

# Quantum Governance and Pres. Ferdinand Marcos, Jr.

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Received: 20/08/2021

Accepted: 19/10/2022

Published: 27/12/2022

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## ABSTRACT

*The term of President Ferdinand Marcos, Jr and Vice President Sara Duterte begins in 2022 and ends in 2028. The Great Period of Change is within this period. Thus, the galactic invitation to create a new order for humanity is part of the challenge as the year 2023 announces the end of chaos and disharmony. As the new administration of Pres. Marcos, Jr; is taking shape with all the changes under his leadership, it is seen that the Newtonian-Cartesian-Weberian form of governance has to be reconsidered. On the horizon is the prospect of a Quantum Leadership and Quantum Organization in the 21st century in a world that vulnerable, uncertain, complex, and ambiguous (VUCA). Quantum politics as new governance has been proposed; it is based on a new cosmology that updates the mechanistic approach to governance based on Newtonian-Cartesian science and the Weberian bureaucratic system. The reorganization of the Office of the President by President Ferdinand Marcos, Jr. is an opportunity to have leadership from the Newtonian-Cartesian-Weberian paradigm to the Quantum political paradigm. The reorganization of the Office of the President and the Office of the Vice President can have a Butterfly Effect on a new governance paradigm based on Quantum principles toward a Quantum constitution to fuel change for a Philippine Federal Government.*

**Keywords:** *Newtonian-Cartesian-Weberian Governance, Quantum Leadership, Quantum Organization, Quantum Politics And Federal Government, Period Of Great Change, And VUCA World*

## I. INTRODUCTION

This is a narrative on quantum leadership and quantum organization. Quantum because the traditional modern science of Newton has been superseded by a new science of metaphysics that promotes quantum mechanics. Newtonian physics in the 17th century focused on maximizing physical science. We are impressed by what our senses can perceive. Quantum physics is about unseen forces and energy and the way the quarks behave teaches us the way nature and humans truly behave. Quantum organization proposes a flat organizational relationship where the leader is at the center like the core of the quark, the nucleus of an atom, and the solar system where the planets surround the sun. Dator (2009) observed that 21st century organizational structure and management has lagged behind because it has adhered to Newtonian scientific view and has not caught up with quantum science. Quantum politics beckons political leadership from Newtonian-Cartesian-Weberian governance to a new cosmology of leadership based on Quantum Mechanics.

## II. RESEARCH METHOD

This paper is qualitative research (Marshall & Rossman, 2011); it is anchored on significant events that provide an understanding leadership the Great Period of Change (1987-2023). It is heuristic (Moustakas, 1990) because it provides the researchers, readers, and webinar audience to discover and learn something for themselves in understanding the current political leadership under Pres. Ferdinand Marcos, Jr. in the midst of a global volatile, uncertain, complex and ambiguous (VUCA) situation and a divisive local socio-political divide in the Philippines. It takes into account the Newtonian-Cartesian-Weberian system of governance and the Quantum Leadership based on metaphysics in viewing the presidential term of Ferdinand Marcos, Jr. and it makes sense of the impact of his leadership and governance as he shapes the future of the Republic of the Philippines in the 21st century (Smith, 2015; Sela-Smith, 2002; Hudtohan, 2005; Gonzalez, Luz, & Tirol, 1984). The methodology is multi-valuate (Richardson, 2015) because it deals with various disciplines related to leadership, governance, politics viewed from Newtonian science and Quantum physics. This is an exploratory discourse (Stebbins, 2011) intended to study, examine, analyze and investigate the need to understand current events in order to have some indicators that a leadership will create progressive governance in the Philippines at the end of the Great Period of Change in 2023.

### III. DISCUSSION

#### 3.1 ORGANIZATIONAL SHIFT in the 21<sup>st</sup> CENTURY

##### 3.1.1 Great Period of Change

According to Christine Page (2008), we live in “an extraordinary time in the planet’s history. In 2012, for the first time in almost 26,000 years, our sun will be most closely aligned to the Galactic Center. This Galactic Alignment, which began in with the Harmonic convergence in 1987 and will conclude in 2023, presents a 36-year window of opportunity for humanity to participate in the creation of a new era of expanded consciousness.” (Page, 2008, back cover). This quote from Page is a cosmic message that the rise into power of Marcos, Jr. is etched in this galactic message and is part of the Great Period of Change. Between 1987 -2023, she says, this period presents a window of opportunity for humanity, and in particular for Filipinos, to participate in the new era of expanded consciousness. The term of Pres. Ferdinand Marcos, Jr. for six years (2022-2028) is a window of opportunity to bring about a new consciousness that will bring order, harmony and progress. That new consciousness will be inspired by Eros to provide creative solutions to governance problems. In a way the Weberian bureaucracy based on the 17<sup>th</sup> century of Newtonian science has to be upgraded to quantum leadership that will redesign political governance.

Figure 1 serves as a framework for changing paradigm in from a classical myth of Chaos, Gaia and Eros.

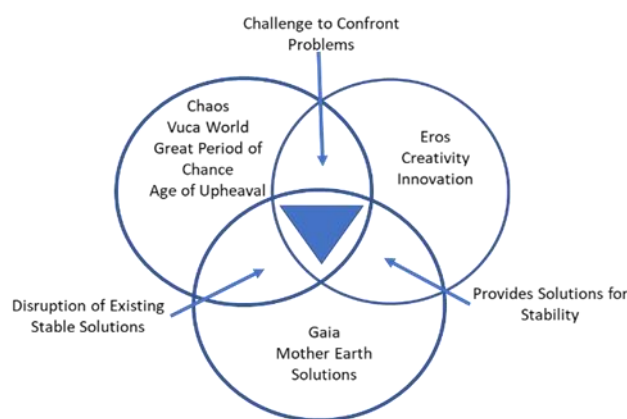


Figure 1. Relationship of Chaos, Gaia and Eros (Hudtohan, 2020)

Marinoof (2007). In his book, *The Middle Way*, cited four ideograph that triggered four great civilizations. These are: Hellenic, Abrahamic, Sinic, and Vedic great ideas that flourished around the world. The onset of Cartesian philosophy triggered a rational approach to human thinking paradigm that was anchored on logic and reason. Rene Descartes was a leading figure in a Rational Civilization. Newtonian physics that explained the laws of Nature triggered a Scientific Civilization. The colonial period was the age of exploration of natural resources. With abundant resource it propelled an Industrial Civilization. This was followed by a Global Civilization in the age of multinational corporations operating worldwide. By this time overproduction and overconsumption have created an ecological crisis. Laszlo (2006) averred humanity has reached Chaos Point, forcing us to break down or make a breakthrough. Visionaries are optimistic we will survive the Great Period of Change (1987-2023) leading humanity to a New Enlightenment. A new governance that will led to what I call a Spiritual Civilization, after the pitfalls of Global Civilization will be experienced in the new world after the end of the Great Period of Change in 2023.

