CITY COLLEGE
OF CAGAYAN DE ORO
AIM HIGHER

cagayan
deOro
city of golden friendship

CdeO
RISE
MAYOR ROLANDO KLAREX UY GOVERNANCE PLATFORM

EMERGING
LEADERSHIP
CAMP OVERVIEW

PREFACE

Emerging Leadership is an annual leadership boot camp for student leaders to cultivate their potential through lectures, workshops, team-building activities, and values-based leadership training.

It serves as a platform for participants to enhance their communication skills, decision-making abilities, and sense of accountability, while fostering collaboration among diverse student organizations.
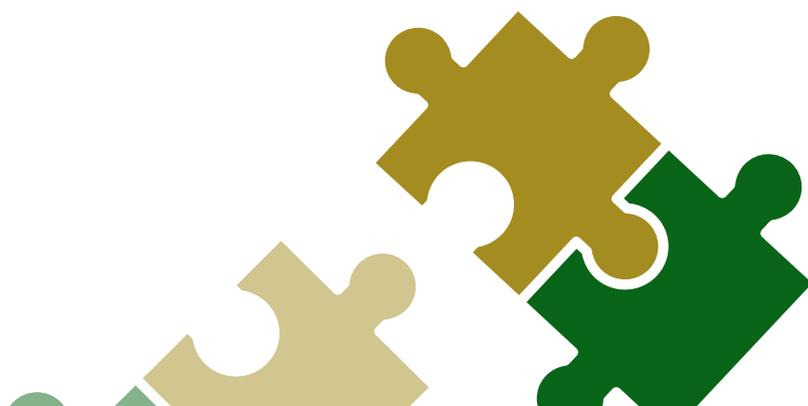
Weaving the Self, Others, and the Community: Completing the Puzzle of Student Governance

Leadership is a critical skill in shaping the future of organizations, communities, and societies. However, many young individuals with leadership potential often lack the structured opportunities and mentorship to develop and apply these skills early in life. Recognizing this need, the Emerging Leadership Camp aims to provide a focused, experiential learning environment that nurtures leadership potential among emerging leaders.

This activity is designed to empower participants—whether students, youth leaders, or early-career professionals—by enhancing their self-awareness, communication abilities, teamwork, ethical decision-making, and problem-solving skills. Through a blend of interactive workshops, group activities, and guided reflection, the camp offers a holistic approach to leadership development.

The program addresses a key developmental gap by offering not just theoretical knowledge, but real-world leadership practice in a supportive, inclusive setting. It will also encourage participants to identify their personal values and leadership styles, develop action plans, and apply these skills to challenges relevant to their academic, organizational, or community contexts.

By the end of the camp, participants are expected to emerge more confident, capable, and committed to becoming positive influencers in their respective spheres—ensuring that leadership is both accessible and sustainable for the next generation.
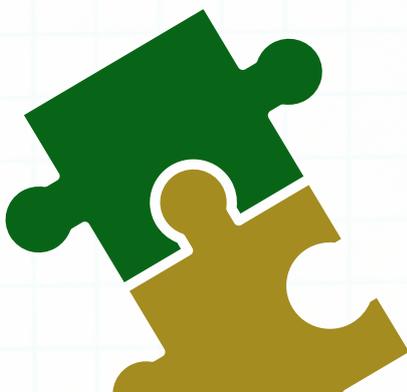
Camp Objectives:

By the end of the camp, participants will be able to:

1. Demonstrate improvement in at least three core leadership skills—such as communication, teamwork, and problem-solving—through interactive workshops, group challenges, and self-assessments.
2. Complete a personal leadership development plan that includes their top 3 strengths, 1 growth area, and 2 SMART goals for continued leadership development, by the final day of the camp.
3. Design and present a mini project or pitch that addresses a real-world challenge, demonstrating leadership, collaboration, and innovation, to a panel of peers and facilitators on the last day of camp.

