



# **Positioning Our New Generations Guidelines In Coaching and Designing our Children's Life**

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## About the author:

Hi my name Erwin Sangalang..... Like every parent, we are excited seeing our children to be successful as we wish them to be....

I got married at the age of 24....Got my first child at the age of 25.... And with God's blessing, we got our second child at the age of 26....

I want to share my journey to you guys as a parent....

If I can share and show to you how to plan the future of our children, will you consider it???

If timing will permits, would you allow me to provide you the guidelines in shaping your own children???

I wish to have some contributions to your life as a parent or leader in your organization. Be an inspiration to guide people and make them part of your success story. Not only your success story but to be theirs also....

Sincerely

Erwin Sangalang

Dad to my children and co-employee



## **Introduction:**

I have created this book to share my experience in guiding my children and staff... I am also sharing the experience I had during my younger years and being head either of my family or team..

Our generations are changing fast. With the new environment and society, I wish to preserve the values and prepare our generation to their ever dynamic and challenging world.

From this book, I hope you can make your conviction on being a good parent through reading the chapters from this book.

As a parent, we all have fears on how our children will grow.. Are they going to be successful? What will they be after completing their colleges?

I hope, similar to what I am looking, you can see how good your decision will be in bringing up your kids.. I want this writing to be as casual as possible and feels simple to say what we want as a parent...

There are things may not be true to you but this phrases I mentioned genuinely came to my experiences as a father to a two children and to my staff...

I got a staff of young generations and for me they look like my own children... Children that is learning the never ending change in their workplace and invited by challenges frequently created by our tough customers and situations.

I wish this book can be a guideline or helpful to people who wants to have a references in parenting or managing people....

I believe managing people especially to those people close to you, is always a challenge. But that should not be difficult, if only the foundation is properly set... If the foundation is not created, do not lose hope since there is always a work around we can think of...

People are like trees.... They were nurtured from the time the seeds has been placed in a fertile soil... Tested by time and grows stronger as the environment changes....

I understand, children are born to be good and a more inside them... If that goodness can be nurtured, it will grow as we teach and guide them....

If nurturing can be done to thousands of children, the result can be exponential to millions....

Life is a path with unending challenges.. Our children given the life has their own path.. Our job is to make sure their path is not skewed but straight as much as possible..

Learning the first step is critical... Just like our new staff in our office, the simplest things we are teaching should be the very foundation before they can move to next complex task... As we move in our life, our task gets complicated and challenging... Preparing our children to endure the ever challenging society is the best gift we can provide our children....

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## **Parent and Parenting**

### **My Definition of:**

#### ***Parent***

- A person with an intimate relationship with his members.
- Respected
- The leader/manager
- Compassionate
- Caring

#### ***Parenting***

- Is a skill in coaching our family members
- Manager of the family.
- Creates planning on a daily, monthly or forever....
- Develop the core values of the family.

### **Relationship:**

- Imagine yourself in a place that you always visit and feels so comfortable. People greets you every time you walk-in and walk-out. Just like ordering in a Starbucks for a hot beverages, after getting your coffee or tea, you sit down, and feels at home. You feel comfortable because you got relationship with that shop...
- In our house, we felt secured once we got back home and got a better meal because of the comfort. That comfort came from our relationship with our spouse and children. Having a good chat with your family members provides the good mood in your environment.
- Your family will always missed you if that relationship has been established.

### **Respect:**

- I often here from other people, Respect is earned.
- Earned because they understood and learned from your beliefs and virtues.
- Often in parenting, children turns their back to us when we say something that hurts them without the proper explanation and why you got disappointed. The art of explaining things to our children matters because the outcome of how they will take it is critical.

### **Leader/Manager:**

- Relationship and Respect goes together to become a leader.
- In my case, setting the expectations to my kids a clear guidelines on getting out of conflict between parents and children. It takes practice to master this approach but once it became a habit, it is pretty much normal.
- In our house, we got no maid to help in our daily chores. Division of labor is a common task in our family in order for us to accomplished our task on a daily and weekly basis. Parents is always on top of this situation as a leader. And also, kids will see you as a good house manager when things are get done. I am sure, they will appreciate it....

### **Compassionate/Caring**

- We care for our children once they got down.
- We are the first one to notice and relay to them that we understand them and care.

### **Parenting:**

- Parenting is a skills.
- We learn this through our experience. We have learned this from the start we have conceived our child in the womb. We started caring and nurture them.
- Parenting is a continuous education. You develop different virtues that you teach with your kids. We even share this with our friends

and co-employees.

- In our workplace, your staffs are like your children as well. As a manager coupled with the parenting skills has a different effect in the attitude of your people. You easily convince them with your directions and even there will be arguments, it will be a healthy discussion. You often feel that they are reliable every time you have a task for them. I guess you have develop the trust....
- A typical manager is a manager by compliance while a Parent Manager is with personal touch. It makes you a different person. You are a better person.
- Parenting is not only learned in our home. Attend the seminars that enrich your mind and soul. One example is going to church and listen to the gospel is good for your own conviction of parenting. Find a group that shares their experience. Learn from there, and see if it can help your own structure of your family. It may not all be applicable, but at least the knowledge is there. And if that situation comes to your side, you will be ready for it.

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“Begin with an end of Mind” – Stephen Covey

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## Chapter 1: OUR CHILD 0-5

### - *Your child's mind at tender age*

I remember one time when I left f John and Gab were on their 2<sup>nd</sup> and 4<sup>th</sup> year of their time.