Hult International Business School (2016) reports that we are in the Age of Upheaval. Business leadership in this era requires a high degree of technological sophistication. More than ever, leaders in the Age of Upheaval are challenged to be more creative and be able to demonstrate extraordinary resilience to cope with the complex economic issues with a sense of calm confidence amid chaos. Bennet and Lesmoine (2014) in *Harvard Business Review* in a similar vein as Hult, describes the business amidst chaos like Braden (2009) and Laszlo (2006). In the 21st century Harari (2018) asserts that he who owns data owns the future. Taleb (2012) avers that we need to be antifragile amidst the challenges of this century. Is Technology the New King, going hand in hand with economics, the Queen of Social Sciences? Dyck and Neubert (2012) challenges the traditional business paradigm as they consider mainstream [old] as a total concentration on profit but with multistream management the [new] is concerned with stakeholders' well-being. The convergence of advanced technology and new consciousness will lead to a new political governance

The big picture on what is happening today is that we live in a Great Period of Change which began in 1987 and ends in 2023 (Page, 2012; Jenkins, 2012 & 1998; Braden, 2009; Laszlo, 2006). What then do we expect at the end of this Great Period of Change? Christian Page says, “The Mayan calendar saw the beginning of an extraordinary journey of 36,000 years for the earth and its inhabitants, which reaches its conclusion just before 2020. For the first time in 26,000 years, the sun is most closely aligned with Great Cleft, Dark Rift or the Black Road of the Milky Way.” (Page, 2008).

The year 2023 appears to be the end of the dark tunnel. We will make a breakthrough (Laszlo, 2006) As we come close to 2023, the end of the Great Period of Change, our present state I consider Global Civilization is moving towards a new era of New Enlightenment (Page, 2012). In governance, there will be an initial shift from Newtonian-Cartesian-Weberian political paradigm to a gradual Quantum leadership and organization. (Laszlo, 2006 ; Dator, 2009)

### 3.1.2 Enlightened Humanity.

Laszlo (2006) asserts that “in the third decade of the twenty-first century...the view of people is united in rejecting the mechanistic and fragmented concept of world and self that was the heritage of the Industrial Age. A new view is emerging: Humans are organic wholes within an organic biosphere in the embrace of an organically evolving universe.” (p.42-43). The Newtonian mechanistic view of reality is now transcended because the universe is not a passive bystander watching human actions, and individual actions have an immediate impact on the environment. Subtle ties bind human being to one another, to the biosphere and to the cosmos as a whole.

The Institute for the Future (2009) affirms Laszlo’s world view 2025. The report says that “A collapsing economy paves the way for discovering new kinds of value in all forms of interaction – from the microscopic scale of atoms to the macrocosms of human connections with each other and the planet they inhabit. Look at the coming decade from the perspective of millennia of change. Focus on the progress of the universe from the breakthrough structures of the atom to the living cell, the biota, the human body, the community of nations, the global economy. This is how the future will be new, by continuing the incredible experiment of reorganization for greater complexity, by creating the next astonishing structural forms in this long evolutionary path.”

Laszlo believes that “The 2025 world is not a hierarchy but a ‘hererarchy’: a multilevel sequentially integrated structure of distributed decision-making. It is aimed at global coordination combined with regional, national, and local self-determination. The global level is the highest level of decision making, yet it is the lowest level at which peace and security can be ensured and global flow of goods, money and technology can be monitored. The regional level is indicated for decisions that coordinate the social and political aspirations and concerns of nations within the given regions. Regional economic and social organizations provide the forum for the elected representatives of the member nations to consider and harmonized the interests and aspirations of their population. The national level is appropriate for most of the functions traditionally performed by national government but without claiming absolute sovereignty for the nation-state and with due regard for decisions made in other forums in direct consultation with their inhabitants. The local level of decision making brings together the elected representatives of urban and rural communities. They coordinate the workings of the social and political towns, villages and rural regions in direct consultation with their inhabitants.” (p. 2006, 46).

### 3.1.3 What is Quantum Physics?

There are three levels of reality: the physical and natural world, the metaphysical world and the supernatural world. We are most familiar with the physical world after Isaac Newton discovered the natural laws of gravity and motion. The Industrial Revolution and to this day the physical resources of the Earth are primary source of products that are exponentially created for commercial consumption. The supernatural world is closely related to religious and spiritual belief so intimately familiar among Filipinos because of our 500 years of Christian orientation. But the metaphysical world is an unfamiliar ground to many because this is the new science of quantum physics, which is relatively new in the 21st Century.

Figure 2 shows that there is a physical/natural reality, a metaphysical reality and a supernatural reality. Above the natural reality is supernatural; above the physical reality is metaphysical, which is not necessarily supernatural

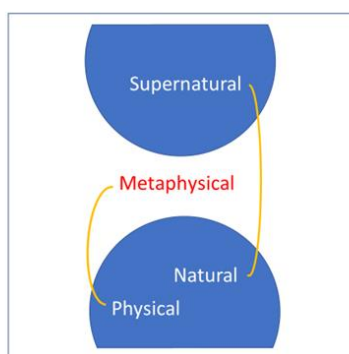


Figure 2. Physical, Metaphysical, Natural and Supernatural (Hudtohan, 2022)

### 3.1.4 Newtonian Physics and Quantum Physics

Physics is a modern Newtonian science that explains the world of matter as we see and experience it. The importance of materialism was triggered by men like Adam Smith (1776) who wrote an economic dissertation on the Wealth of Nations. But today, the world can be seen from the lens of metaphysics, which explores the material world from its minutest details. Quantum physics is the study of quanta, the smallest particle of matter.

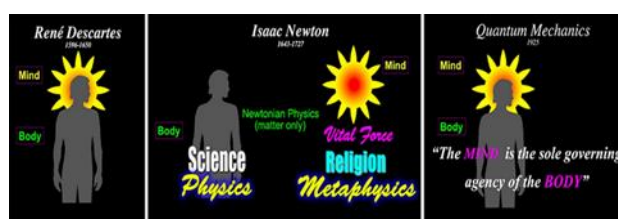


Figure 3. The evolution of physics to metaphysics.

Einstein realized that the atomic substructure of the quarks has energy which is a function of matter and light [ $E=MC^2$ ]. Thus, we can say that we are a bundle of energy connected to the energy of the vast universe. (<https://mail.google.com/mail/u/0/?shva=1#inbox/15a32c0df8eda241?projector=1>)

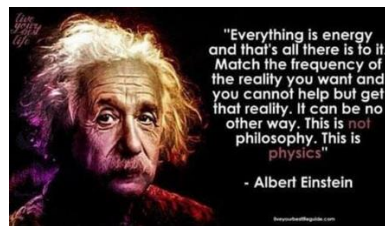


Figure 4. Einstein and Energy

[www.facebook.com/biobeliefs/photos/a.10150307277991610/10157334951246610/](https://www.facebook.com/biobeliefs/photos/a.10150307277991610/10157334951246610/)

King (1990, p.64) affirms what Einstein has said that everything is energy. He says, "It is not new to either physics or metaphysics to say that energy is everything, but the logical implications are interesting because they include the idea that thought is energy and that one kind of energy can be converted into another kind."

