



**ADENAUER
YOUNG LEADERS
PROGRAM**



Shaping Democracy. Together.

Adenauer Young Leaders Program

Batch 4

The Philippines is considered one of the world's youngest countries. Almost 30 percent of the Philippine population is comprised of Filipino youth, who have emerged as a powerful force in shaping the nation. Young Filipinos are bearers of traditions, customs, and cultural heritage and will eventually assume the responsibilities of the future generation. Therefore, it is crucial to capacitate young Filipinos with the necessary skills to effect political, economic, social, and cultural reforms and developments. The Adenauer Young Leaders Program (AYLP) is a testament to our commitment to developing the Philippines and empowering its young leaders.

As one of the major thrusts of the foundation in the country, Konrad-Adenauer-Stiftung (KAS) Philippines offers AYLP as its leadership program. AYLP is not just a crash course but a transformative journey for young individuals from different backgrounds and sectors. The program will help the most promising individuals unlock their leadership potential, preparing them to take on more prominent roles in their organizations, communities, and groups. AYLP underscores leadership development and education in politics, economics, and international relations, highlighted by immersions/learning visits. This program is fully funded and managed by KAS Philippines.

About KAS

KAS is a German political foundation closely linked to but independent from Germany's Christian Democratic Union. KAS has been actively working under the principles of freedom, justice, and solidarity. With the primary purpose of developing programs that boost democratic institutions and processes, KAS strongly believes that human dignity and human rights are at the heart of its work. Thus, KAS regards people as the starting point of its initiatives toward social justice, democratic freedom, and sustainable economic activity.

KAS has been active in the Philippines since 1964. We are excited to bring politics closer to the people as we believe in the power of democracy to shape the future of the Philippines.

Integrity, dignity, and inclusivity guide our work in the country. Integrity motivates us to uphold transparency, accountability, and the rule of law. Dignity propels us to ensure that all interactions and initiatives honor the humanity of our stakeholders. Inclusivity drives us to involve diverse voices and perspectives. It guarantees that our work represents and benefits all our stakeholders and that everyone's voice is heard and valued.

Our pillars of work in the Philippines are promoting democracy and good governance, inclusive economic development, foreign relations and security, and youth empowerment. Our vision is to provide a safe space for everyone to discuss politics and give a voice to people who need a platform. We partner with like-minded individuals and organizations to uphold democracy and provide a platform for issues close to our hearts. Together with our partners, we provide research-based policy inputs and create momentum for relevant policy pushes.



Shaping Democracy. Together.

Program Objectives

The program aims to:

- (1) Prepare young individuals to become responsible models of citizenship and holistic and effective leaders in their organizations, communities, and groups by capacitating them through lectures, discussions, workshops, fora, and immersion/learning visits.
 - a. Lecture and discussion on thematic issues;
 - b. Exercises and workshops to develop the skills of fellows; and
 - c. Immersion and exchange with exceptional leaders.
- (2) Offer mentoring opportunities to promising individuals who have the potential to become impactful leaders. Individuals from marginalized sectors/minorities who have less access to such leadership programs due to economic, geographical, and other reasons will be prioritized.
 - a. Individual online sessions with coaches and peer mentors; and
 - b. Mentoring with subject matter experts on project development and management.
- (3) Building mutual respect and understanding among various groups, whether differentiated culturally, ethnically, religiously and the like, through shared democratic values.
 - a. Offer a safe space for dialogue and discussion.

Overall objective

KAS Philippines aims to empower political actors capable and confident in implementing the rule of law, democratic representation, and a peaceful, inclusive balance of social interests. In 2022, KAS Philippines implemented its leadership program, the AYLP, to achieve this noble goal. Each young leader has the potential to make a significant impact, and we are here to support and guide them on their journey.

Due to the programmatic weaknesses and patronage structures of the existing Philippine party system, AYLP is designed to promote young political professionals holistically. Therefore, future design actors with diverse backgrounds are brought together and trained in a course consisting of different content modules. The program enables the participants to participate in politics actively. On this basis, the graduates of this program work long-term for the rule of law, democratic representation, and a peaceful, inclusive balance of social interests.

