



**THE FRATERNAL ORDER OF *Eagles***  
- Philippine Eagles, Inc.  
First Philippine-born Socio-Civic Organization  
*"Service through Strong Brotherhood"*



## **Office of the National President**

### **EXECUTIVE ORDER NO. 005, SERIES OF 2025**

**"AN ORDER ADOPTING AND ENFORCING LEADERSHIP SEMINAR II OR LEADS II, PROVIDING ITS COMPONENTS AND MODULES, AND PROVIDING PENALTY FOR THE NON-COMPLIANCE OR VIOLATION THEREWITH,"**

**WHEREAS**, the existing Leadership Seminar (Leads) modules emanate from the time when the Fraternity was still utilizing the erstwhile Philippine Eagles Magna Carta of 1989, which having been used since that year, becomes obsolete and barely responsive to the needs of the current generation of Eagles;

**WHEREAS**, the Fraternity now utilizes a new fundamental law when it adopted the Philippine Eagles Constitution of 2024, which of late has just been introduced with omnibus amendments in order to correct erroneously printed provisions, and introduce amendatory ones that will further strengthen the functioning of the Philippine Eagles;

**WHEREAS**, the existence of several Eagles group, the legal controversies involving intra-corporate disputes, and the judicial judgment that led to the existence of the present administration, have ushered in indispensable grounds to educate the leadership resource of the Fraternity concerning legal processes and its basic foundation;

**WHEREAS**, the latest management and organizational experiences or happenings in the Philippine Eagles, to include the important factors cited above, necessitates review of the Leadership Seminar modules being implemented and taught by the Philippine Eagles Institute of Leadership (PEIL) to the organizations batch of leaders, and modernize the same in order to keep the leadership abreast on the most relevant education necessary to answer the challenges in keeping the Fraternity attuned to best management practices borne out of experiences and latest legal developments in the Philippine Eagles.

**WHEREFORE**, premises considered, and by virtue of the powers reposed and vested upon me by the Philippine Eagles Constitution of 2024, I, Eagle JASON M. MASA, National President of TFOE-PEI, in promoting and updating leadership institution of the Fraternity, hereby ORDER, as follows:

Section 1. **NAME REFERRAL.** This Order shall be known as cited as the *"LEADS II ADOPTION AND ENFORCEMENT ORDER OF 2025."*

Sec. 2. **GENERAL POLICY AND OBJECTIVES OF LEADS II.** It shall be the aim of Leadership Seminar II to upgrade, revitalize and elevate the level of

leadership skills of the officers and members by providing them the latest technical and best practices proven management innovations in handling the day-to-day affairs of the clubs, regions and national entities of the Fraternity, and educating them the fundamentals in history, basic law and legislation, including the knowledge of the making and adoption of the Philippine Eagles Constitution of 2024, as amended.

Sec. 3. **CONSTITUTIONAL AND STATUTORY BASIS.** Paragraph B., Section 9, Article X of the Philippine Eagles Constitution of 2024, as amended, provides the primary basis that deals with the so-called mandates and the Leadership Seminar for the officers of the Fraternity. Corollarily, National Assembly Act No. 016, Series of 2024, otherwise known as the “Leads Certificate Requirement and Enforcement Act of 2024,” approved by the 44<sup>th</sup> National Assembly, 3<sup>rd</sup> Regular Session, on September 22, 2024, in General Santos City, is hereby strictly enforced, and made as primary reference of this Order.

Sec. 4. **LEADS II COMPONENTS.** Leadership Seminar II, or Leads II, shall consist of in-depth subject matter lectures on the following topics, namely:

1. General Introduction on Leads II rationale
2. Brief history of the Philippine Eagles and its evolution
3. The Philippine Eagles Constitution of 2024, as amended
4. Legal mandate of the current administration
5. Intra-corporate question and settlement
6. Basics of law, legislation and interpretation
7. General membership and its sovereign powers
8. The Five I’s Process
9. Officers and their duties, functions and obligations
10. Concept of public service, trust and accountability
11. Lady Eagles evolution, empowerment and role
12. Triad of Powers
13. Philippine Eagles form of government
14. The National Assembly
15. The Executive Department
16. The Judicial Department
17. Board of Trustees (BOT)
18. Election processes
19. National Protocols
20. National Policy Manual
21. National special laws
22. Basic Parliamentary Procedures
23. The four pillars ritual

Sec. 5. **WHO ARE MANDATED TO TAKE LEADS II.** All incumbent clubs, regions and national officers elected or appointive to serve for Eagle Year 2025

– 2026, are hereby mandated to take and attend LEADS II upon the approval of this Order and until August 31, 2026. LEADS II shall likewise be required upon all clubs and regional officers of an incoming regions or clubs prior to its chartering or orientation. And in relation to E.O. No. 004, Series of 2025, otherwise known as the “*PEIL Empowerment and Enforcement Order of 2025*,” all membership applicants shall be required in advance to pay the corresponding Leads II fee of P1,000 and the seminar be conducted upon themselves at the discretion of the PEIL, with respect to time, event, venue, mode or in the exigency of schedule.

**Sec. 6. PRIMACY AND RELEVANCE OF LEADS II CERTIFICATES.** Henceforth, only Leads II Certificates issued by the PEIL shall be recognized and accepted for purposes of compliance of *Paragraph B., Section 9, Article X of the Philippine Eagles Constitution of 2024*, as amended, and *National Assembly Act No. 016, Series of 2024*, otherwise known as the “*Leads Certificate Requirement and Enforcement Act of 2024*,” to the exclusion of previously issued certificates, and for qualification purposes to authorize the holding of any club, region or national elective or appointive positions.

**Sec. 7. DUTIES OF THE PHILIPPINE EAGLES INSTITUTE OF LLEADEERSHIP (PEIL).** The PEIL shall create and adopt appropriate modules to implement Leads II in its teaching curriculum to enhance leadership capabilities, by incorporating therein the herein identified subjects and topic discussions. In the same vein, the PEIL shall come up with comprehensive schedules series of LEADS II Seminars in strategic geographical centers all over the country and abroad, in order to accommodate all regions and clubs in the particular designated area.

**Sec. 8. PENALTY.** Any violation or noncompliance of this Order by any Fraternity officers and members, or any of its agents or subordinates, shall result to prevention of assumption of office, without prejudice to enforcement of disciplinary measures in accordance with the Katarungang Pang Agila, or relevant provisions of the Philippine Eagles Constitution of 2024, as amended, in case of repetitious violation or violations by any responsible officers of the Fraternity.

**Sec. 9. IMPLEMENTING RULES AND REGULATIONS (IRR).** The Executive PEIL Directors (EPD) shall chair the IRR Committee (IRRC) created for this purpose, with the task of providing details for guidance in the implementation of this E.O. The IRRC shall have the Secretary General, Executive Secretary, the National Treasurer and one Peil Director as its Members. The IRR shall be released and published within 30 days from the approval of this E.O.

LET this Order be disseminated to national, regional and club officers concerned for their guidance and compliance, through channels, and in the RGL, the CPL, and the Chairwoman of the Lady Eagles Affairs Commission

(Leacom). In the same breath, this E.O. shall likewise be posted in the official communication page in the social media platform for the widest dissemination to all members and officers of the Fraternity.

ISSUED this 28<sup>th</sup> Day of July, 2025, in Quezon City, Philippines.



**Eagle DR. JASON M. MASA, PHD**  
National President, EY 2025-2026

Attested by:



**EAGLE LUIS FLORESCA PANGANIBAN**  
Secretary General, EY 2025-2026