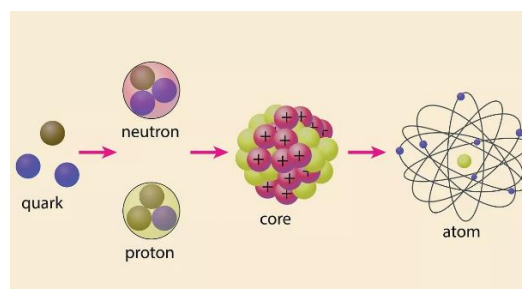


Figure 5.. From quarks to atomic structure

Robert Hazen: <https://www.wondriumdaily.com/fundamental-particles-of-matter/>

The structure of matter at its tiniest scale is much smaller than the atom. Atoms are composed of even smaller particles, called quarks and leptons. Particle physicists have invented lots of names for the fundamental particles of matter. There are four major names, four major groups: leptons, hadrons, quarks and antimatter

Quarks were first proposed in the late 1960s by the American physicist Murray Gell-Mann. Quarks are a curious collection of six particles. They combine, always in twos or in threes, to form the hadrons.

According to Robert Hazen (n.d.), "Quarks have fractional charge; no other particles seem to have that. Quarks have charges, for example, of minus one-third or plus two-thirds. These six quarks differ from each other in their mass, their charge and other properties. And they're given fanciful names, like the top and the bottom quark, and the up and the down quark." (<https://www.wondriumdaily.com/fundamental-particles-of-matter/>)



Figure 6. Patterns of the Atom, Molecule, Coffee, Solar System, Galaxy and Universe

The formation the quarks with small elements clustering around a bigger element is replicated by the molecules, the bubbles in our coffee, the social formation of a family, community, nation, the solar system, the galaxy and the universe. The metaphysical/quantum laws governing the quarks apply to all of reality, seen and unseen.

The energy perspective is the most significant contribution of quantum physics today because we are encouraged to view our human existence as simply an expression of energy. Thus, quantum perspective sees our day-to-day activities based on the behavior of the quarks.

### 3.1.5 Quantum Organization

The shift from Newtonian science to quantum perspective on organization Is exemplified the following authors:

1. Martha Beck, (2012) in Finding your way in a wild new world : four steps to fulfilling your true calling. London : Piatkus talks about the Spent Old and The Wild New World: 2.: Deepak Chopra (2006) in The Power of Freedom and Grace. CA: Amber-Allen Publishing talks about the Changing Paradigms in Organization Development: 3. Karakas. (2011) in New paradigms in organizational development in the 21st century talks about: positivity, spirituality, and complexity published in Organization Development Journal 27(1) talks about the Old Newtonian and New Quantum



Paradigms. 4. Ralph Kilmann (2001) in his book *Quantum Organization: a new paradigm for achieving organizational success and personal meaning*. Palo Alto, Calif. : Davies-Black talks about new quantum leadership in a quantum organization.

**Martha Beck.** In the *New World*, Beck (2012) looks at the inner experience of individuals as “saturated with the present moment”, in relationships they are “faithful to the truth of love within and between people,” industries will have individuals and small groups creating win-win ideas for innovative content creation,” and technology will “design machines to heal and preserve nature, renewing resources.” Her book has implications for management; it provides new perspectives in terms of leadership and organizational practices. (Hudthan, 2014).

**Karakas.** The *New Paradigm in organizational development* of Karakas (2009) deals with New Science which is quantum, non-linear, multiple truths and emergent. It has multiple orientations that promotes cooperation, social and environment economy that is long term with bottom line concerns; it is open to diversity that is lateral, contextualized and inclusive; it is flexible and empowering because it is egalitarian, inspiring, trusting, and collaborative; it deals with uncertain situations that are ambiguous, chaotic and unchanging. It is impartial because it is holistic, synergistic, and synthetic.

**Margaret Wheatley.** Wheatley (2006) avers that life organizes around identity. In organizations, if people are free to make their own decisions, guided by a clear organizational identity for them to reference, the whole system develops greater coherence and strength. The organization is less controlling, but more orderly.

Newtonian	New Science
No individual decision-making.	Self-reference.
Organizational structure established by authority.	Self-organizing.
Controlled.	Freedom throughout.
People are cogs.	People are quantum.
Rigid structure.	Flexible structure.

Figure.7. Identity in Newtonian and New Science (Wheatley, 2006)

Wheatley asserts that “If a living system can maintain its identity, it can self-organize to a higher level of complexity; a new form of itself that can deal better with the present. Disruption initiates self-organization.

The more freedom in self-organization, the more order. Every person maintains a clear sense of its individual identity. Every person helps shape a system’s identity.”

She continues to say that information is an essential nourishing element for all systems. It is a fundamental yet invisible player in a constantly evolving, dynamic universe. All life uses information to organize itself into form. Working with information the same way that life does. Information is feeding back on itself and changing in the process. It evokes contribution through freedom, trusting that people can make sense of the information because they know their jobs, and they know the organization or team purpose. We must allow information to flow freely through systems, disturbing the peace. We should develop new approaches to information, not management but encouragement, not control but genesis.

There are benefits in a free flowing information system. The potential benefits of free flowing information in an organization are: 1. The greater the ability to process information, the greater the level of intelligence. 2. Information-rich, ambiguous environments are the source of surprising new births. 3. Healthy processes create better relationships among us, more clarity about who we are, and more information about what’s going on around us. Thus, with these new connections, we grow healthier. We develop greater capacity to know what to do. We weave together an organization as resilient and flexible as a spider’s web.(Wheatley, 2006).

Newtonian	New Science
Tangible.	Intangible.
Controllable, stable, and obedient.	Dynamic. Can generate itself.
Must be controlled for stability.	Free flow necessary for new order.
Limited access and generation.	Must be continually generated.
Power.	Nourishment.

Figure 8. Information in a System: Newtonian and New Science (Wheatley, 2006)

In relationships, Wheatley (2006) says that: What potential becomes reality, depends on the relationships created between multiple elements: People, events, and the moment. None of us exists independent of our relations with others. Neither the system nor the individual is the more important influence of behavior. Each organism in a system maintains a clear sense of its individual identity within a larger network of relationships that help shape its identity. The Web of Relationships in Organizations means that power is the capacity generated by our organizational relationships. Developing relationships must aim for quality not quantity by Looking everywhere, assessing an organization’s capacity for healthy relationships.