SPEAKERS

Mark Raymond S. Tan, EdD

Vice President for Student Affairs and Services, City College of Cagayan de Oro

Technical Working Group, Student Affairs and Services in the Philippines

Representative, Local Universities and Colleges for the Council of Student Affairs and Services Practitioners - Region X

Faith Quinal-Colarte, RGC

Guidance, Counseling, and Assessment Services Office

Volunteer, Remote Psychosocial Mental Health Support, Philippine Mental health Association

Member, Philippine Guidance and Counseling Association

Member, Career Guidance Network 10

Andrea Alexa Joan V. Ermino, LPT

Multi-faith Head; Student Handbook Development Coordinator

Ayala Young Leaders Congress Alumnus Batch 2020 (Bugnakayon)

Ateneo Student Leaders Assembly Almunus Batch 2021

Teachers' Guild Council President Year 2021-2022

Jose Rowel D.R. Damas, LPT

OSASI Formator
Xavier University Junior High School

Philippine Youth Leadership Program Batch 12
Ateneo Student Leaders Assembly Almunus Batch 2021
AJCU-AP Alumni

SPEAKERS

Neilson D. Bation, DM
President
Opol Community College

Karl Hein M. Pios, LPT
Assistant Department Manager; Vice President for Finance
City College of Cagayan de Oro

XU Focal Person for E-CLIP "Binuliga" Project

Project Lead for LAMDAG of ACT

Rosh Entrina, LPT
Student Development Services Coordinator,
City College of Cagayan de Oro

Ateneo Socio-Political Education and Engagement
Development Pioneering Batch Graduate

Financial Advisor, Manulife Financial Corporation

Rogelyn E Tayanes-Abubacar, EdD
Director, Student Development and Leaderships
Opol Community College

CORE
COMMITTEE

Mark
Ad meliora!

Erms
Passion and ikigai!

Rosh
Dum spiro, spero.

Cherry
True the fire.

Crys
Sawadee krub!

CALENDAR OF ACTIVITIES

DAY 1

PROGRAM	TIME
Registration	7:30AM
Preliminaries	8:00AM
Camp Orientation & House Rules	8:15AM
Ice Breaker & Expectation Setting	8:30AM
Introduction of Facilitators, and Camp Mindset	9:00AM
Module 1. Rediscovering Strengths, Weaknesses, and Leadership Style	9:15AM
Lunch	12:00PM
Module 2: Unified Training Module on Communication, Conflict, and Trust in Teams (Part 1)	1:00PM
ELC-Lympics	3:00PM
Dinner	6:30PM
Fireside Reflection: "My Leadership Story"	7:30PM
Lights Off	11:00PM

Please take note of the following dress code and preparations needed for the specific events:
- ELC-Lympics – Sports Attire (Take note that we might get wet and dirty for this segment)
- Pagbabasbas – Comfortable clothes / "Comfort clothes"

CALENDAR
OF ACTIVITIES

DAY 2

PROGRAM	TIME
Wake up Call	5:30AM
Morning Praise	5:45AM
Breakfast	6:30AM
Session Hall Assembly	7:45AM
Module 2: Unified Training Module on Communication, Conflict, and Trust in Teams (Part 2)	8:00AM
Module 3. Understanding My Role in the Student Government (SO), Student Council (SC), and/or Student Organization	10:00AM
Lunch	12:00NN
Module 4. The Planning of Organizational Activities	1:30PM
Preparation for LeadFest	3:00PM
Dinner	6:00PM
LeadFest: "Where Leaders Take the Stage"	7:45PM
Lights Off	11:00PM

Please take note of the following dress code and preparations needed for the specific events:
- Session Hall Assembly – Casual Attire
- LeadFest Performance – Anything color WHITE, following the school dress code policy. You may utilize props to enhance your performance.

CALENDAR OF ACTIVITIES

DAY 3

PROGRAM	TIME
Wake up Call	5:30AM
Morning Praise	5:45AM
Breakfast	6:15AM
Module 5. Crafting Micro-projects and General Plan of Activities (GPOA)	8:15AM
Project Pitching	10:30AM
Lunch	12:00NN
Synthesis of all Modules	1:30PM
Commitment Circle	2:15PM
Camp Awards & Recognition	3:00PM
Closing Ceremony & Group Photo	4:00PM

End of Emerging Leadership Camp

Time Balance	
Time Balance • *Each module: 1.5–2.5 hrs depending on depth* • *Team-building & outdoor activities: 1–1.5 hrs* • *Reflection & evening socials: 1–2 hrs*	**ignite!**
✅ *This way, participants move from self-awareness (Day 1) → teamwork & responsibilities (Day 2) → planning & commitment (Day 3).* ✅ *Ends on a high note with projects + recognition, not just lectures.*	**connect!** **lead forward!**

MODULE SPECIFICATION

Module 1. Rediscovering Strengths, Weaknesses, and Leadership Style

This module provides participants with opportunities to reflect on their personal strengths and weaknesses, understand their leadership tendencies, and identify their unique leadership style. It sets the foundation for self-awareness, which is crucial in becoming an effective leader.

