



# CERTIFICATE OF COMPLETION

is proudly presented to:

## Melgie A. Alas

for completing the **"Capacity Development: Excellence in Leadership for Higher Education"** under the **"Leadership Capacity Development for Futures Thinking and Strategic Foresight Program,"** for *Module 1: Leadership Foundations in Higher Education* with nine sessions and for *Module 2: Tools for Leading in Higher Education* with eight sessions such as the following:

### MODULE 1


- Session 1: The Higher Education Landscape
- Session 2: The Transition to Leadership
- Session 3: Leadership Concepts and Competencies
- Session 4: Futures Thinking and Strategic Foresight
- Session 5: Organizational Culture and the Leader's Role
- Session 6: The Strategic Value of Communication in Leadership
- Session 7: Dealing with Conflict and Difficult Conversations
- Session 8: The Role of Formal and Informal Leaders in Governance
- Session 9: Ethical and Values-centered Leadership

### MODULE 2


- Session 1: Organizational Excellence in Higher Education
- Session 2: Strategic Planning
- Session 3: Leadership Development and Succession Planning in Higher Education
- Session 4: Managing Organizational Performance
- Session 5: Leadership in Times of Crises
- Session 6: Financial Stewardship and Resource Management
- Session 7: Managing Organizational Change and Transformation
- Session 8: Integration Workshop: Affirmations and Commitment

This activity, with a total of **72 hours**, was organized by the **Executive Education Unit of the Institute for Policy Innovation and Leadership (IPIL)** at Mindanao State University - Iligan Institute of Technology (MSU-IIT).

Given this 9th day of November 2024 at Apple Tree Resort and Hotel, Opol, Misamis Oriental, Philippines.

  
**BAINORAH T. AMATE, MPA**  
Head, EEU-IPIL

  
**PROF. ALIZEDNEY M. DITUGALAN, JD, LL.M**  
University Chancellor, MSU-IIT

  
**PROF. PAMELA F. RESURRECCION, PH.D.**  
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