Newtonian	New Science
Individualism.	Principle of Complimentarity.
Competition.	Uncertainty Principle.
Critical Mass.	Critical Connections.
Objectivity.	Enactment.

Figure 9. Relationships in Newtonian and New Science, Wheatley, 2006)

Reflection: How to Live in a Quantum World? Wheatley suggests that we learn how to facilitate process. That we become savvy about how to foster relationships. Learn how to nurture growth and development. We need to become better at listening, conversing, and respecting one another's uniqueness.

For leadership, she says: The leader help develop a clear identity that lights the dark in moments of confusion; support employees as they learn to incorporate values into their organizational lives; understand that we are controlled by concepts that invite our participation, not policies and procedures that curtail our contribution; and finally, create space where people, ideas, and information circulate freely.

### 3.1.6 Quantum Leadership

Synergy and Leadership. Dale S. Deardorff, D.S. & Williams, G. (2006) speak of synergy leadership which happens in a flat organization. Synergy Leadership is a process where the interaction of two or more agents or forces combined effect is greater than the sum of their individual effects. The byproduct is an evolving phenomenon that occurs when individuals work together in mutually enhancing ways to achieve success by inspiring one another to set and accomplish both personal goals and a group vision

Embedded in the Quantum Organization model is the Leader, who can be virtual or dispersed from the enterprise but still interconnected. To achieve this new perspective on Leadership and Organizations requires updating or creation of new mental models that allow thinking together, collective thought and movement of thought. Ultimately a Self "Journey" into the Quantum Organization

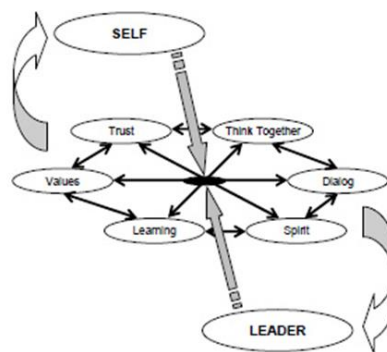


Figure 1: Quantum Organization

Figure 10. Synergy Leadership

The Quantum Organization itself relies upon the emergence of unique solutions, ideas, and insights through the Self sharing of all members aligning their individual skills sets, talents, insights, personal experiences, and individual identities with the values and goals of the enterprise. To embrace the model requires a sense and explanation into what the major interconnected features of the Motion of Fluidity diagram mean.

Trust: The inclusion into Communities-of- Practice, with a sense of openness to Self-awareness and Personal courage. Values: A perspective of Ownership, based upon positive values established from unquestioned Integrity, Accountability for the Self actions of the members. Thinking Together: The ability to fully leverage synergy and exponential thought (realizing magnitudes more value from the output [ideas] through collective thought and problem solving). Learning: The ability to experience Single loop, Double loop and Quantum learning.

Dialogue: An open Consciousness in communication, a Self-Presence and the ability to move through Paradigms. Spirit: A Vision which is perceivable, the understanding of Personal balance and the practice of Stewardship.

The blend of these Self features comprises the mindset and individual capabilities required to make a transformation into the Quantum Organization. The movement is Self-paced and now the hard part... and needs to be embraced by everyone in the enterprise. What makes this Journey different from previous one's is that none of the paths of the six interconnected features is the wrong path – they are all moving together, evolving and growing with the enterprise into a positive experience.

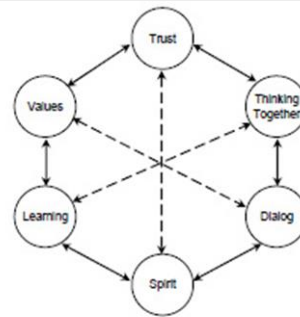


Figure 2: Motions of Fluidity

Figure 11. Motion of Fluidity: Energy and Synergy

Kilmann (2001) sees a need for a leader to do self-transformation. He says, “Each arc accelerates self-track aware consciousness for all member. Whether the present focus concern is cultural norms, implicit assumptions group processes, strategic architecture, task flow or learning process, members members die have. discover the obscure quantum waves that shape how they see, think, and behave. During this journey their latent potential to contribute meaningfully to organizational success become fully challenged. Through collective action, member corroborate what gives them meaning. The figure below shows the eight tracks a deliberately shifting the paradigm in everyone’s mind/brain – so that these aspiration can be realized.” (Kilmann, p. 371).

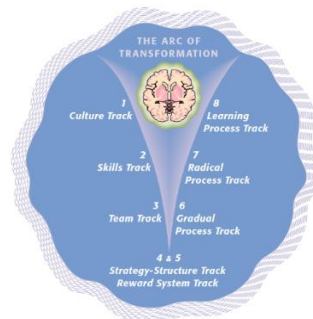


Figure 12. The Arc of Transformation, (Kilmann, 2001)



Figure 13. The Valuable Consequence of Self-transformation (Kilmann, 2001)

The eight self-transformations tracks of Kilmann are: 1. The Culture Track which includes diagnosing cultural norms. 2. The Skills Track which is managing complex problems and managing implicit assumptions. 3. The Team Track. 4 The Strategy Structure Track which is simulating and deploying strategic architecture; designing and deploying structural forms. 5. The Reward System Track which is motivation, rewards, and performance, developing and deploying reward practices. 6. The Gradual Process Track which involves describing value-added processes, controlling value-added processes and improving value-added processes. 7. The Radical Process Track which distinguishes gradual and radical improvement, redesigns structure for radical improvement, uses economic criteria for process management and mobilizing PMOs for radical improvement. 8. The Learning Process Track. These eight tracks are guide posts for enabling self-aware consciousness that would lead to organizational success and accentuate the value of meaning and wellbeing.

### 3.1.7 Organizational Paradigms

#### 3.1.7.1 Weberian Hierarchical Model

Max Weber (1864-1920) is the most influential scholar in the field of management and organizational theory that followed Adam Smith’s (1776) Wealth of Nations focus on individualism and materialism. He is credited for simplifying organization based on hierarchy to facilitate effective execution of tasks. The two-time tested organizations that use this structure are the church and the military and they survive the test of time through the ages. However, for

participative management, especially in work with teams a flat organization exemplified in quantum organizations is being practiced.

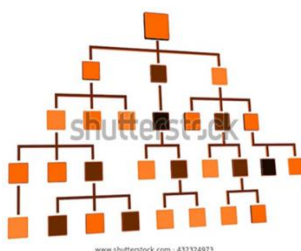


Figure 14. Hierarchical Organization (Weber, 2015)

Brian F. Fry and Jos C.N Raadschelders (2014) cite the features of the ideal type of bureaucracy as organization are as follows:

1. Administration is carried out on a continuous basis, but not simply at the pleasure of the leader.
2. Tasks in the bureaucratic organization are divided into functionally distinct areas, each with the requisite authority and sanctions.
3. Offices are arranged in the form of a hierarchy.
4. The resources of the bureaucratic organization are distinct from those of the members as private individuals (that is, administrators do not own the means of administration.) This characteristic is derived from Weber's concept of office, in which the official role entails specific duties to be performed, but the resources to fulfill those duties are provided by someone other than the official.
5. The officeholder cannot appropriate the office (that is, the office cannot be sold by the official or passed on by heredity).
6. Administration is based on written documents.
7. Control in the bureaucratic organization is based on impersonally applied rational rules. Thus, it is not simply the existence of rules but the quality and mode of application of those rules that distinguishes the bureaucratic organization. (Fry & Raadschelders, 2014, pp. 38-39).