When I went abroad for work, the plan is to get my family with me ahead of time..... Temporarily they are left behind to settle things first in overseas. Prepare the house to live in.... And that timing is about three months...

Getting back after the settling is a bit of surprise...

John is so excited to see me...

While Gab is wondering who am I... I guess he does not recognize me and it is still syncing into his mind who is me...

Luckily, in a matter of few days, Gab started to interact with me and recognizes me as his father....

Imagine, if I do not see them in a longer time... Perhaps the outcome will be different....

Children's mind is truly tender.... They learn what they see and simply comply what their mind saw...

They say it is like a sponge... It can easily absorb things easily... They can learn things easily and perhaps make it a habit....

At age of 3 and 5, John and Gab, has a good understanding of their task... Which are to eat, play and learn....

Learning should I say, when they saw books, is irritating for them rather than seeing the video games they like... John and Gab loves the book with a lot of illustrations and bigger fonts... I guess their tender mind is rather towards being playful.

My approach in keeping their mind learning is to make it rather exciting for them.... There are movies that are not really educational but rather has virtues that they can learn .... We often find movies entertaining only but explaining the “Virtue” behind is another plus factor we can teach them...

One TV movie example I can mention is the “Naruto” TV movie... More often Naruto wants to become a 7<sup>th</sup> Hokage.... His approach and motto is “Never Give Up” attitude.... This “Never Give Up” attitude gave him the respect that hates him and later part of the story saves the whole village of “Konahagure” from the invaders...

Have a conversation with your child often....

Speaking to them can understand you why are we sometimes hard on them and why things are easy.... Make the communication open....

I feel comfortable when there is a proper meeting with my children on what they have done on a day and encourage them to share what have they discovered... Though things are non sense but the practice of opening up with you provides an idea with your children that you are approachable or doors are open for them any time..

Same goes to my staff, I got people that are easy to go with and difficult employees... Talking to them personally on what’s going

on with their work provides a personal touch and it shows empathizing in their situations.....

I consider a new employee has a tender mind. This is because of they are totally new with the system and values of the company... I often have personal mentoring or a buddy system with the older employee to make sure just in case I may not able to attend the newbies... In this manner, they can understand and able to link with the company policy with minimal disadvantages on their side...

Our child at a young age and a new employee seems to have similar path which needs our personal touch and guidance... Before we let them go out there and doing things on their own, we should have institutionalize the values and learnings we have experience they need to overcome their troubles...

They often have shortcomings but that should be normal... I do not expect them to get it right in the first time but rather I would observe them how they get things done... It sometimes get into my nerves but that is still good since I can see what is happening and I can understand better where should I start from...

Besides, maybe one day, you will remember them that they are so little and young... How they started to show interest in one thing and how would you recognize them their habits and attitude...

You will remember them one day how they were young as compared when they got older....

- *Learning the beauty and good in life.*

Rules starts in our homes.....

Your instinct to share the right values starts at this moment. At their age, you may start the direction where you want them to be...

I guess it is easier to teach them the golden rule:

**“One should treat others as one would like other to treat oneself”**

**Or**

**“Love your neighbor as yourself: I am the LORD.” (Leviticus 19:18)**

Creating goodness in life should start from ourselves... If we want to have good returns, we should be planting good deeds. Good deeds that we can reap after a period of time...

Saying positive things to your child is good for his soul....  
Appreciating their work adds a confidence to their state of mind.

Goodness is a virtue we want everyone to learn and be in the mentality of our children...

Badness is a trait we do not want to be have since it creates emptiness.

Teaching good and bad is all we want them to recognize... A simple act of goodwill like hugging is a sign of love.... Hugging your child provides comfort...

Praying for grace before and after meal creates generosity within our child... The learning of saying “thank you” is powerful virtue kids can apply... It provides a perception children says that word every time they receive a grace can be appreciative and values the gift anyone can provide...

Learning to have a quality life at their age can be started... Show them all the beauty that they have...

The seeds of goodness can always be nourished... I believe children were born to be good and nothing bad at all...

If we teach good things to them, It will grow further and perhaps influence other children...

Environment shapes our children. How people acts and think in their situation is a product of their environment. If we can show them most of the good things, their state mind of staying positive will grow. Same goes if their environment did shows the bad things.

Good company of people are positive people.....



- *Let them lose and play outside....*

Training and learning is outside your house.



Curiosity among children is satisfied when they see new things and grows bigger.

They start to become risk takers.....Pretty much normal for a child to explore...

Playing is part of life... It's like an experiment of their own...  
Developing their own creativity in their own fields....

You can often recognize from his/her behavior what attitude they might develop... They may give you a hint on which path of their life at this stage....

This is a moment where your child starts to learn the troubleshooting of her own situation.

They do things different as compared on what he does in your house. They meet new friends where they can start to see different attitudes and behavior of people.

## Learn to ride a bicycle...



It creates balance within the mind and body of a child... They learn how to synchronize their bodies properly... Learning how to ride a bicycle teaches children that practice makes it perfect... Health benefits also says that when you start younger in cycling, you can develop a stronger body... In cycling, there are ups and down hills... There are smooth and bumpy roads.... There are straight and winding roads.... Similar to our life, if you can master these constant changes, there is always goodness in life.....