Program Format

The program covers topics and themes grouped into three modules as follows:

First Module	Second Module	Third Module
➤ Leadership 1: KAS Call to Lead	➤ Leadership 2: Becoming a Bridging Leader	➤ Leadership 3: Co-Creating for Impact
➤ Development and Management of Projects	➤ Specialized Thematic Sessions	➤ Development and Management of Projects
➤ Coaching Session	➤ Coaching and Mentoring Sessions ➤ Peer-to-Peer Learning Sessions	➤ Coaching Session



KAS Philippines will deliver the sessions with the country's top academic institutions, professors, and subject matter experts. Topics will be chosen and developed closely with partners and fellows to suit the needs of modern leaders.

The program will be delivered in a hybrid format, combining online and in-person classes. This approach allows flexibility and accessibility, ensuring participants can engage with the program regardless of location or schedule. Online sessions will be conducted via a user-friendly platform, while in-person sessions will provide opportunities for networking and face-to-face interactions.

The AYLP will take place over a year, **beginning in January 2027 and ending in February 2028.**

Throughout the year, the three modules will be assigned as follows:

	JAN '27	FEB '27	MAR '27	APR '27	MAY '27	JUN '27	JUL '27	AUG '27	SEP '27	OCT '27	NOV '27	DEC '27	JAN '28	FEB '28
FIRST MODULE	30	6	TBD											
SECOND MODULE				TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD		TBD	
THIRD MODULE														TBD

Program Methodology

AYLP's first module will be comprised of the following topics:

Leadership 1: The KAS Call to Lead

Core Topics	<ul style="list-style-type: none"> ➤ Leadership Lifeline ➤ Leadership Capital ➤ Leveraging on Values ➤ Dialogue of the Heart (Public Narrative) ➤ Politics and Democracy ➤ Policy Crafting and Lobbying ➤ Values Based Leadership
Output	➤ Policy Brief
Engagement	<ul style="list-style-type: none"> ➤ Learning Visits ➤ Fellowship Night

Development and Management of Your Projects

Core Topics	<ul style="list-style-type: none"> ➤ Systems Thinking ➤ Root Cause Analysis ➤ Theory of Change ➤ Planning Projects ➤ Building-up Projects ➤ Stakeholder Identification, Mapping, and Mobilization Strategies
Output	➤ Concept Note

First Online Coaching Session



The second module will be comprised of the following activities:

Leadership 2: Becoming a Bridging Leader

- | | |
|-------------|-----------------------|
| Core Topics | ➤ Adaptive Leadership |
| | ➤ Negotiations |
-

Second Online Coaching Session

Online Peer-to-Peer Learning Exchange

Specialized Online Sessions

First Online Mentoring Session: Project Profile Review

Second Online Mentoring Session: Project Implementation Review

The third module will be comprised of the following activities:

Leadership 3: Co-Creating for Impact

- | | |
|-------------|---|
| Core Topics | ➤ Innovations for Change |
| | ➤ Design Thinking |
| | ➤ Thinking like an Economist vs Thinking like a Human |
| | ➤ Discussion on the West Philippine Sea |
| Engagement | ➤ Learning Visits |
-

Development and Management of Your Projects

- | | |
|-------------|--------------------------|
| Core Topics | ➤ Implementing Projects |
| | ➤ Closing Projects |
| Output | ➤ Final Project Proposal |
| | ➤ Presentation |
-

Third Online Coaching Session

Winning Project Implementation

General Criteria

The program will accept sixteen (16) participants this year. While KAS partner organizations and political parties' nominees will be prioritized, we also welcome applications from other organizations or self-nominations. We believe in the power of diversity and inclusion, and being nominated by a KAS partner organization does not guarantee acceptance into the program. Every application will be carefully considered, and we look forward to hearing from you.



**ADENAUER
YOUNG LEADERS
PROGRAM**



Shaping Democracy. Together.

Below are the general criteria for the application:

- Filipino citizen;
- Between the ages of 25-35 upon date of application;
- Sangguniang Kabataan officials aged 22 to 24 will be accepted;
- Individuals looking to take on more senior roles in governance, development organizations, or local communities.
- Individuals from KAS Philippines partner organizations and young members of political parties are highly encouraged to submit applications;
- Fluent /native speaker and writer of English and Filipino;
- Individuals with demonstrated leadership skills; and
- Individuals committed to the values of integrity, dignity, and inclusivity.

