the nation”, the BDA believes that the mandate on relief and rehabilitation of the CAAM can be best achieved with the principle of learning.



Participants to the VTT in Central Mindanao Region, where organizing of the values training has been consistent for development catalysts and other stakeholders over the years.

“We believed that before we can serve and help, we should start the change and development with ourselves, first with our values and then the skills necessary to deliver our tasks”, Engr. Diangcalan said.

VTT has become the primary capital of the BDA in establishing its human resources.

“During our infant year, our major task was to organize people to join us in the cause for the development of the Bangsamoro, and those that were affected by the war”, he added.

Furthermore, BDA deputy executive director Hashim Manticayan told that “VTT is intended to reinforce the values upheld by the staff by engaging them in exercises as well as lectures that expose them and eventually turn them into development workers who are effective and efficient in delivering their duties and functions.”

### ***VTT in community organizing and mobilizing***

For years of operating and serving in the CAAM, one of the best assets of the BDA is the established community links across the six regions namely Central Mindanao, Southern Mindanao, Davao, Ranaw, Zamboanga Peninsula, and Zamboanga-Basilan, the provinces of Sulu and Tawi-Tawi- and the VTT has played significant role in achieving such treasure.

From its main office in Cotabato City, the BDA produced its branches at the regional level based on the MILF's geographical identity. From each region, there were trainers developed to facilitate local VTT at the community level. VTT has become an effective approach in organizing people at the ground, conveying to them the message of self-change, the importance of Universal values in attaining a change for better world.

From mainland, to the highlands and the islands, VTT has become the weapon of the BDA in organizing and mobilizing people to work together in pursuit of the envisioned community and for peace and development.

These development catalysts are the strength of the BDA in reaching far flung communities that enable the agency to manage projects and programs at the most inclusive manner towards successful implementation.

### ***VTT in project management***

Then the VTT as key component of any BDA projects and programs turned out to be the primary training for the project staff, partners and stakeholders. It is part of the preparatory trainings organized during the early phase of the project.

Through this, everyone learned the importance of values and work attitude in performing one's task to be able to work as a team towards the accomplishment of project deliverables.

VTT has been very relevant in the capacity building objectives of the BDA and in developing Bangsamoro professionals who are committed to work and serve the Bangsamoro.

Sailani Alauya joined BDA in 2005. He started working at the agency as volunteer. More than his will to join in the Bangsamoro cause, Sailani expressed that the values instilled in him by the BDA through the VTT is another reason why he remains at the agency.



In 2014, the BDA Central Mindanao Region recorded 16,000 participants to 208 sessions of VTT conducted.



Community mobilizing and organizing in Sulu province during the early days of BDA.

“The value of piety is the most important for me because it encompasses all other values which binds me to stay. The VTT of BDA is as if refueling me every now and then as it reminds me of good values that I should practice as a staff and a Bangsamoro”, Sailani noted.



VTT for the project beneficiaries in BDA Southern Mindanao Region



Participants to the VTT in BDA Davao Region

Like him, Abdulrasheed Ambil also believes of the influence of the VTT in his life as pioneering staff and volunteer of BDA.

“The VTT develops us to be a role model of development worker, it triggers me to work more, it is a vehicle towards determination”, Ambil expressed.

This VTT of BDA is not only effective for the pioneering staff of BDA, but also for the new employees.

Maehara Pangunotan just joined BDA in April 2018. She is employed as civil engineer for the recent project of BDA on camp development.

This brave young woman who says of no fear in going into camps, rather feels excited shared that she was indeed impressed of the VTT.

“I thought it was only about BDA but I learned that it teaches us to apply good attitude at work”, Maehara said.

For her, time management is one of the most important values at work “especially that the present

millennial period do not observe this much due to the demand in the social media”, Maehara says.

She added that honesty and transparency are also relevant values for a staff to observe to get away from corruption.

All these values uphold by said staff were all relevant in project management as these also speak of the characteristics of a worker expected to deliver the tasks entrusted to him.