Whenever there is a new tool or concept, I tell my colleague that it takes practice to master a new tool for our engineering activities... I do not expect to learn everything in the meeting room but instead in the field or manufacturing line where the true actions happen and fast decision making is in demand....

I do not expect my new staff to be perfect because this is the first time to see a manufacturing line. Same goes to our youngling, I do not expect them not to have bruises when they go out... Let them learn the geography and master it...

For my case, I was branded as a technical expert in my company... But it took me blood and sweat to be well knowledgeable in my field of my profession.. Before I became a mentor, I was a student myself... Watching and listening to the advises of my mentor, friends and colleagues...

In my younger years, we play a lot outside our houses... In weekends, we wake up by 7 am after the breakfast and back by noon time just to get a lunch meal and to go out again by 3 pm and back by 6 pm.... That is the cycle of being a child during my time...

We never run out of games... And these games are also seasonal... Like flying a kite, it happens during summer.... Not only flying a kite, we were also crafters of kite with different designs and methodology....

We were master of our time.....

I admit, we can not compare our time to this generation... There are factors to consider before you let our children play comfortably... My take is, if we can only find a way our kids be able to play in their own way, I guarantee their skills will be different to kids who does not go out of their home....

### - ***The Quality of Life***

In my work or company I am working with, we talk a lot about quality...

One of our Motto, Quality mindset is nurtured from the very beginning and nurtured adequately....

We start to teach the values to our children at the very young age and we tend to enforce as much as many virtues we want our children to learn...

We never stop showing to them the benefits if things are done correctly....

In as much as possible, we want them to be successful... We want them to be to encounter less mistakes as we much as we want... But we know experiencing mistakes will teach them not to do again and provide as a guideline to be cautious...

- ***Keep things simple***

We did not learn to read by reading novels...

We first read a book with huge letters and with guidance of our parents..

Now its our turn to do the same, which starting to teach things to our children in a simpler way...Keeping things simple is easier for them to understand...

As a manager of new engineers, training is very essential for them to start their job function...

Once they are trained, the task will start from the simplest for a period of time and assess them if they can move to a complex tasks.

In managing and training our children is so much similar with our managing our people in our company... They are both people and both has an intimate relationship...

Small steps gears toward the BIG STEPS!!!!

## **Chapter 2: OUR CHILD 6-12**

### **- *Virtues and Responsibilities***

Commitment makes you a better person.... You do what you say.... And you say what you do....

In my country, we call it “Palabra de Honor”....

One time, I have watch a commercial in noon time TV and saw this commercial of Development Bank of the Philippines...

The situation was about a family that need to pay someone on that day but the situation is not favorable because of the on-going storm... The dad has to pay the person where they are in debt but his family does not want him to go ahead....

But the dad insisted to go because of his commitment on that day... And he mentioned, he is doing this because of the “Palabra de Honor” that runs to his family....

It actually struck me until now.....

Often, good and bad decision, but once you committed, you got to do it.....

Setting a habit of learning a new virtue is a good start... Virtues ranges from the hardwork, sincerity, empathizing, etc.... It does not have the right rule... We just write something on each virtues and discuss it what children should learn... Learning a new virtue once a month is good frequency...

Providing a work schedule for kids made not to confuse. This a small step in teaching them the responsibility....

John and Gab are too busy in playing most of the time and on the other hand they forget their daily chores...

I have made a time table and stick into our fridge for them to remind and my wife also....

Typical John and Gab's Chore Assignment

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7-8 am	<i>School</i>						
8-9 am							
9-10 am						Vacuum Cleaning (Gab)	
10-11 am						Fan Cleaning (John)	
11-12 pm							Church
12-1 pm							
1-2 pm							
2-3 pm							
3-4 pm							
5-6 pm	Throw the garbage (John)	Throw the garbage (Gab)	Throw the garbage (John)	Throw the garbage (Gab)	Throw the garbage (John)	Throw the garbage (Gab)	
6-7 pm	Wash the dishes (Gab)	Wash the dishes (John)	Wash the dishes (Gab)	Wash the dishes (John)	Wash the dishes (Gab)	Wash the dishes (John)	

It goes from floor sweeping, bike cleaning, washing dishes, feeding their hamster pet, etc.

Gab developed a habit of everything should be in placed. I guess this was due to early learning of responsibility we have assigned to him. The house orderliness...From his closet to our foot apparel arrangement.....



There are a lot virtues we can always teach them and practice. If practice and made it a habit, your child can be outstanding...

Gab and John does not want to be late...And sometimes this ends up my fault for some commitments like my work time and their schedule crossing...

In my work environment, responsiveness and commitment is being taught and their pros and cons for not meeting... Being true to our commitment is always easier to deliver rather than providing a false hope... I rather stick to true path rather providing a bogus timeline just to satisfy our customer...

In educating our children, learning the values is the most important part of the institution. Values lead to broader understanding of the academics. Often, there are no shortcuts on learning things that are difficult to understand...

Committing to learn new things or never be late to catch up in the school schedule is a good progress that your child might be demonstrating... Commitment and hard work are some of the virtues that can be taught....

### - ***The Value of Education***

Explaining things makes children more agreeable....

Education to them mostly is boring.... Workaround to make it fun for them...

Learning should not be exhausting.... Education is needed to at least create a better person. A person that is well mannered and God Fearing....

We learn things inside and outside our house..

We institutionalized our knowledge inside and outside our school..

Education is important. No matter what is your line of degree. This is a guideline of being a better person.