Materials Needed:
- Projector
- Projector screen
- Activity printouts
- Sticky notes / Metacards
- 4 Manila Papers
- Markers
- Crayons
- Ballpens
- Reflection journal

Activities:
- Johari Window Peer Activity
- Leadership Style Test
- DISC Personality
- Enneagram Activity

Objectives:

By the end of this module, participants will be able to:
- Identify personal strengths and areas for improvement.
- Recognize the influence of strengths and weaknesses on leadership effectiveness.
- Explore different leadership styles and determine their dominant style.

Key Topics / Content
- Self-awareness in leadership
- Strengths and weaknesses mapping
- Introduction to leadership styles (e.g., autocratic, democratic, transformational, servant leadership)
- Aligning personal traits with leadership effectiveness

Key Takeaways
- Self-awareness is the foundation of leadership.
- Strengths can be maximized, while weaknesses can be managed or developed.
- Leadership is not one-size-fits-all; everyone has a unique style.
- Effective leaders continuously reflect and adapt.

Expected Outputs
- Completed strengths & weaknesses inventory
- Identified personal leadership style
- Individual leadership statement (1-2 paragraphs)
- Group sharing insights

MODULE
SPECIFICATION

Module 2: Unified Training on Communication, Conflict, and Trust in Teams

This module holds three core topics: (1) Cultivating Communication, Empathy, and Teamwork, (2) Conflict Resolution and Personality Issues, and (3) Building Trust and Respect.

Through experiential activities and guided reflection, participants will learn how to communicate clearly, manage disagreements constructively, and foster trust within their groups—key qualities for emerging leaders.

Activities:
- Guided Worksheets
- ELC-Lympics

Materials Needed:
- Projector
- Projector screen
- Activity printouts
- Sticky notes / Metacards
- Markers
- Crayons
- Ballpens
- Plastic twine/packaging string
- Blindfold
- Stones
- Playing cards
- Medium-sized basin
- 2 pails
- 2 heavy wheels
- 2 bamboo poles
- 6 hula-hoops
- 100 plastic colored balls

Objectives:

By the end of this module, participants will be able to:
- Recognize the importance of open and respectful communication in leadership.
- Identify common sources of conflict in teams and apply strategies to resolve them.
- Understand how trust is built, maintained, and repaired within groups.
- Apply communication and trust-building skills to strengthen collaboration.

Key Topics / Content
- Elements of effective communication (listening, clarity, feedback)
- Sources and types of conflict (task-related vs. relationship-based)
- Conflict resolution strategies (compromise, collaboration, mediation)
- Building and sustaining trust in teams
- Role of leaders in fostering a healthy team climate

Key Takeaways

- Clear and respectful communication is the backbone of effective leadership.
- Conflict is natural; handling it constructively strengthens teams.
- Trust is earned over time through honesty, consistency, and respect.
- Leaders are responsible for creating an environment where communication, trust, and collaboration thrive.

Expected Outputs

- Identified personal communication strengths and weaknesses
- Demonstrated strategies for handling conflict in role plays
- Group trust-building insights documented in reflection journals
- Action plan for applying communication, conflict resolution, and trust-building in real-life leadership situations

MODULE SPECIFICATION

Module 3. Understanding My Role in the Student Government (SO), Student Council (SC), and/or Student Organization

This module focuses on clarifying the responsibilities, functions, and contributions of student leaders in various organizations, such as the Student Government, Student Council, and other student organizations. It aims to help participants align their leadership strengths with their organizational roles and embrace the values of service, accountability, and collaboration.

Materials Needed:
- Projector
- Projector screen
- Sticky notes / Metacards
- Markers
- Crayons
- Ballpens
- Manila Paper
- Reflection journal

Objectives:

By the end of this module, participants will be able to:
- Differentiate the roles and responsibilities of Student Government, Student Council, and Student Organizations.
- Identify their specific responsibilities as student leaders within their organization.
- Understand how organizational structures, policies, and processes affect their roles.
- Develop a sense of accountability, service, and teamwork as members of their respective bodies.
- Create a plan on how they can actively contribute to their organization's goals.