The program intends to receive applications from the following sectors:

- Newly-elected leaders in government—priority will be given to geographically isolated and disadvantaged areas or those coming from lower-income class local government units;
- Bangsamoro officials, especially those in the areas with a statutory minimum wage;
- Muslim leaders from Mindanao
- Student leaders from youth associations
- Employees from Parliament (Senate, House of Representatives)
- Journalists (traditional and non-traditional media)
- Workers and members of non-government organizations
- Employees from the business sector
- Indigenous peoples
- Individuals from the Church
- Members of political parties

We highly encourage women to apply to the program.

Application Documents

(1) [AYLP Application Form](#)

(2) [Motivation letter](#) (maximum of 500 words) addressed to Ms. Daniela Braun, Country Director, Konrad-Adenauer-Stiftung Philippines. The letter must answer the following question,

"How would you utilize the knowledge, skills, and experiences you will gain from the leadership program to develop your organization, community, or group? Cite how the leadership program will be relevant to your work and how participation can add value to your experience."

(3) A 1-minute video answering the question,

"What does democracy mean to you and what would you do to support democracy in your own community? Cite your significant contribution/s to your organization, community, or group."

(4) One Recommender Form



**ADENAUER
YOUNG LEADERS
PROGRAM**



Shaping Democracy. Together.

Application Process

Key dates to remember:

Application Period: 1 June 2026 – 31 July 2026

Review of Application and Shortlisting of Candidates: 1 August – 13 September 2026

Panel Interview: 5 - 30 October 2026

Email Announcement of Results: 9 November 2026

Confirmation of Participation: 10 – 15 November 2026

Onboarding of Fellows and Needs Assessment Training: 1st Week of December 2026

AYLP Batch 4: 30 January 2027 to February 2028

Selection Procedure

Upon submission of the application, the process includes:

- (1) **Screening with guidelines** – submission of the completed application form, motivation letter, and video application. Your recommender must also submit the recommender form on time. KAS will send a separate link for the recommender form.
- (2) **Review of documents by the selection panel.**
- (3) **Shortlisting of applicants** – once shortlisted, the applicant will be invited to an interview by the selection panel. The panel will comprise the KAS Country Director, members of the KAS Philippines team, program alumni, and external partner/s.
- (4) **Panel interview.**
- (5) Shortlisted applicants will be notified of their application results.

Democracy Project: Adenauer Young Leaders in Action

The Democracy Project is the output of the AYLP. Fellows' democracy projects provide solutions to select issues affecting their communities. At the commencement of the program, fellows are tasked with coming up with a project. Each group shall present their project at the culmination of the fellows' leadership journey with AYLP.

KAS Philippines will grant a fund to the winning democracy project.

Adenauer Young Leaders Alumni

Adenauer young fellows who finish the program will become part of the Adenauer Young Leaders Alumni. The group will be critical in supporting the incoming Adenauer young fellows as they navigate the program. The group will also be vital for alumni to discuss emerging issues in democracy and human rights, foreign policy and international relations, public administration and governance, and economics.

Foundation's Role

KAS Philippines will provide the following:

- A roundtrip economy class flight ticket;
- Accommodation on a twin-sharing basis; and
- Meals during the training program.

The participants will shoulder other costs related to attendance that are not mentioned above.



ADENAUER
YOUNG LEADERS
PROGRAM



Shaping Democracy. Together.

Submission Details

Applicants should complete the application form and other required documents and upload the documents to <https://bit.ly/AYLPBatch4Reg>.

For any questions or concerns, kindly email:

Jerome Jogno

Senior Program Manager for Leadership and Strategic Communications
Konrad-Adenauer-Stiftung Philippines
Email: jerome.jogno@kas.de
Telephone: +63 (02) 5310 0080

Applicants must submit their documents on time and complete **on or before Friday, 31 July 2026**.

Due to the many applications received, we cannot provide detailed explanations for those not accepted into the program.

We look forward to receiving your applications!

For further information, please visit the KAS Philippines social media channels:

Facebook

facebook.com/kasphilippines

Instagram

instagram.com/kasphilippines

LinkedIn

linkedin.com/company/kasphilippines

X (formerly Twitter)

twitter.com/kasphilippines

You can also contact us:

Konrad-Adenauer-Stiftung Philippines

Unit 4, 22F Tower 6789
6789 Ayala Avenue
Salcedo Village, Makati City 1227
T: +63 2 5310 0069

KAS Philippines Website

kas.de/philippines