I do not agree with Bill Gates and Mark Zuckerberg that you can be drop out in colleges to be a millionaire... True if you have all the luck and brain... But for people with less exposure and knows little, I suggest educate first yourself before moving on the other phase of your life which is being successful....

My dad told me, you better complete college otherwise you will end up nowhere.... That statement from my parent guided me when I was in college. Complete it or I will end up nowhere...

For my dad, once I completed my degree, I can end up in a good company and earn a decent living.... I thought the same when I was in college....

College is one type of education... For me education is learning new things...

I always explain to John and Gab, learning good and bad things is educating yourselves... Most of the time, you tend to get electrocuted by the situation you made wrong... From the unforgettable experience, it sticks to your mind and you do not want to happen again...

Steve Covey mentioned in his seven habits on “sharpening saw”. Continuous education is essential to one state of mind... You learn good tricks can keep you ahead of others....

The value of upgrading your capability and learning new things is so essential that you may avoid the being obsolete or ineffective.

A runner does not only rely on his training of running 100 km a week but also the technology what will makes him stable and fast during his event of competition...

The art of learning things through repetition is part of education. Things are not mastered once but in the nth number of trials....

As Michael Jordan made those crucial shots in the NBA, he made a lot of practice and experienced attempts and making that shots... He is confident because he tried and made that shot before.... He also frankly admitted that those type of crucial shots that are not made leads to broken hearts...

So you see, confidence is about bringing the best out of you... So when it comes in front of you, you will not have remorse... If you fail, you will learn how to move on and do it again and perhaps with different approach and attitude.

### - ***The Value of Money***

Money is a tool to buy you anything....

It makes it valuable because of how we use it and how we need it....

Show them what is expensive and inexpensive... From there, children may able to understand how spending should be. One example is teaching them how long to save the money they needed to spend for a toy.... Long saving means expensive..... short time of savings is inexpensive....

Last time, John ask me how much is a toy he was eyeing for.... I told him, that will take him at least 40 dollars. He says that will take him at least more than a month to save and get that toy....

Saving is one of the system that I taught my kids... They are saving it for anytime or any moment they will need it.... The same goes to me when I was a young boy.... I will project something during Christmas and start savings by start of school year where allowances are given by our parents....

Learning the value of money at the young age has a good impact to our children... Understanding the value of it at early stage creates awareness that money's usage...

Why we can buy things we need because, we work hard for it... It did not just comes out that machines that dispenses it... I explain to them, we can buy those "Lego" toys because Mom and Dad loves you and we are working hard. If we do not save or respect the money we might end up nothing to spend...

In the system of our society, we can say there are a lot of things we can associate with money... The easiest I guess is "TIME"... Time is money.... Waiting is a lost of money... By saying that, we almost associates everything to money and in turn, we value the money... Education, house, etc... can be compared to value with money...

- ***Do not Block their Ideas***

When I was a young, I am not allowed to butt in with their (the Adults) discussion. That is disrespectful...

There is one thing we are missing when child is not allowed to have discussion with us in a untimely way.... The idea of child sometimes is untimely.... It should be heard.... We can teach them to approach us properly for their idea is important...

Their self-confidence to open is often suppressed... Often, as they grow, they lack the ability to be creative and never been excited to tell everyone their experience and bright ideas...

Children's mind as I mentioned is like mentioned is tender and like a sponge... They absorbed things quickly but may not be learned if being suppressed.

In my staff, I can see people who are aggressive and riders... There are few with ideas that you will have to be grateful because you do not have to teach them. There are also few that you need to micro manage them due to lack of self confidence and determination.

People are afraid of failure.... More often I can observed, they do not try them at all...

I got one experience in my work, when I resigned for another company, my former boss ask me if Lea Kien (my senior engineer) can lead the team. I told him I will have to check... Surely, she took the offer to be the group's team leader but there is one thing she is worried. The confidence of leading the team. She is afraid of the failure... That fear interfere with her management style but she overcame it... I told her, Thomas Edison did not created the bulb with one trial.... There are hundreds of failure before he came up with a working bulb and it is not perfect....

Exposure is another thing for people to get comfortable of what they are doing... The more exposure you had, the more failure you will experience and the better you can make decision...

In one of the company (overseas) I came from, often I had the best experience in developing a product because the dirty jobs other engineering department does not want to handle falls under my group... I also ended up with a vast knowledge in the packaging

technology of Integrated Circuits as if I look like a walking technology who are always asked if it can be done or not...

I can see my children so articulate although not perfect.... But how they speak to us, myself and Gina, they are confident without hesitation... They can ask us openly without hindrance... We can ask them without cautiously speaking... Thinking that they might get offended... Our relationship, between my children, seems to be no barrier and we can tackle almost everything without hesitation...

Keeping them out from the dark enables them to interact normally... It adds and build confidence in our children...

Often, I am disappointed in my staff that they cannot express what they want to explain... And to think of it, what they are doing is correct but misunderstood... I always encourage them to open up so everything can be heard and understood... And also, to build confidence and learn that they are starting to fit in with the group and system of the company...

We need encouragement in the absence of confidence... Appreciate their work without blocking their ideas... If you find their work inappropriate, try to say something nice about it and follow through with suggestions... It will be good for their souls...

## - *Daily Chores Activities*

Part of growing is learning the daily chores in our house...