Activities:
- Organizational Mapping
- Scenario Workshop
- My Leadership Contract

Key Topics / Content
- Overview of Student Leadership Structures: SO, SC, and Student Orgs
- Core functions: Representation, Advocacy, Service, and Governance
- Responsibilities of student leaders (policy-making, event management, budgeting, student welfare)
- Leadership ethics: Accountability, transparency, inclusivity
- Balancing academics and leadership responsibilities

Key Takeaways

- Leadership roles differ across organizations but share the same heart: service.
- Accountability and teamwork are essential in student governance.
- Knowing one's role prevents overlap, conflict, and burnout.
- Student leaders can create meaningful impact when they align personal strengths with organizational responsibilities.

Expected Outputs
- Identified personal Completed organizational maps
- Individual written "Leadership Contract" or pledge
- Group commitments to strengthen SO/SC/student org work

MODULE
SPECIFICATION

Module 4: The Planning of Organizational Activities

This module focuses on equipping student leaders with the knowledge and skills needed to plan effective, meaningful, and sustainable organizational activities. Participants will learn the essentials of activity conceptualization, preparation, implementation, and evaluation. It emphasizes teamwork, creativity, resource management, and alignment of activities with organizational goals.

Materials Needed:
- Projector
- Projector screen
- Activity printouts
- Sticky notes / Metacards
- Markers
- Crayons
- Ballpens
- Reflection journal
- Manila Paper

Activities:
- Problem Tree
- National Situationer

Objectives:

By the end of this module, participants will be able to:
- Understand the importance of proper planning in successful organizational activities.
- Identify the steps in the Activity Planning Cycle (conceptualization, planning, implementation, evaluation).
- Develop skills in brainstorming, organizing logistics, budgeting, and time management.
- Apply leadership and teamwork in designing an organizational activity.
- Prepare a draft activity proposal relevant to their org's goals.

Key Topics / Content
- The Activity Planning Cycle
  - Conceptualization – Identifying needs, aligning with mission/vision
  - Planning – Objectives, committees, timelines, budgeting
  - Implementation – Coordination, communication, flexibility
  - Evaluation – Assessment, reflection, sustainability
- SMART Objectives in Activity Planning
- Resource & Risk Management
- The role of documentation and reporting (e.g., post-activity reports)
- Ethics in planning: inclusivity, transparency, and accountability
- Project alignment to SDGs

Key Takeaways

- Effective activities are not accidental —they are the product of careful planning and teamwork.
- Clear objectives and structured processes ensure impact and sustainability.
- Budgeting, logistics, and time management are critical leadership skills.
- Evaluation strengthens future activities and builds organizational learning.
- Leaders must plan with inclusivity, accountability, and purpose.

Expected Outputs

- Draft organizational activity proposal (per group)
- Activity planning template filled in
- Group presentations with feedback
- Reflection notes on how they'll apply the planning cycle in real scenarios

MODULE
SPECIFICATION

Module 5. Crafting Micro-projects and General Plan of Activities (GPOA)

This module guides student leaders in translating their organizational vision and ideas into actionable micro-projects and a comprehensive General Plan of Activities (GPOA). Participants will learn to align projects with their organization's goals, ensure feasibility, and create realistic timelines and resource allocations. This module emphasizes collaboration, innovation, and accountability in planning.

Materials Needed:
- Projector
- Projector screen
- Activity printouts
- Sticky notes / Metacards
- Markers
- Crayons
- Ballpens
- Reflection journal
- Manila Paper

Activities:
- Workshop, Template Completion with Peer Review
- Commitment Circle

Objectives:

- By the end of this module, participants will be able to:Understand the purpose and importance of Micro-Projects and the GPOA in student leadership.
- Apply the Activity Planning Cycle to the creation of organizational projects.
- Design micro-projects that address student/community needs within limited resources.
- Consolidate all planned activities into a well-structured GPOA.
- Commit to implementing at least one micro-project post-camp.

Key Topics / Content
- **Micro-Projects:**
  - Definition: small-scale, doable, short-term projects that create visible impact
  - Characteristics: realistic, resource-efficient, inclusive, aligned to org goals
  - Examples: community clean-up, peer tutoring, donation drives, skill workshops
- **General Plan of Activities (GPOA):**
  - Components: objectives, list of activities, timelines, committees, budgets
  - Alignment with org vision, school calendar, and student needs
  - Monitoring and evaluation framework
- **Sustainability & Impact:**
  - How to ensure projects remain meaningful beyond execution

Key Takeaways

- Leadership is not just vision—it's execution through structured planning.
- Small projects (micro-projects) can create big, lasting impact.
- The GPOA ensures continuity, accountability, and alignment of activities.
- Collaboration and peer review strengthen project quality.
- Commitment and follow-through are the marks of an effective leader.

