



The Conflict Resolution Group Foundation, Inc.

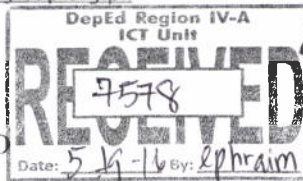
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www.coregroup.org.ph

April 28, 2016

MR. DIOSDADO M. SAN ANTONIO
Regional Director
Department of Education-Region IV-A
Gate 2, Karangalan Village, Cainta, Rizal



TO: SDS
For your appropriate
action, please
Thank you, God Bless!
16050954
18 May 2016

Dear Regional Director San Antonio,

We wish to introduce to you the highly-rated training programs of The Conflict Resolution Group Foundation. Following a very productive Alternative Dispute Resolution (ADR) Training which began in 2010 at the Department of Education, we wish to offer your regional office the same opportunity to learn from the best dispute resolution organization with the largest track record in the country today.

Unlike other skills development training programs, the CoRe Group offers the most comprehensive course that covers all facets of cognitive and behavioral development of a person essential in preparing the leader to face situations of stress and conflict. This is the reason for naming our program Values-based Conflict Management where, to date, we are the only organization offering such a holistic program. You may consider this a 4-in-1 training program that includes *personal development, negotiations, communication* on top of the *mediation* course.

We deliver practical tools and skills that your organization can use in various aspects of the school including enhancing relationship with your staff, improving communications with the students body, promoting support from your community and even negotiating with local government leaders.

Among the training programs we wish to offer DepEd include:

1. *Conflict Management Course: Over – DepEd officials have been trained in this collaborative approach of the CoRe Group. In 2012, the DepEd-NCR initiated a program to train principals in various elementary and secondary schools. In 2010, a practical mentoring program for 450 participants where they mediated actual cases resulted in a 97.2% settlement of 178 complaints.*
2. *Values-based Leadership Course: An American entrepreneur Roy E. Disney — "It's not hard to make decisions once you know what your values are." We have a large incidence of leaders with a lack of confidence. Values-based leadership brings one in touch with what is most important to himself/ herself, as well as recognized the values in others.*
3. *Gender Sensitive & Empowerment through Values-based Approaches: The course is aimed at upholding a culture of respect, equality and unity across all spectrum of gender in the organization. This is a simple, innovative and practical way of ensuring compatibility with gender rights in any organization.*



4. **Mindfulness in the Workplace and at Home:** Mindfulness teaches us to approach our lives and daily challenges in a reflective and ethical manner with kindness and compassion.
5. **Other programs:** Peer Mediation for School Children, Essential Skills of Collaborative Negotiations

You may go to our website for your information about these courses: www.coregroup.org.ph.

About The CoRe Group:

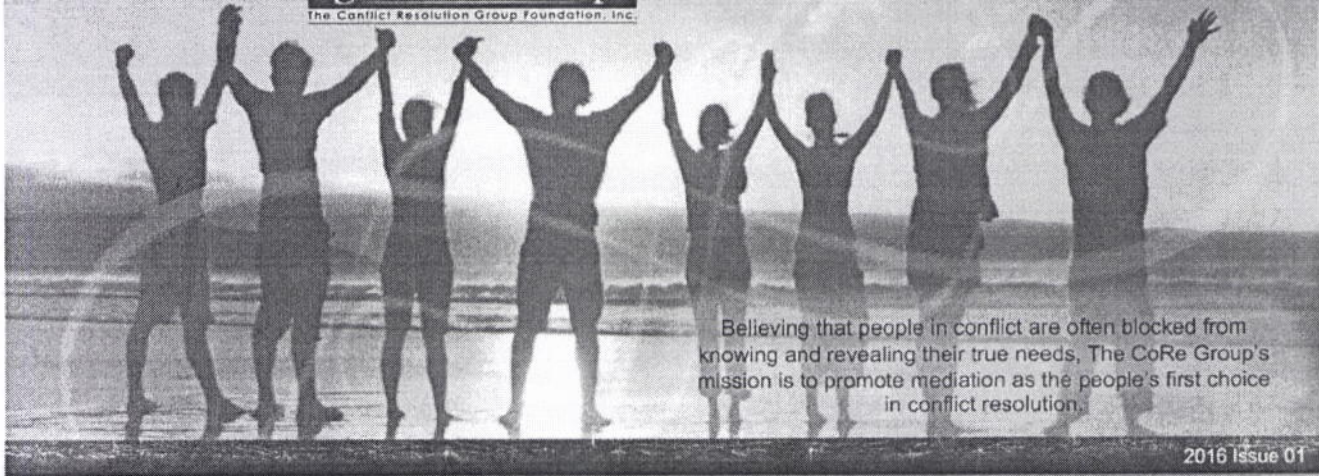
The CoRe Group has trained over 3,000 mediators in over 200 government agencies. Our founder, the late Annabelle Abaya, trained the first 400 mediators of the Supreme Court. This was followed by over 400 mediators from the Department of Justice (DOJ). Agencies such as the Civil Service Commission (CSC), Office of the Ombudsman, National Labor Relations Commission (NLRC), Department of Trade and Industry (DTI), and so much more followed suit.