Below are few of the activities of John and Gab when they were at 6-12 years of age:

- Vacuum cleaning (1x a week)
- Cleaning of electric fan (1x a month)
- Sweeping the floor of our house (1x week)
- Watering the plants (daily)
- Cleaning the yard (1x a week)
- Laundry with mommy (1x week)
- Bicycle cleaning with daddy (every other week)



From my belief, the mind can only be sharper if it is coupled with physical activities...

This is like playing but this is playing with commitments and establishing responsiveness...

To make the task easier, a time table is created for John and Gab on a daily basis for them not to forget... The house job is equally divided according to their school schedule and extra curricular activities...

## Chapter 3: OUR CHILD 13-19

### - *Learn and understand what you want to be*

School or institution helps us parents what path your child wants to be....

They have tools to assess their skills on their strong points... My eldest son John, when I was writing this book, was advised that his field of career is strong in Science and Engineering.... I asked him if he agrees and if he likes to pursuit that path...

He said “Yes” but not sure what kind of field in the engineering or science he wants. He is going 16 when I am writing this....

Supporting our child on what they want to be is very essential on their state of mind... You give them your blessings or approval to pursuit their happiness and eventually successful on their chosen fields...

Frankly, at this stage of our children, you are still not that sure what is certain and not certain.. The only thing I am sure is that they doing well because of their results in school... Their behavior towards your family and community...

I am sharing this insight on how I see this in my children.

How the level of respect they understand and how I respect them...

Learning what they want to be is a test of their (our children) maturity. Your test shows how they see life in the future...

Not to worry if they answer you they do not know yet... At least you can be aware that your child is still looking or waiting for something...

You may be different or the same when you are the same age as your children... Their mindset will be offset with yours... But you do not have to be worried... The most important matter is that you understand their situation... Takenote, your generation is totally different from them now...

They got computers now but you do not have....

They have different tools now as compared before...

Information is more accessible to this generation... They can learn a lot of ideas in the internet other than reading books...

Letting your child decide what they want to be provides you an idea that they are now planning on their own for their future... A little roadmap in their mind is being generated virtually... A roadmap to their career path...

Career path is something we look forward in our profession... When we graduated from colleges, we do not know where what company we want to be... Worst, we do not understand what our degree is worth of... We only understand where our career is leading once we are started to be hired... Sometimes, after few months, we start to change our mind for a different field because we realize that we do not belong with the type of job hired us...

Well, can't blame you.... Did anyone told you that no such job is easy....

Life from time to time is unfair... Corporate is always a one sided scenario...

What I am trying to tell you, if you have no chance of switching a new job or different career, try to settle and look forward what do

you want to be in your current job. For setting the vision, it will be easier for you to understand the challenges and perhaps easier to overcome it...

Learning where you want to be is easier than nothing... This will set your goal and understand what can be the short comings that you might be facing.... It creates a better and clearer path of your life....

One time, during my operations review with my engineer, I got one question with them how do they prepare their presentation for our meeting... What do they want to present or share with the team or group... Most of them have no answer but only few has... Lesson I am trying to teach them, even in the meeting, they should know where do they want to be and prepare themselves to answer the questions properly...

Preparation is the key... Understand where they want to be and what they want to share during the presentation meeting... The path what they want to be, which is to be a successful engineer is much easier if they understand their goal....

In a company or even small group, a common goal is being set to have single direction... you can not run a group if your goals are different...

Learning what you want to be is another key item to set your goal properly... It provides a guiding principle that will provide a better and clearer path.....

## - ***Thinking Big***

Big is good and overwhelming....

Raising the bar is a safety net.... Just in case we fell short... If we fell short, it is simply short of your goal but not that bad as not expected.

How to think big???

- You do things differently....
- Creating a Mindset...
- Creating a Habit....
- You dream of something.
- You lay down the foundation for your dreams.

Gab shows envyness when he saw his brother getting a consistent Honor Awards...

He told me once, I will study differently or die trying....It should be easy...

Sure enough, I saw him studying til 11 pm on almost daily basis.... He had created a mindset of working hard might provide a favorable result... In turn, a habit is stablished. His study habit...

And the result, a second honor at least and a student award.... Boy.... I see him so happy.... And the honor award is consistent throughout the school year....

Before we got back here in Manila last 2014, I have shown to John and Gab the beauty of Manila..... It is different compared to Singapore... A lot of misfortunes that is currently in the Philippines. The housing and people bahaviour is different compared to the 1<sup>st</sup> world country....

I told them, this is only one face of the Philippines and you should seek for the other side which is the best place.... These are Makati business districts, Subdivision with exclusiveness, Beaches like in Boracay, Cebu, Subic to name the few and which we have visited for so many times....

Teach your child to see the beauty of things even though they are ugly... Ugliness is skin deep until you finally understand and know it..

Sometimes, ugliness discourages them to think big.... It hampers them... This type of virtue, eliminates in their mind the pessimistic approach... But rather they creates options to chose when situations get tough...

In my engineering staff, same approach I am teaching them..... Look at the benefits why we are doing the tough jobs and assignments... Looking at the pros and cons can create excitement rather than depression that it is getting tough...

Hal Urban says:

**“ Good Words EQUALS good for the body and echoes in our entire life.....”**

One approach I can see to encourage people is saying good things. Good things that can help breaks the barrier....

Saying “Hi” and “Hello” can break the ice..... Frostiness could lead strange relationship. You can not tell them the big idea in your mind.... Same goes to your family or staff....

