

The image features two small green seedlings growing from dark soil. The seedling on the left is taller and has a single green leaf. The seedling on the right is shorter and has two green leaves. The background is white, and there is a yellow rectangular area on the right side of the image.

# Development: A Call to Continuing Improvement


**Jesus P. Estanislao**

Chairman, Institute for Solidarity in Asia

A young girl with a flower in her hair is blowing a dandelion seed in a field. The background is a bright, sunny day with a blue sky and green grass. The text "Development begins & ends with the person." is overlaid on the image in a yellow box.

**Development begins &  
ends with the person.**

identity 

opportunity 

action 



$$PD = I \times V \times S$$

PERSONAL  
DEVELOPMENT

IDEOLOGY

VISION

STRATEGY



$$PD = [I] \times [V] \times S$$

**IDEOLOGY**

Core Purpose  
Core Values

**VISION**

“big, hairy,  
audacious goal”



$$PD = I \times V \times \overline{S}$$

STRATEGY

personal

interpersonal

social

spiritual



# Values for Personal Development



integrity



fairness



courage



order



# Institutional Development

family  
new life



school  
new ideas



business  
new relations



**ID = I x V x S**

**INSTITUTIONAL  
DEVELOPMENT**

IDEOLOGY

VISION

STRATEGY



# Values for Institutional Development

commitment 

professionalism 

 competence

 patriotism



# Social Development

government  
civil society  
business

multi-sector coalitions  
national interest

associations  
local interests



Government provides leadership  
by setting a strategic direction  
and reporting on its performance.



**Alignment** of local with national agenda fosters **national unity**.



Business must set a  
**strategic direction**  
and report on its  
**performance.**



**Corporate strategy** must reach business units, support units and individual employees.



# Values for Social Development

subsidiarity



solidarity



personal dignity



common good



# Conclusions

A large, ancient tree with thick, gnarled branches and dense green foliage, set in a grassy field. The tree's trunk is covered in moss, and its branches spread out across the frame. The background shows more trees and a clear sky.

Build structures for people development.

Lay a solid foundation: balanced person.

Strengthen key institutions from bottom up.

# Conclusions

Government and business must perform.

Civil society must promote the common good.

Values are the impetus for development .



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