A trainer and also a staff of BDA facilitating VTT for project staff in May 2018.

## *VTT for camp development project*

Women participants of VTT in Camp Rajamuda in July 2018. Participants told that VTT is a very good approach in promoting personality development before implementing the project for sustainability and ownership.



In 2018, a camp development project was launched by the BDA with partners through the Mindanao Trust Fund- Reconstruction and Development Project Phase II (MTRDP/2).

The BDA as Project Implementing Unit (PIU) of the MTRDP/2 as usual, carried the VTT as vital component of the project and took it as one of the preparatory trainings for the Camp Level Joint Task Force for Camps Transformation (CLJTCT) of the Moro Islamic Liberation Front (MILF).

CLJTCT members are among the targeted participants who played vital role in the project implementation; who were capacitated for, among others, project development and management, community organizing and monitoring and evaluation of projects.

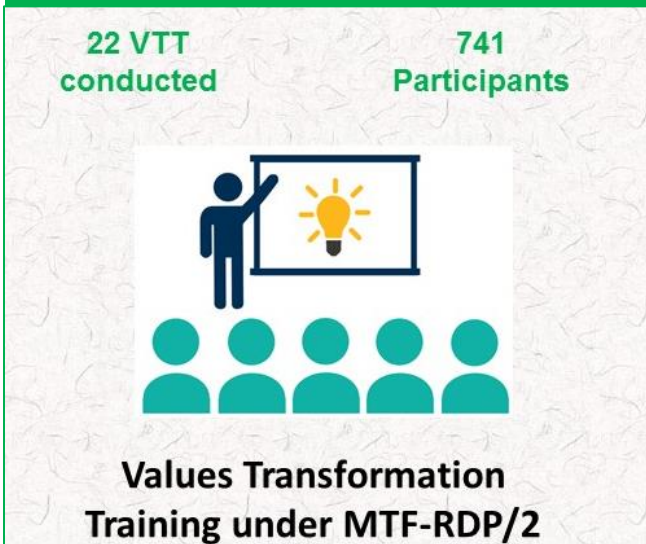
The training, which is a regular activity before the Agency engages into any project intervention, was aimed at introducing and imparting the essence of values and sharing its importance on the over-all effort towards the attainment of the program vision.

“All of our deeds should be geared towards perpetually correcting our actions until it jives with what our Deen (Islam) commands us”, Uz. Zacaria Guma, chairman of the CLJTCT in Camp Omar and one of the participants to the VTT.

Guma noted that the training was beneficial and served as a reminder to every Muslim as he pointed out the need to exert effort in fulfilling one’s duties both on a personal and professional level.



Members of Camp TFCT actively participating to the VTT as one of the preparatory activities for the camp development project in 2018.



Data recorded on number of participants and sessions conducted for VTT under the camp development project in the six major camps of the MILF in 2018.

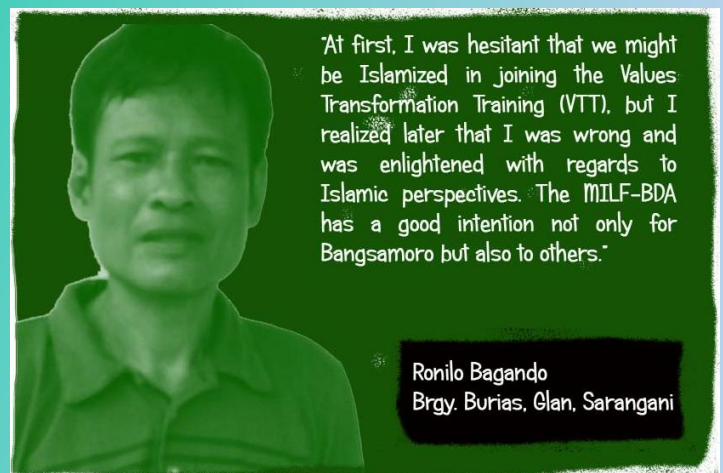
### VTT as peace building mechanism

Another essential of VTT is its becoming of BDA's approach on peace building. This peace building approach is indeed relevant in promoting understanding among diverse groups who are served by the BDA through the programs it managed over the years. Stories of improved understanding between and among people of different ethnicity and religion are well-documented by BDA and all these are due to the charm of the VTT.