Showing the beauty of each of anything or everything is good for the soul.... I does not discourage your children but instead makes

them creative... It lessens the creation of hate but instead understanding how something happens and gets done...

Big Ideas creates excitement to your totality of who you want to be... Ideas gives you a sense of direction... Learning to be creative makes other creative as well...

I learn from my business coach, Jon Orana, thinking big never been bad.... Somehow, you divert your energy creating options that lead to solutions...

You do not have money to start your own business, but there are options he says (Jon Orana).... All we need to do is do not stop "Thinking Big"!!!!

The biggest problem on thinking big is ourselves.... We often see problems as hindrance and discourage not to continue to dream....

I tell you, do not stop thinking options in order for you create "Big Ideas"....

Often, you get the idea when you take a walk outside your house and sees the problem in your streets.... Small and big is not a bad idea... Write into your notes so it will not be forgotten... Later when you read every idea you have listed, think which one is easier to do first and complete... From there, other idea can follow and rethink again....

## - *Being a Teenager*

Teenager explores more... They still play around... sense of immaturity still exist...

John is asking now if he can drives a car... Yes why not but you have to wait until 18 before you drive legally.. He is currently 16 years old...

Patience is the virtues I can with this young man... Though he is disappointed to hear that age thing requirement... I told him that how things work... And waiting is something we have to be patient.

There are events that we can not be in control....

Same goes to us parents, our children getting to the age of adulthood and they can feel that managing their own life should start now...

From trying the vices which we parents prohibits to having courtships with other gender, these are the challenges our children will be facing.

The virtue of sense of responsibility should be the instinct we parents should remind them... Freedom is good but with the sense of responsibility.... Often, our children never thought they have a moral obligations as a teenager... At least to be a good children or by staying out of trouble...

When I was in college, I have a responsibility of completing my degree within 5 years or less. Otherwise, my parents financial planning will be affected...

The sense of understanding my parents need is already instituted in my state of mind... If I do not finished my degree, it will be difficult for us... At the age of 16, though I see engineering as difficult as it seems, with the right mindset and state of mind, I have completed my degree in the Mapua Institute of Technology as Bachelor of Science in Metallurgical Engineering.

How we wish every children would have that kind of mindset.... We do not have to remind them from time to time... But I guess it goes back again on the foundation we will be laying for them to be a responsible teenager...

### ***- Making a Decision and move forward***

What frustrates us sometimes is with a lot of work and testing, a decision has not come out...

What makes it frustrating is that you are stuck in one place and direction is not known...

Good or Bad, there should be a decision to be made so life can move forward...

That is always heard in my staff meeting... Good or Bad, we should come up with a decision and move forward...

People can better appreciate us if we make decisions according to our guiding principles... Guiding principles are one of the virtues we taught and learned over the years.

Decision is making choices...

Hal Urban says: "You are the sum of all your decision". This is you... And no one else... It is you who made the decision.. You

lifestyle, clothing style, speaking, etc.... You are the sum of your decision...

Without decisions, no changes.... There are things to be dropped in order for us to move on easier with the next journey...

Do not get stuck in one place because you are afraid of leaving from it and find out what is outside there..

Sometimes, small bad things kept on holding will make you worn out because of not letting go because we thought it is only a small bad thing..

Learning to make decisions will make you stand for your beliefs...

### ***- Getting into sports***

Sports is equally important to our children...

John loves judo, basketball and cycling...

Gabs is into different sports but with no particular speciality....

In sports, our children learn to have interaction with different people. They learn the value of contributing for the group to be successful... They learn the value of team work.

Frankly to say, I learned the teamwork on different occasions and different situations...In teamwork, one should learn what is their purpose and the reason they are part of the team... And only understanding your function and only by that time can make your team or group successful..

In basketball team, there is play maker, rebounder, shooter, coach and water boy and towel boy.... He he he.... Seriously, if the water

boy and towel boy is not around, no one can ever comfort the tired players...

My take, everyone in a team has a function to attend to...

- *Music in my ears*



Complains from my children is like music into my ears...

I see opportunity of teaching them on what life can be if they have not done something and spend more time in whining...

They are tired because of tight schedule and extra curricular activities in their school and having an excuse for not doing their daily chores... But they do need to learn balance their activities, this will teach them prioritization..

Its music in my ears, when they speak about their day outside our house and discuss how exciting it was..

Its music in my ears when they approach me to consult about their challenges that they are encountering and seek my advise...

Its music in our ears if I find the discussion in my family getting more intimate and loud...

I don't feel better if I find my staff not being vocal what is happening in our company.. Good or bad comments is always welcomed (but I always tell them, say it in a nice way to lessen the offendings).

Being frank and open to suggestion is not bad at all... The truth always hurt. Learning to react in a nice or better way will make us more competitive and attentive...

Competitive because your reaction to learn the truth is solve criticism...

Attentive because you are learning to listen and understand where is coming from...

From one of my professor, to start learning we should stop being sensitive.. Being sensitive may not be able to take criticism and later your mind is clouded with emotions...

If you think the criticism is now constructive, these are music in our ears...

## Chapter 4: OUR CHILD 20 and up

In this chapter, I would like to clearly state my view how I can provide an insight how our children can be prepared to be successful while in college or university or even after that...

As much as possible, I would like to encourage your children to think big while studying and learn how to establish their own business or entrepreneurship that will result to passive income...

