



## JUAN A. KANAPI, JR. PhD

Dr. Juan A. Kanapi, Jr. is a Senior Partner at Futures By Design Pilipinas (FBDP), a company dedicated to the *Art of Hosting* (AoH) meaningful conversations, as a strategy for sustainable change.

Dr. Kanapi is a Adjunct Faculty of the Public Management Development Program (PMDP) for top officials of National Government Agencies (NGAs) at the Development Academy of the Philippines (DAP). He is an Adjunct Faculty at the Ateneo School of Government (ASoG) teaching *Appreciative Inquiry* to Overseas Filipino Workers (OFWs) in Europe and is Mentor to Doctoral students from all over Asia, at the Southeast Asian Interdisciplinary Development Institute School of Organization Development (SAIDI – School of OD).

He was the Chief Learning Officer of the Rizal Academy for Innovation and Leadership (TRAIL). TRAIL, a school without walls, is directed towards enabling different kinds of leaders to transform their organizations into *learning organizations*. TRAIL established the Philippine chapter of the Society for Organizational Learning (SoL), which is a worldwide movement dedicated to spreading the principles and tools of learning organizations. Dr. Peter Senge, a professor at the Massachusetts Institute of Technology, founded the SoL. TRAIL is also affiliated with the Presencing Institute, founded by Dr. Otto Scharmer, a professor at the Massachusetts Institute of Technology. The Presencing Institute is a learning organization without walls, spreading the use of the *U Process* of managing change, around the world. Dr. Kanapi is a graduate of the first batch of the Presencing Institute Action Laboratory (2010-2012).

Dr. Kanapi was a Full-time Faculty member of the Asian Institute of Management (AIM), where he handled courses in *Strategic Human Resource Management*. He was a consultant to the AIM-TEaM Energy Center for Bridging Societal Divides, training educators and leaders all over the Philippines in the art of *Bridging Leadership*. His work as a Professor is founded on the principles of *Adult Learning* and *Appreciative Inquiry*.

Dr. Kanapi was a Senior Consultant at Transitions Asia, Inc. where he worked with expatriate managers and technical personnel to help them understand Filipino work behaviors and assist them in developing their work groups into *self-directed work teams* (SDWT). As a Senior Consultant of Strategic Directions, Inc. he assisted new expatriate managers of multinational organizations in the

Philippines prime up their teams. He was a principal consultant for HRMD-Knowledge Institute servicing client organizations in Indonesia.

For three decades, Dr. Kanapi has been a freelance consultant in the field of *stress management*. He uses hypnosis to help individuals change their behavior patterns.

Dr. Kanapi holds a Doctor of Philosophy in Organization Development (1999) from the Southeast Asian Interdisciplinary Development Institute (SAIDI – School of OD). He completed his Master of Arts in Social Psychology (1986) and Bachelor of Arts in Psychology (1977) at the Ateneo de Manila University.