Expected Outputs

- Completed Micro-Project Proposal (per group)
- Draft General Plan of Activities (GPOA) for their org
- Peer-reviewed plans with feedback
- Written personal or group Commitment Statement
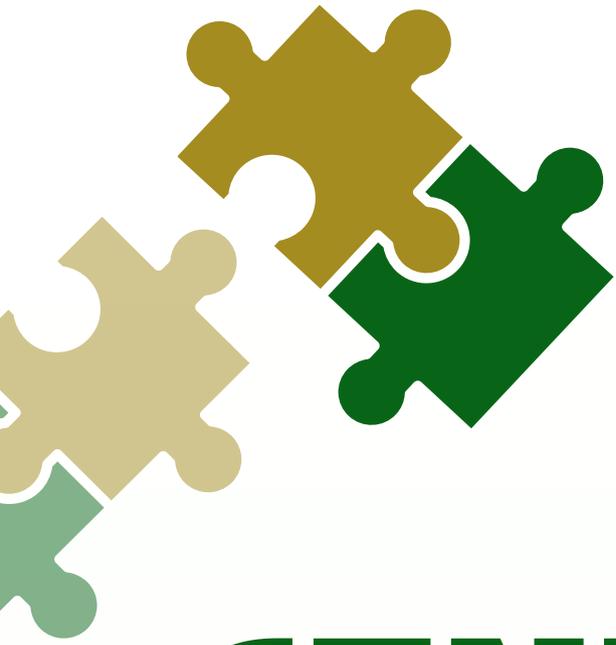
GENERAL CAMP RULES

Respect all leaders, facilitators, and fellow campers.

Attend all activities on time. Participation is expected to be punctual and present unless excused.

No leaving the campsite without permission from a camp facilitator.

No alcohol, smoking, or illegal substances allowed at any time.

No gadgets during sessions unless approved (phones, tablets, etc.).

Observe quiet hours (usually 10 PM–6 AM) unless otherwise stated.

Treat all camp property and nature with care. No littering, no damaging plants or structures.

Know where the first aid kit and emergency contacts are located.

Report injuries, sickness, or unsafe behavior immediately. Please be

Always keep your water bottle full and stay hydrated.

Wear appropriate clothing and gear based on the weather and activities, follow the school's dress code.
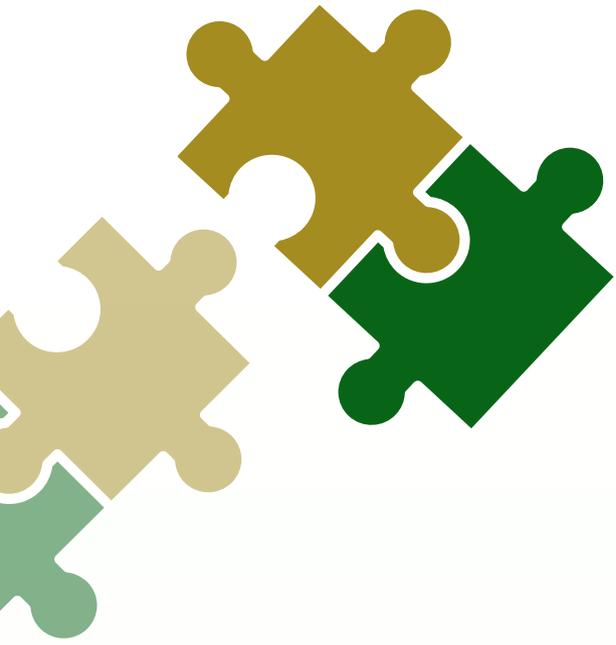
FAQs

Are we allowed to bring outside snacks/food?
Yes! We allow you to bring food but make sure to bring enough for sharing. We also recommend you to bring for your late night chikkas with friends on the 2nd night.