I have nothing against on the teachings of the institution but there are options to sustain your desired life not only getting into a good or best company..... Teach them how to design their lifestyle...

Learn the management of money and money making at the young age where the advantage of time to fail is available.... And bounce back in no time at all. Let our children realize how easy to start their own business and turn into success....

### - *College is real life*

College/University is a start of a new chapter for each of us....

Making a decision which degree you want is often difficult, though you have made up your mind as a family when your child was still in the secondary school.. Right????

Sometimes, things change.... Most of the time it is because of economics....

Economics because the degree your child will take for 4-5 years is critical in his next 5-10 years of career path....

Sometimes, we regret why we took this degree when we have a different job as we should not expected.

But I will tell you something, for me college is refining your understanding in life... Your career does not end up with the type of degree you chose...

I am degree holder in Metallurgical Engineering... For most of the people I know, I should have ended up in mining industry or foundry (metal smelting). My dad wishes that I should be in the ship building industry. But here I am a semiconductor engineer (close to metallurgical) and also writing a book.

Some of my friends, they ended into Information tech careers and others are in banking which truly not related to degree we intended to complete.

I guess you can be anybody and be somebody.... College is meeting new people and learning the what life can be...

Let's not limit our children to the degree they have chosen or we have chosen??? It's their life after all... Let them chose with our guidance...

Whoever they will be, that will be the sum of decisions they will make in their life...

We can show to them the options that they can be and not restrict. I guess we are always afraid and not letting them go...

Dory from "Finding Nemo" told Marlin; what will happen to Nemo if you let nothing happen to him????

Well, let your kids play.....

Let them explore college with excitement and encourage them to be the best they want to be.....

I told my staff, if you are afraid of breaking the parts in the equipment you are evaluating... Do not be worry since breaking it will provide a great knowledge to you why things are breaking. And I will support you for breaking more.....

### - ***Financial Stability and Entrepreneurships***

Children should understand the value of money first which I guess they have learned during the childhood... You thought them about it....

Credit cards are bull shit.....



Teach them on how to make a simple money making....

**A computation in lemonade probably is a simple task... How do you want to cash out a lemonade...**

A pitcher of lemonade is made up of at least 4 pcs of lemonade, a water and ice... 1 lemon cost 30 pesos, that is 120 pesos if it is 4 pcs. You can sell a glass of lemonade for 60 pesos. 1 pitcher is at least 4 glasses. You can make at least 240 pesos from a pitcher. A profit of 120 pesos can be created if lemonade if sellable...

Life can be difficult when you started on your own... Especially when planning your family... Financial stability is one of them....

But I tell you, starting a family financially stable has been a challenge for every young people.... The best approach is understanding how you can be financially free. Being financially literate.... Robert Kiyosaki says; we need to be financially literate to be financially free...

Financial literacy is not learned from the school but often when you are already in the situation you are in....

Why wait that to moment to happen???...

We can teach our children the simple task of handling the money and making a money....

Learning the proper cash flow is very essential for our children in this age.... Below few items affects the cash flow of an individual.

- Credit cards should be used wisely and only if needed.
- House is not an asset but a liability that need to be a passive income to become an asset.
- Learn the benefits of investment.
- Insurance sounds good but your money sleeps and can only be realized at your late age.

Cash flow principles that I really appreciated from Robert Kiyosaki:

- **Income** should be larger than **Expenses**.

$$\underline{(\mathbf{Income}) > (\mathbf{Expenses})}$$

- **Assets** should generate as an **Income** to pay **Expenses** and **Liabilities**.

$$\underline{(\mathbf{Assets} + \mathbf{Income}) > (\mathbf{Expenses} + \mathbf{Monthly Liabilities})}$$

- **Liabilities** are Loans/House Mortgage/Car Loans/Credit Cards
- **Liabilities** should be overcome by either **Assets** or **Income**

You work for a company to learn the system they have.... Learn the system they are doing and perhaps you can do it with your own company....

Teach them the mindset of setting up their own business...

When we are on colleges, setting up a business was not discuss but how do you want to be in a company... We were somehow brainwashed to be an employee an later retire with the company we want to stay forever... Work forever should I say when they are teaching us... They have not discussed how to set-up your own business...

In my engineering staff, I blantly telling them, I do not expect each one of you to stay in this company for the next 3 years... I challenge you to set up your own business... The risk at you side is very low... You are all very young... Not yet reaching the age of 25 years... The opportunity outside this company to set up your own business is vast out there. It so happened nobody opened up your eyes but instead self entrepreneurship is not known...

At this age, internet business is so opened but still only few knows about it.... Being ahead is an advantage... Learning the techniques is yet to be known and explored...

I got a friend earning a dissent earning from selling a “Honey” through facebook... A good example of self entrepreneurship using the internet media... Someday, I will not be surprised to see this person successful.

People tends to be pessimistic because they do not have resources to start with... Jon Orana, my business coach, told us, you do not have to start on big capital. There are options and there are businesses you can start with small capital... All you need to do is do not stop thinking.... List down all the options.... In his blogspot

“Steps to Financial Freedom”, it tells you how to start your business cautiously without sacrificing big investment.... His approach similar to how I started my cattle business.... Though this cattle business is slow, I can say this business I started triggers my craving for creating new businesses and approaches...

When you started one business, you will learn the pain and excitement of earning the money... Financial literacy is unconsciously learned... you can be ahead with your peers and later can be another adviser who can inspire other people...