We have enclosed our flyer for your reference. We will be happy to assist you in reviewing your organizational training needs.

Should you have questions, please feel free to contact me at mia.corpus@coregroup.org.ph or Ms. Apple Alejandro - Project Officer at apple.alejandro@yahoo.com and mobile number (0998) 539-8809.

Very truly yours,

Mia Theresa Q. Corpus
Executive Director



Believing that people in conflict are often blocked from knowing and revealing their true needs, The CoRe Group's mission is to promote mediation as the people's first choice in conflict resolution.

2016 Issue 01

CoRe Group Launches New Programs on Values-based Approaches

The CoRe Group has been delivering training modules for over 15 years focused at empowering parties to address their issues. Over 3,000 individuals have attended the full course program of at least 80-hours while almost 10,000 have attended shorter courses. Participants have been involved in resolution and / or dialogue of practically all types of issues involving labor, consumer products, workplace, family, community and so much more.

In the earlier years, the programs were designed with a problem solving framework. Here, we pinpoint the main problem, often resulting from incompatible needs or interests, then working with parties to find the solution for all those involved. The focus of the mediator is in getting parties from point A (which involves recognizing the problem) to point B (coming up with a mutually-satisfactory agreement).

"The Filipinos are complex individuals. Our dispute resolution styles has been a tug-of-war between Rule of Law owing to strong Western influences versus our traditional ways. The Values-based Approach merges both principles into a unique framework." explains Mia Corpus, Executive Director of the CoRe Group.

The dispute resolution community are familiar with interest-based mechanisms. What we offer is a step further into understanding the reasons behind the conflict. The Values-based Approach is more akin to transformative mediation. We recognize that conflict bears a deeper, more personal influence on individuals involved.

"Values is where people find a common understanding. We discovered that when you bring people into this level of communication, there is resolution." states Tristan Besa, President of the CoRe Group. He further adds *"for instance, when parties agree that Respect is important to both of them, they translate this into behaviors that show Respect."*

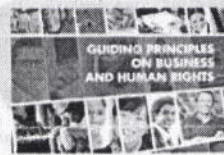
It is through the recognition of one's responsibility in the situation, as well as understanding of the other's point of view that the mediation process can begin to move forward. The CoRe Group has successfully applied this framework in arriving at durable, long-term resolution of intractable conflicts.

Training in Coop Sector results in settlement of over Php2M worth of Assets

In early 2016, a training program was held for the cooperative sector in partnership with the Philippine Cooperative Center. The 2-week program was attended by 27 participants, mostly from the Novaliches Development Cooperative (NOVADEC). About 60 cases were facilitated amounting to almost Php8 million worth of assets with a success rate of 100%.

The CoRe Group was instrumental in the drafting of the mediation rules in the cooperative sector in 2007. Visit our Facebook page or www.coregroup.org.ph for more details.

CoRe supports the UN Business & Human Rights Forum, Geneva



Mia Corpus of the CoRe Group was invited to speak before an international audience at the annual UN Business and Human Rights Forum in Geneva last December 2015. In three separate sessions, Ms. Corpus shared the experience of the CoRe Group in the extractives industry bringing together corporations, government and the indigenous peoples. For more information, visit www.accessfacility.org.

The CoRe Group Goes Global with International Appointments

In 2015, two consultants of the CoRe Group receive appointments in the international stage. CoRe Group President Tristan Besa was appointed as Mediator for 2 separate units within the World Bank: the MEF and CAO.

CoRe Group Mia Corpus was invited to serve as Co-Chairperson of the Community of Practice of Company-Community Dialogue Facilitators, a network of third party facilitators promoting non-judicial remedy in support of the UN Guiding Principles of Business and Human Rights.



The Conflict Resolution Group Foundation (CoRe Group) is the pioneer for Values-based Mediation, a process where people develop a keen awareness of the fundamental sets of values that are most important to each of us. To many, these values include love, respect and commitment. A deep understanding of these values leads us to clarity and focus in our lives.

When applied in the context of the community, it is only when one is in harmony with their most basic values that they begin to recognize the values found in others. It is at this deep, personal level where people discover and connect through innate human values that are often overlooked amidst a world of diversity and conflict.

All programs developed and delivered by the CoRe Group revolve around this basic principle of *humanity*. We invite you to take a look at our programs to see which suits you, your family, your organization and community.



MEDIATION ACCREDITATION COURSES

You can have a career as a Mediator and / or Dialogue Facilitator. Most people have it as a second career or a retirement option. Learn more about our courses that cover a wide array of topics.

PERSONAL & FAMILY DEVELOPMENT PROGRAMS

Insert description here



ORGANIZATIONAL DEVELOPMENT PROGRAMS

We designed three basic types of programs to improve workplace relationships. Click here to understand more how collaborative methodologies can

GENDER EMPOWERMENT PROGRAMS

Insert description here



COMMUNITY DIALOGUE PROGRAMS

Insert description here