Fransisca-Pasignasigna of Lumasal, Sarangani also spoke well of VTT.

"We learned a lot from the VTT. We learned to deal with other people without any discrimination. We learned to be God-centered, honest, loyal, sincere, truthful and respectful."

The good values acquired through the VTT facilitated the promotion of unity and understanding among the community members of Lumasal who are tri-people.



### *VTT in other agencies, offices*

VTT has not only get useful only at BDA. Good stories from its positive effect both peace building, staff development and others are likewise adopted by other agencies mostly of the MILF's.

For instance, the MILF's Social Welfare Committee (SWC) is among those that implements VTT in organizing and strengthening the values of their members.

In BDA provincial levels under the Central Mindanao Region, students from partner schools are also being targeted to join the VTT with the purpose of teaching the youth the Universal values and its importance in the overall growth and development of the person.

### *The future of VTT*

The newly established Bangsamoro government, now under the transition period is promoting for moral governance. This means of value-based government system that aims to respond to the call of people for a change.

Apparently, the VTT is very align to what the BARMM is upholding. With this, the BDA has been informed to facilitate the values training for all BARMM employees, which the agency accepted as an opportunity to help in serving the Bangsamoro.

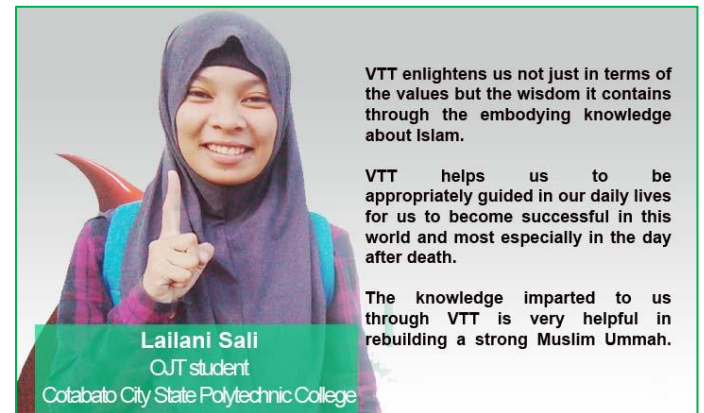
In fact, the first set of VTT for BARMM was already realized on May 10, 2019 for the employees of the Regional Planning and Development Office (RPDO) in BARMM.

The piloting of the VTT in the BARMM was complementary to the values restoration program of the Civil Service Commission, which has the same goal of transformation through values.

Further for this anticipated mission for the BARMM, the BDA has been recently preparing its human resource division by organizing pool of VTT trainers to be well-versed in facilitating the values training.



Non-Muslim participants to VTT in BDA Davao Region. Through values training, misunderstanding against Muslims is corrected, thus promotes better relationship.



**Lailani Sali**  
COT student  
Cotabato City State Polytechnic College

VTT enlightens us not just in terms of the values but the wisdom it contains through the embodying knowledge about Islam.

VTT helps us to be appropriately guided in our daily lives for us to become successful in this world and most especially in the day after death.

The knowledge imparted to us through VTT is very helpful in rebuilding a strong Muslim Ummah.

From 2016 – 2019,  
BDA-RMO Central  
Mindanao actively  
conducted **1,003**  
**VTTs** across the  
11 provinces  
participated by  
**23,972.**



Pool of writers and trainers of VTT convened and worked together in August 2019 for the review and enhancement of the values training module in line with the support for moral governance for the Bangsamoro

Series of Training of Trainers (ToT) for VTT have been conducted for the provinces of Daguma (May 24-27, 2019) and Damakling (June 20-24, 2019) under the Central Mindanao Region. Same activity is also expected for the other provinces in the coming days.