They aver that Weber also outlines the specific personnel system in the bureaucratic organization:

1. Officials are personally free and are appointed on the basis of a contract.
2. Officials are appointed, not elected. Weber argues that election modifies the strictness of hierarchical subordination.
3. Officials are appointed on the basis of professional qualifications.
4. Officials have a fixed money salary and pension rights.
5. The official's post is his sole or major occupation.
6. A career structure exists in which promotion is based on merit (though there may also be pressure to recognize seniority).
7. The official is subject to a unified control and disciplinary system in which the means of compulsion and its exercise are clearly defined. (Fry & Raadschelders, 2014, p. 39).

### 3.1.7.2 Quantum Organizational Model

Quantum organization and leadership today encourages a flat organization to encourage participation of members. This means leadership must be flexible when to use line and staff principle for unity of command and relational influence to achieve tasks of subordinates.

Margaret Wheatley (2006) asserts that "Newtonian organizations no longer work (if they ever did) and that leaders can invigorate their businesses and institutions (and churches) by incorporating the insights of quantum physics." The reason we want to move away from the Newtonian organization is they embrace and require certainty and predictability. They are typically hierarchical in structure, with perceived power emanating from the top, and authority & control exercised at every level. They tend to be heavily bureaucratic and rule-bound, but most importantly they are necessarily inflexible and are managed as though the individual parts (groups/teams) organize the whole (enterprise).

Kilmann's (2006) new organizational paradigm tells us that: "The main reason for using Quantum-Relativistic Paradigm for other than nuclear particle should now be transparent. When people and their organization are the subject of the study, the Cartesian-Newtonian Paradigm simply cannot handle the uncertainty of movement to their next position or state of being – including each person's next perception, thought, and behavior....As people become even more self-aware and conscious, both hemisphere of their mental organ will play an increasingly crucial role in self-motion, self-development and thus quantum thinking." (Kilmann p 48).

Kilmann's New Quantum Relativistic Paradigm through seven categories that explain how self-motion, monads see, think, and behave.

The monistic unification of consciousness with matter. The physical world exists via the active participation of self-aware conscious people. The physical world and the laws that describe it are thus intertwined with life – especially human beings.



Universe is materialized by conscious participation. Consciousness is the ultimate building block. Self-aware, conscious participation causes the collapse of quantum waves into materialized particles – commencing from the vibration of string spacetime to supergalaxies of matter/energy.

Spacetime is curved and filled with matter/energy. The geometry of spacetime is curved or warped if mass and energy are nearby. It is composed of oscillating string-potential waves and vibrating string-loop particles. Universal consciousness is far beyond Newton's laws of motion and Einstein's theories of relativity and is not constrained by the speed limit of light. Consciousness obeys its own holographic geometry.

The natural selection of many relativistic events. Our universe evolved from a long evolutionary chain that has procreated self-organizing nonequilibrium complex systems. Space and time are not absolute, either, but are relative to the speed of an observer. In the physical cosmos, light speed is absolute for all observers regardless of their particular movement.

Probabilistic uncertainty of self-motion monads. Nuclear particles and human beings are self-motion monads. There is always uncertainty while trying to pinpoint both the position and movement of these quantum phenomena. They move by their own intentions as well as being affected by external forces – the curved geometry and string compression of spacetime. To actualized self-motion of human beings through ordinary and nonordinary aspects of consciousness requires that we examine the mind/brain and how the right/left hemisphere string-based waves and particles.

The eternal connections among self-motion monads. Once nuclear particles – or human beings – have bonded they are forever connected in the unity of universal consciousness.

The eternal self-organization of relativistic universe. The cosmos itself is a quantum system in that it embodies universal consciousness and perpetually self-organizes its diversity of forms – from superstrings to supergalaxies. (Kilmann, p. 49). These quantum observations of Kilmann are affirmed by Chopra's Old and New Paradigms. See Appendix 4.

### 3.1.7.3 Eastern Quantum Perspective

Kilmann (2001) observes that “The Cartesian-Newtonian Paradigm was entirely based on the insular development of Western philosophy and science, initiated during the ancient Greek civilization, from about 400 B.C. to 100 B.C. But hundreds of years earlier between 1000 B.C. and 00 B.C. several ancient civilizations throughout Asia were already developing a different paradigm of nature, life and the universe. This old Eastern worldview, however, has typically seemed strange to Westerners...when judged according to the Newtonian-derived assessments of material production and economic wealth. ...we can now see that ancient Eastern philosophies had recognized the quantum principles of self-awareness and universal consciousness several thousands of years ago – whereas they were not effectively introduced into Western worldview until the twentieth century.” (Kilmann, p. 50).

Chopra (2006) in *Freedom and Grace* presents old and new paradigms. His 25 contrasting ideas on the old and new paradigm illustrate two ways of perceiving ourselves and the world we live in. Cartesian-Newtonian view is pitted against Quantum perspective (Appendix 4). With the help of quantum science, we are shifting into a new paradigm, not only of the human body-mind, but of our very interpretation of nature itself. This shift in our thinking sees the body-mind as an expression of a larger wholeness. (Chopra, p. 213).

The Eastern philosophy of Chopra is anchored in one of the world's most ancient philosophies, based on the Vedas and Upanishads, sacred scriptures of India. The surviving texts were said to be revealed by God rather than created by humans. Veda means knowledge, and the Vedas are considered to have existed since the beginning of creation. Vedanta tells us that our true nature is divine. The divine Self is the underlying reality and source of all that exists, and to realize this truth is the goal of Vedanta. Vedanta is a timeless philosophy that expresses the heart of all religions and spiritual doctrines, (Chopra, p. 219).

Below are divergent perceptions of Chopra on the material world and the nonmaterial world in Figure 13. New paradigm sees the world as a field of intelligence manifested in a diverse universe. Subjective experience of the world is through the mind; the same I experienced with material objects. In Figure 14 he says that time is relative and there is no past, present and future. See Appendix 4 for more of Chopra's quantum lessons.

The Old Paradigm	The New Paradigm
1. Superstition of materialism: We are separate from our source and from one another.	Unified field of pure consciousness: We are connected to our source and to one another.
2. The world is composed of visible, solid matter and invisible, nonmaterial energy.	The world is composed of one underlying unmanifest field of intelligence that manifests as the infinite diversity of the universe.
3. Sensory experience - What we can see, hear, smell, taste or touch – is the crucial test of reality.	The field of intelligence experienced subjectively is the mind; the same field experienced objectively is the world of material objects.