I am not just a mentor for my children. I also share my experience and insights to my peers and staff... Once a banker shows me how my money can earn, I just do not say yes immediately but compare with other investment doing and how much money it can earn.... From that instances, the investment advisers can further explain to you the options and why the earnings can only reach that much....

There are financial options you can teach children... See below which are only few from what I learned....

- 1) Learning to be web developer
- 2) Writing e-books
- 3) Investments
- 4) Stocks
- 5) Cooperative investments
- 6) Self entrepreneurship

## - ***On getting a Job***

Good grades = Good Job

More often than we expect, getting a good job and aligned with your degree you have completed will not end up well as per your plan...

For our child, the first day they got a job is such an exciting event in their life... I know this because I got a similar feeling when I started as a “cadet engineer” in Amkor Technology, a subcon manufacturer for integrated circuit... Finally a job that can sustain my life....

Show to our child the good side of having a job...

Having a job is maturity... It can pay your bills.. Plan for your future like buying a house and a car... Getting your own insurance.... And etc....

If you end up in the manufacturing, learn the system of product journey from raw material to finish goods...

If your from sales, learn the system of money making and the science of asking the right question and letting your customer say yes to your encouragement to buy your products...

We should also, teach them to be entrepreneur since we understand that one of this day, our time in a company may no longer needed... or we can be dispensable....

On the previous chapter, I have mentioned, we need to teach our children also to established their own business. I have mentioned this to get out our children from burning out from their office but instead create an alternatives to be financially free.

There are a lot of coaching on having a passive income... Approach on how to start your business or earn an extra income and later on quit your job because you have a passive income generator.

Jon Orana and Jon Hilario teaches about having a job that can replace your current job...Not just a an ordinary job but a job that you will really enjoy and love because how you do it and its freedom in terms of your family schedule...

Their teaching methods ranges from internet business up to virtual professional... And this jobs does not require a specialization but just more on being decisive and has desire to change how a work should be...

Example is you can do project management for an individual through internet and update the person who hired you on a timely basis.... This type of job can be done in your own house and doing comfortably...

Another example is coaching people on how to make a passive income.... Coaching on how to be on stocks market, creating e-books, internet business, etc.....There are trainings happening as you are reading these book...

These are the few that we can think of to be an entrepreneur.....

## - *Continous Education*

Education does not stop after graduating from our Universities or Collages... We are still learning...

From Stephen Covey, to be highly effective, one should continuously sharpen your pencil. Meaning, we should learn new tricks continuously so we can be consistent and ahead...



One of them as simple as reading books...

I learned the internet business marketing and still learning...

I have learned the art of blogging and still learning...

I have learned the book writing and still learning...

I am learning a lot of things and gives me a lot of insight and ideas to be different and not stuck in my current job of 8 to 5.

Learning new techniques is difficult especially when you are used to the traditional one that you know... But I learned that with the right steps and practice, I can be a master of it...

I learned that with the persistent studying of one task will not be as difficult that we may taught...

In my project management, I learn below approach can be effective in learning a new projects or task

- 1) Understanding the design or situation
- 2) Identifying the risk or problems
- 3) Mitigating the risk through proper evaluations
- 4) Validating the actions from the evaluation results
- 5) Applying the actions in large scale or in macro situation.
- 6) Measure the success

Being patient is another tool or virtue you can also apply when learning.... We are bounded by time due to events that you can not be in control.... Results are not given in your desired period most of the time.. Often, there are disappointments in an untimely manner that you will have to redo or rethink.

When I am creating this book, I thought I can complete this in few weeks time but there are much to be learned before the complete thought can be transferred to an idea in this book...

## - *Mistakes and Failures Happen*

Successful people often made mistakes before they achieve the position they have now...

Thomas Edison as I mentioned in the previous chapter committed a lot of mistakes prior getting into a functional light bulb...

This is similar to motto of “Practice Makes Perfect”... In the book of “Weird ideas that works”, this has been emphasized so many times that if you do one thing repeatedly, you end up mastering a task and with minimal mistakes....

Japanese people has the best practice on doing things repeatedly and at the end of the day they are branded to be experts....

I can tell you, there are a lot of products outside there that are not perfect but were launch despite of imperfection... They do this because what important is the introduction of the idea rather than the introducing a perfect product....

In my previous work, I learned a lot things from projects or programs that were rejected by my colleagues because they find it difficult for them to deliver... My team looks like an orphanage of projects that everybody does not want.... From doing so or accepting those unwanted projects, I got promoted.....

Now, keeping our child to be too cautious may lead to not discovering himself and not discovering the benefits of failing...

My take is, never discourage your children from having mistakes... Do not stop them for attempting things that you think not appropriate for them to try. But instead, help them understand what path they want to go through and perhaps you can meet up in

the middle that will be a win – win situation for you and your children...

Encourage them as if you really trust them and you will bet your money with their action.....

Expectations maybe high. Often it is very difficult to achieve without failure... We develop the fear of failure because of high expectations... Expectations should only be a guide in achieving what we want.. Do not mis-interpret it for a roadblock... Think it in a simpler way... Learn to know the workarounds and diversions so that failure is less.

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To my parents that trained me to where am I now. Your decision and direction made me what I am.

To God that provided me the virtues and guidelines to complete this book.

May this help a lot of parents to shape the future of their children.

May this help you as a leader of your team that can share the vision of success with your staff...

Thank you....

Erwin Sangalang