What do we need to bring?
- Phone with data (it's okay if you don't have data)
- Laptop
- 2 Stones (size should be considered, you might need to write on it)
- Running shoes
- Slippers
- Clothes good for 3-Days and 2-Nights
    - 1 Smart Casual Attire
    - Sports Attire
    - Attire for Talent Night/Fellowship Night
- Blindfold/Handkerchief
- Malong/Blanket
- Water jug/Water bottle (Single-use plastics are not allowed)
- Flashlight
- Notebook with pen
- Umbrella
- Mess Kit (your plate, bowl, cup, and utensils)
- Snacks
- Hygiene Kit (soap, shampoo, alcohol, toothbrush, toothpaste, spare napkin for girls, deodorant)

[BY COUNCIL] Things to bring
- Rice (for you to cook your extra rice)
- Trash bags
- Snacks

Are we allowed to bring liquor or any forms of drinkable alcohol?
No. For safety purposes, we will not allow it. Any forms of attempt of bringing liquor or drinkable alcohol will be asked to leave the camp.

Will everything be for FREE?
Disclaimer: Inclusions may vary depending on the organizer or school. Some costs (like transportation or meals) may be arranged separately.

How do we get to the venue? Do we have to pay for transportation?
Transportation arrangements will depend on the institution and the organizers. In some cases, the school may provide vehicles to bring participants to and from the venue. If not, the organizers can assist in arranging transport, but the corresponding costs may be shouldered by the institution or participants.

INVESTMENT/ COSTING

*materials should be shouldered by the client

TRAINING MATERIALS

- Photocopied Workbooks / Handouts (₱25–₱40 per participant × 50 pax = ₱1,250–2,000)
- Pens (₱10 each × 50 = ₱500)
- Notepads / small notebooks (₱20 each × 50 = ₱1,000)
- Manila Paper / Cartolina (₱15 each × 20 = ₱300)
- Markers (₱35 each × 10 = ₱350)
- Masking Tape (₱50 each × 5 = ₱250)

Subtotal: ~ ₱3,600–₱4,400

CAMP KITS / IDS

- Camp ID + Lanyard (₱25 each × 50 = ₱1,250)
- Tote Bag / Drawstring Bag (₱100 each × 50 = ₱5,000)
- Camp T-shirt (₱200 each × 50 = ₱10,000)

Subtotal: ~ ₱13,250 – ₱17,000

TEAM-BUILDING MATERIALS

- Ropes/Packaging rope (₱200 × 3 = ₱1,000)
- Bamboo poles / PVC pipes (₱500 set)
- Blindfolds / Bandanas (₱20 each × 20 = ₱400)
- Colored balls (₱120 per pack × 3 = ₱360)
- Hula Hoops (₱120 each × 5 = ₱600)
- Whistle (₱50 × 5 = ₱250)
- 2 Big Pails with dipper (rate differs per area)
- 1 Big Basin (rate differs per area)

Subtotal: ~ ₱3,100

CERTIFICATES & PRINTING

- Certificate Printing (₱20 each × 50 = ₱1,000)
- Envelopes / Certificate Holders (₱10 each × 50 = ₱500)

Subtotal: ~ ₱1,500

INVESTMENT/
COSTING
*materials should be shouldered by the client

MISCELLANEOUS / CAMP ESSENTIALS

- First Aid Kit (₱1,000)
- Alcohol / Wipes (₱40 each × 10 = ₱400)
- Tarpaulin (₱1,500)
- Sound System (rental if needed: ₱3,000/day × 3 days = ₱9,000)

Subtotal: ~ ₱11,900

TRANSPORTATION

- Option A: The partner institution provides vehicles to fetch and bring back the facilitators, speakers, and organizers from their point of origin. No additional cost from the camp package.
- Option B: Organizers will handle transport.
  - Estimated cost (within CDO/local): ₱1,500–₱2,500 per day per van (good for 10–12 pax).
  - For out-of-town (MisOr/Bukidnon), may range ₱3,500–₱6,000 per van depending on distance.

Subtotal: ~ ₱13,250 – ₱17,000

HONORARIUM FOR SPEAKERS / RESOURCE PERSONS

(Ranges based on expertise, duration, and whether they are external or in-house)
- Young Professionals / Peer Trainers (Youth Leaders, Alumni, Early-career trainers): ₱1,500
- Local Academic / Internal Speaker: ₱3,000
- Professional Speaker / Industry Expert: ₱4,000

Subtotal: ~ ₱13,500

MEALS & ACCOMODATION

Meals and lodging may either be arranged directly by the partner institution or coordinated by the camp organizers. Should the organizers handle arrangements, the estimated cost per participant is ₱2,250–₱4,000 for 3 days (inclusive of meals and 2-night accommodation), depending on the chosen lodging type and meal plan."