Figure 15. Material vs. Nonmaterial World (Chopra, 2006)

The Old Paradigm	The New Paradigm
16. Time is absolute phenomenon.	Time is a relative phenomenon. Physicists no longer use the word <i>time</i> , the use the term <i>space-time continuum</i> .
17. Time is local, measurable, and limited.	Time is nonlocal, immeasurable, and eternal. The fact that we can localize time is just a notion, a perceptual artifact based on the quality of our attention.
18. Humans are entangled in a vast web of time that includes past, present, and future.	There is no past or future, then and now, before or after; there is only the eternal moment. Eternity extends backward and forward from every moment.

Figure 16. Location and Time (Chopra, 2006)

### 3.2 QUANTUM POLITICS

The key ideas from the interview of Jake Dunagan (2009) with James Dator is presented here to have a better understanding of Quantum Politics.

Dunagan: What is Quantum Politics?

Dator: In Quantum Politics there is a close relationship between the dominant cosmology, the dominant technologies of the time, and the social institutions and social values of the group. That relationship has characterized almost all societies up until probably the 20<sup>th</sup> century. What happened in the 20<sup>th</sup> century is that the new cosmology called quantum physics – became out of sync with many social institutions and practices, specifically with government systems, which are still very much locked into technologies of 200 years ago.

Dunagan: What was the dominant cosmology that guided the founding Fathers of the U.S. Government?

Dator: The most dominant cosmology came from Isaac Newton and his mechanic system. This view saw the world and nature as a vast machine that operated according to rational and knowable principles. Humans had been created by God, but God was the Creator and “watch-maker”, not the personal God and Jesus that characterizes evangelicals today... So government and law were designed to run like a giant machine, leading to predictable, rational, and beneficial outcomes. ... That kind of thinking – of government and society as machines – still dominates constitution writing and law-making into the 21<sup>st</sup> century even though, since Newton, there have been several revolutions in physics, especially including quantum physics, which says that nature is NOT a giant machine and does not operate based on rationalistic cause-and-effect, as our common sense leads us to believe. The quantum principles runs on different principles – those of uncertainty, randomness, complementarity – which are at odds with a rational clock-work machine.

Dunagan: Mechanical thinking seem to be well suited to the process of intentional, “constituting”, but quantum thinking does not. Can we even begin to design a functioning system on quantum principles?

Dator: We live in a society whose laws are based on the assumption of self-interest rationality. Capitalism, as derived from Adam Smith, and Newtonian governance has exactly the same notion about individuals – that we are rational self-maximizers whose action must be balanced against other individuals in order for progress and development to occur within the system... There seems to be “false consciousness” a residue of Newtonian thinking.

Dunagan: So we can't talk about quantum politics without talking about quantum economics, quantum societies, or quantum psychology?

Dator: One of the developments in economics has been behavioral economics, the “rational man.”... we need to base our economic assumptions on a different conception... both of these systems – government and economics – need to be changed.

Dunagan: Why 100+ years after quantum physics was developed, haven't we seen these principles incorporated into our major systems?

Dator: Newton lived 100 years before the founding of the United States... It has taken some time before people were ready to move beyond the medieval cosmology and to the “modern” cosmology of Newton. So it probably will take several generations before we are ready for a new cosmology. But one of the things that you and I have to do is to get the discussion going about quantum politics. We need this discussion to take place among other people to speed up the transfer of the meme throughout society.

#### 3.2.1 Newtonian Constitution

According to Martin Landau (1976), citing the mechanistic machinery of government, “Two important features of the U.S. Constitution are a system of checks and balances and the principle of federation. These two concepts are Newtonian. They are based on some of Isaac Newton's fundamental ideas about the nature of the universe. So you might say that Isaac Newton helped write the U.S. Constitution.” (Landau, 1976).

According to the Institute of the Future (ITF), (2009), “The Newtonian politics that emerged in the end of the 18<sup>th</sup> century were a triumph of human ingenuity and foresight, applying the latest technologies and a scientific

understanding of the univers to the design of governance. However, there has been little true innovation in governance since the creation of the U.S. Constitution.”

The Philippine constitution is fundamentally patterned after the American Constitution. And the American Constitution is based on the principle of checks and balances. This is a Newtonian concept on the Laws of Nature. With this in mind, therefore the principles being upheld by our constitution is ancient and archaic. Newtonian natural law was converted by Max Weber into his concept of bureaucracy.

### 3.2.2 Weberian Governance

Based on the study and analysis of Fry & Raadschelders (2014) on Weber's bureaucratic organization and governance, they make the following conclusion on Weber's substantive sociology:

1. A fundamental dynamic of civilization has been the process of rationalism.
2. The process of rationalization is reflected in various forms of dominations of interests and domination based on authority.
3. The two basic types of domination are domination based on constellation of interests and domination based on authority.
4. Domination based on constellation of interests is manifested in the religious and economic associations.
5. Domination based on authority is manifested in the operation of the state and bureaucratic organizations.
6. The legitimacy of domination based on authority is derived from three sources: charisma, tradition, and legality.
7. There has been a general historical trend toward increasingly rationality in social relationships, but that trend has not been unilinear. Instead, the advance of rationalization has been punctuated by outbursts of charisma and reversions to tradition.
8. Bureaucracy is the dominant organizational form in a legal and rational society, and it derives its characteristics – predictability, calculability, and impersonality – as well as its sense of justice from the society in which it resides.
9. Whereas the past has been marked by a struggle between charisma and the forces of departmentalization, the future will see a struggle over who will enact the rules in a legal rational society, a struggle that will pit the political leader against the professional bureaucrat. (Fry & Raadschelders, 2014, p. 48).

The Philippine Constitution after more than 100 years of American democracy is very far from instituting a new cosmology that is based on quantum leadership in a quantum governance. The observation of Dator that: “The quantum principles runs on different principles – those of uncertainty, randomness, complementarity – which are at odds with a rational clock-work machine.” This has been affirmed by Lemoine and Bennett (2014) saying that we live in a vulnerable, uncertain, complex and ambiguous (VUCA) world. Hult Executive Graduate Academy (2016) likewise announced that we in the Age of Upheaval. These are writings of the wall of our 21<sup>st</sup> century life but the transfer from Newtonian-Cartesian-Weberian paradigm is not forthcoming in embracing the Quantum world.