Also on the priority list of BDA for the VTT is the review and enhancement of modules to best fit on the targeted participants who are BARMM employees and officials.

“We have best experience of VTT at the community level, and now this will be for higher level therefore we must prepare so that we can achieve the objective in line with the promotion of the moral governance for Bangsamoro”, Engr. Diangcalan stated.



# Supporting the call for moral through values training in BARMM



**(COTABATO CITY/November 1, 2019).** In line with the call for moral governance in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), the Bangsamoro Development Agency (BDA) facilitated a three-day training on values transformation for the Ministry of Interior and Local Government (MILG) during its General Orientation for Pre-Service Induction Training for LGOOs on October 28-30, 2019 at Em Manor Hotel, Cotabato City.

Stories of appreciation, realization and commitment to apply values to be a good public servant were expressed and shared by the participants that demonstrated the impact of the training.

For the BDA as facilitator of the training, the experience was a great achievement and a level-up role since the participants for the activity were employees of the government.

“BDA has been conducting VTT since 2003 and the participants are mostly at the community level, but now, we have entrusted to do VTT for the BARMM employees in line with the call for moral governance”, Engr. Windel Diangcalan, BDA executive director said.

He expressed thanks to BARMM and the MILG for the trust to BDA to take responsibility for this noble mission to promote value-based governance for the reform aspired for Bangsamoro.

Engr. Diangcalan also thanked the facilitators of the VTT for the MILG for their courage and commitment to deliver the topics and share the knowledge to the participants.

To note, BDA has piloted the VTT for the employees of the RPDO-BARMM in May 2019 and is expected to do the similar values training for other BARMM agencies in the coming days.

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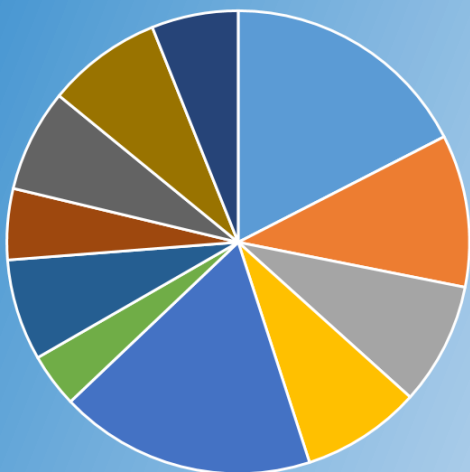
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## VTT conducted in BARMM

1. Ministry of Agriculture, Fisheries and Aquatic Resources (MAFAR)	December 16-20, 2019
2. Commission on Higher Education (CHED-BARMM)	November 11-13, 2019
3. Ministry of Interior and Local Government (MILG)	October 28-30, 2019
4. Regional Planning and Development Office (RPDO)	May 10, 2019

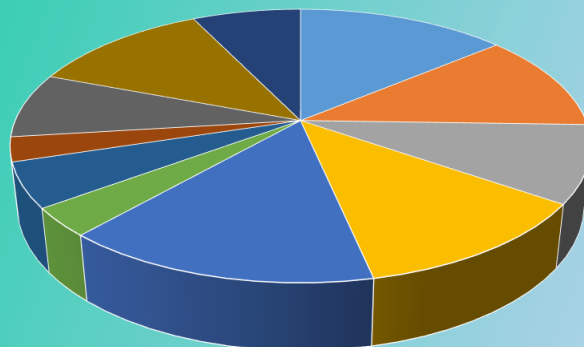


VTT participants in BDA Central Mindanao in 2014 per province



- Iranon
- Maguindanaw
- Bandar Kutawato
- Kutawato
- Buayan
- Daguma
- Damakling
- North Cotabato
- Ligawasan
- Kapalawan
- Bukidnon

VTT conducted in BDA Central Mindanao in 2014 per province



- Iranon
- Maguindanaw
- Bandar Kutawato
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- Damakling
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- Kapalawan
- Bukidnon

Participants to VTT during the MTRDP/2 (2012-2015)



**BDA Inc.**

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