## 3.3 GOVERNANCE AND FERDINAND MARCOS, JR.

### 3.3.1 Philippine Constitution

It was in accordance with the Philippine Independence Act of 1934. The 1935 Constitution was ratified by the Filipino people through a national plebiscite, on May 14, 1935 and came into full force and effect on November 15, 1935 with the inauguration of the Commonwealth of the Philippines

The Philippines has had a total of six constitutions since the Proclamation of Independence on June 12, 1898. In 1899, the Malolos Constitution, the first Philippine Constitution—the first republican constitution in Asia—was drafted and adopted by the First Philippine Republic, which lasted from 1899 to 1901. ([www.officialgazette.gov.ph/constitutions/constitutionay/#:~:text=It%20was%20in%20accordance%20with,the%20Commonwealth%20of%20the%20Philippines.](http://www.officialgazette.gov.ph/constitutions/constitutionay/#:~:text=It%20was%20in%20accordance%20with,the%20Commonwealth%20of%20the%20Philippines.))

During the American Occupation, the Philippines was governed by the laws of the United States of America. Organic Acts were passed by the United States Congress for the administration of the Government of the Philippine Islands. The first was the Philippine Organic Act of 1902, which provided for a Philippine Assembly composed of Filipino citizens. The second was the Philippine Autonomy Act of 1916, which included the first pledge of Philippine independence. These laws served as constitutions of the Philippines from 1902 to 1935.

In 1934, the United States Congress passed the Philippine Independence Act, which set the parameters for the creation of a constitution for the Philippines. The Act mandated the Philippine Legislature to call for an election of delegates to a Constitutional Convention to draft a Constitution for the Philippines. The 1934 Constitutional Convention finished its work on February 8, 1935. The Constitution was submitted to the President of the United States for certification on March 25, 1935. It was in accordance with the Philippine Independence Act of 1934. The 1935 Constitution was ratified by the Filipino people through a national plebiscite, on May 14, 1935 and came into full force and effect on November 15, 1935 with the inauguration of the Commonwealth of the Philippines. Among its provisions was that it would remain the constitution of the Republic of the Philippines once independence was granted on July 4, 1946.

In 1940, the 1935 Constitution was amended by the National Assembly of the Philippines. The legislature was changed from a unicameral assembly to a bicameral congress. The amendment also changed the term limit of the President of the Philippines from six years with no reelection to four years with a possibility of being reelected for a second term.

Philippine Executive Commission Chairman Jorge B. Vargas reads a message to the Kalibapi in the presence of Lt. Gen. Shigenori Kuroda and Speaker Benigno S. Aquino, in the old Senate Session Hall in the Legislative Building,

Manila. This photograph was most probably taken on September 20, 1943, when the Kalibapi elected the members of the National Assembly from among its members.

During World War II the Japanese-sponsored government nullified the 1935 Constitution and appointed Preparatory Committee on Philippine Independence to replace it. The 1943 Constitution was used by the Second Republic with Jose P. Laurel as President.

Upon the liberation of the Philippines in 1945, the 1935 Constitution came back into effect. The Constitution remained unaltered until 1947 when the Philippine Congress called for its amendment through Commonwealth Act No. 733. On March 11, 1947 the Parity amendment gave United States citizens equal rights with Filipino citizens to develop natural resources in the country and operate public utilities. The Constitution, thereafter, remained the same until the declaration of martial law on September 23, 1972.

Before President Marcos declared Martial Law, a Constitutional Convention was already in the process of deliberating on amending or revising the 1935 Constitution. They finished their work and submitted it to President Marcos on December 1, 1972. President Marcos submitted it for ratification in early January of 1973. Foreseeing that a direct ratification of the constitution was bound to fail, Marcos issued Presidential Decree No. 86, s. 1972, creating citizens assemblies to ratify the newly drafted constitution by means of a Viva Voce vote in place of secret ballots. Marcos announced that it had been ratified and in full force and effect on January 17, 1973. Although the 1973 Constitution had been “ratified” in this manner, opposition against it continued. Chief Justice Roberto V. Concepcion in his dissenting opinion in the case of *Javellana v. Executive Secretary*, exposed the fraud that happened during the citizen’s assembly ratification of the 1973 Constitution on January, 10 – 15, 1973. However, the final decision of this case was that the ratification of the 1973 Constitution was valid and was in force.

President Corazon C. Aquino addressing the 1986 Constitutional Commission at its inaugural session. When democracy was restored in 1986, President Corazon C. Aquino issued Proclamation No. 3, suspending certain provisions of the 1973 Constitution and promulgating in its stead a transitory constitution. A month later, President Aquino issued Proclamation No. 9, s. 1986, which created a Constitutional Commission tasked with writing a new charter to replace the 1973 Constitution. The commission finished its work at 12:28 a.m. of October 16, 1986. National Plebiscite was held on February 2, 1987, ratifying the new constitution. On February 11, 1987, by virtue of Proclamation No. 58, President Aquino announced the official canvassing of results and the ratification of the draft constitution. The 1987 Constitution finally came into full force and effect that same day with the President, other civilian officials, and members of the Armed Forces swearing allegiance to the new charter.

The new chartered Philippine Constitution continues to be a Newtonian-Weberian model. There was no new cosmology. It was a new constitution that made stringent rules and policies to prevent the use of Martial Law and to prevent a repeat of Martial rule. The exercise of power and domination left a sour taste in the mouth of those who preferred tradition and legality in Weberian context of domination based on authority.

### **3.3.2 Governance of Pres. Ferdinand Marcos, Jr.**

#### **3.3.2.1 Office of the President**

Will the governance of Pres. Ferdinand Marcos, Jr. veer away from Newtonian cosmology and Weberian bureaucratic management? The reorganization that is being undertaken by Pres. Ferdinand Marcos, Jr and Vice President Sara Duterte give a glimmer of hope that the seeds of Quantum organization will eventually blossom in the Republic of the Philippines during their 2022-2028 governance term.

The Philippine Star headline on July 6, 2022 is: Marcos reorganizes Office of President. It said that “President Marcos abolished the anti-corruption body created by his predecessor the Office of the Cabinet Secretary conceived during the first Aquino administration, in his first executive order that reorganized his office and its attached agencies.” (Romero, 2022).

Romero (2022) reported that “Marcos’ first EO also granted the executive secretary the authority to exercise supervision, control and oversight function over all agencies and offices under and attached to the OP, the Office of the Special Assistant to the President, the presidential advisers and assistants and the PMS shall coordinate with the executive secretary in providing staff support to the President. The Office of the Special Assistant to the President and the PMS shall provide support and assistance to the executive secretary in the overall management of the development process...it also created the Office of the Presidential Adviser on Military and Police Affairs, which will be under the administration of the Office of the Special Assistant to the President.”

The reorganization of the Office of the President is an opportunity for a leadership shift from Newtonian-Weberian governance to a Quantum governance model. Embedded in the Quantum Organization model is the leader, who can be virtual or dispersed from the organization but still interconnected. To achieve this new perspective on leadership and organizations requires updating or creation of new mental models that allow thinking together, collective thought and movement of thought. Ultimately it is a Self “Journey” into the Quantum Organization (Dale S. Deardorff & Williams, 2006)

The rationale of President Marcos for reorganization is “In order to achieve simplicity, economy and efficiency in the bureaucracy without effecting disruption in internal management and general governance, the administration shall streamline official processes and procedures by reorganizing the Office of the President proper and the various attached agencies and offices, and by abolishing duplicated and overlapping official function.” (Romero, 2022).

The President takes over the Department of Agriculture. This breaks the Newtonian-Weberian hierarchical governance structure. This is a manifestation of a quantum governance where a flat organizational relationship puts the leader at the center and he/she is directly in a working relationship with the subordinates as members of a team. A



flexible organizational structure in the Department of Agriculture will allow direct free flowing information. In a quantum organization we are controlled by concepts that invite our participation, not policies and procedures that curtail our contribution; “ (and finally, it creates space where people, ideas, and information circulate freely. (Wheatley, 2006).

Through the E) No2, Marcos reorganized the Presidential Communication Operations Office (PCOO) and restored its old name, Office of the Press Secretary. EO 2 also abolished the Office of the Presidential Spokesperson. Marcos said, “It is the policy of the administration to provide true, accurate and relevant information through effective utilization of communication assets and resources. (Romero, 2022). In this regard, Wheatley is right. She said that Quantum communication system dynamic and it can generate itself; it is necessary to be free flowing in order to have order; it must be continually generated; and it is intended to nourish not preserve power. (Wheatley, 2006).

### **3.3.3 Vice President Sara Duterte**

#### **3.3.3.1 Satellite offices of the Vice President**

The Philippine News Agency reported: “The Office of Vice President Sara Duterte has opened satellite offices all over the country to help people outside Metro Manila, particularly those living in remote areas, get easier access to social services. Vice Presidential Spokesperson and lawyer Reynold Munsayac said the OVP satellite offices were opened in the cities of Dagupan, Cebu, Tacloban, Zamboanga, Davao, and Tandag in Surigao del Sur. The satellite offices were launched on July 1, the first day of Vice President Duterte’s term. These offices are open to the public during office hours from Monday to Friday.”

According to PNA, “Munsayac said the opening of the satellite offices was part of the vice president’s ‘earnest efforts’ to make sure the OVP is closer to the people. “These satellite offices were opened to assist individuals to access help, and for swifter response in times of disasters,” Munsayac said in a news release on Monday. With the establishment of satellite offices, people wanting to personally see the Vice President would no longer need to travel to Metro Manila. The managers assigned to these satellite offices could provide the assistance needed by the public.”

PNA concluded: “The satellite offices were not set up per region but were handpicked strategically for their location. A major consideration is their proximity and accessibility to other areas or islands. Additional offices shall be added once the initial six areas are in full operations. Appointed managers per OVP satellite offices are Michael Angelo Sotto Saavedra for Zamboanga, Ma. Constancia Corominas - Lim for Cebu, Regina Generose Tecson for Davao, Alan Tanjuakio for Tacloban, Rolmar F. Basalan for Surigao, and Marc Brian C. Lim for Dagupan. (PR).” (Philippine News Agency, July 4, 2022)

A satellite office is a branch of the Office of the Vice President that is physically separate from the main office in Manila. This type of workspace can be located in a different parts of the country, thousands of miles away from the primary office, or on the other side of town.

Satellite offices exist to solve a number of problems, and lately their usefulness has grown to accommodate trends around flexible working. They can create convenience for the OVP’s remote employees, help cut down on busy travel, and reduce the number of workers in the main office at any one time. Satellite offices can be an integral part of OVP’s growth plans.

In Weberian governance, satellite offices brings the principal authority, in this case VP Sara closest to the people who deserve the services of the government. Quantum organization states that “In organizations, if people are free to make their own decisions, guided by a clear organizational identity for them to reference, the whole system develops greater coherence and strength. The organization is less controlling, but more orderly. “ (Wheatley, 2006).

While the satellite offices are far away from the OVP, quantum system of communication will help the organization fulfill its avowed functions. These satellite offices must be in excellent relationships. Wheatley (2006) says that for potentials to become real, it depends on the relationships created between multiple elements: People, events, and the moment. None of us exists independent of our relations with others. Neither the system nor the individual is the more important influence of behavior.

She continues to say that each organism in a system maintains a clear sense of its individual identity within a larger network of relationships that help shape its identity. The Web of Relationships in Organizations means that power is the capacity generated by our organizational relationships. Developing relationships must aim for quality not quantity by looking everywhere, assessing an organization’s capacity for healthy relationships.

#### **3.3.4 Butterfly Effect**

The reorganization of the Office of the President and the Satellite Offices of the Vice President, from a quantum perspective creates what is called a Butterfly Effect. In physical science when an idea or concept spreads it is referred as having a Ripple Effect when a stone (idea or action) is thrown into the pond the waves radiate outward. It can also be referred to as having a Snowball Effect, where a small amount of snow from the top of the hill can roll down, collecting more snow as it goes downhill. Ripple Effect and Snowball Effect are concept based on Newtonian physical science.

Butterfly Effect was first used as a metaphor by Edward Lorenz in 1963. He subsequently dubbed his discovery “the butterfly effect”: the nonlinear equations that govern the weather have such an incredible sensitivity to initial conditions, that a butterfly flapping its wings in Brazil could set off a tornado in Texas. And he concluded that long-range weather forecasting was doomed. Butterfly Effect is a property of chaotic systems (APS News, such as the atmosphere) by which small changes in initial conditions can lead to large-scale and unpredictable variation in the future state of the system (APS News, 2003).

It is envisioned that the Butterfly Effect of the governance reorganization of Pres. Ferdinand Marco, Jr and the satellite offices of Vice Pres. Duterte will propel the movement from Newtonian-Cartesian-Weberian bureaucratic system to a 21<sup>st</sup> century Quantum Political governance embedded in a federal form of government

#### IV. CONCLUSION

1. The new governance in the Great Period of Change (1987-2023) focuses our attention to Newtonian-Cartesian-Weberian form of governance.
2. The prospect of Quantum Leadership and Quantum Organization in the 21st century is highlighted by the many challenges in a world that vulnerable, uncertain, complex, and ambiguous (VUCA).
3. Quantum politics has been proposed based on a new cosmology which updates the mechanistic approach to governance based on Newtonian-Cartesian science and Weberian bureaucratic system.
4. The reorganization of the Office of the President by President Ferdinand Marcos, Jr. is an opportunity to have a leadership from Newtonian-Weberian-Cartesian paradigm to Quantum political paradigm.
5. The reorganization of the Office of the President and the Office of the Vice President can lead to a new governance paradigm based on Quantum organization toward a Quantum constitution in preparation for a Federal Government.
6. The reorganization of the Office of the President and the satellite offices of the Vice President are indicators that the seeds of Quantum Organization is forthcoming within 2022 – 2028.

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