



Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

ADVISORY

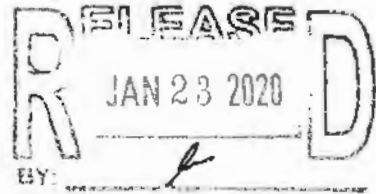
No. 023 s. 2020

TO : **Schools Division Superintendents**


FROM : **The Regional Director**

SUBJECT : **HURIS CESB ACCREDITED LEADERSHIP PROGRAMS**

DIPEED-RO III, RECORDS SECTION



1. Please be informed that the Human Resource Innovations and Solutions, Inc. (HURIS) will conduct different CESB Accredited Leadership Programs on different dates at the Astoria Plaza Hotel, Pasig City.
2. Attached is the emailed letter of Ms. Wyona A. Enriquez, Account Associate, for reference.


NICOLAS T. CAPULONG, PhD, CESO V
Director III
Officer-In-Charge
Office of the Regional Director

HRDD1/hrdd2
January 20, 2020



Address: Matalino St. D.M. Government Center, Maimpis, City of San Fernando (P)
Telephone Number: (045) 598-8580 to 89; Email Address: region3@deped.gov.ph





Human Resource Innovations and Solutions, Inc.

**Attention: Human Resource Department/Training Department
All Career Executive Service Board Members & Eligibles/Interested Officers, Directors**

Dear CESB Members,

We are pleased to invite you to the CESB accredited leadership training program for 2020 to be conducted by HUMAN RESOURCE INNOVATIONS AND SOLUTIONS, INC. (HURIS, Inc).

<p>Managerial Leadership</p> <p>This program will help participants differentiate between Management and Leadership, and acknowledge the key role of managerial leadership in achieving results. They will also be able to practice the key management skills of Planning, Organizing and Control, as well as leadership skills of staffing, coaching and team building.</p>	<p>February 27-28, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Strategic Decision Making</p> <p>In this program, participants will learn how to decide, recommend decisions, how to analyze and manage risks such as prevention and contingencies should these happen. In analyzing problems, they learn how to pinpoint through causes and make decisions either to correct or adapt. They also learn to analyze complex situations by indicating what actions are needed, prioritize, and identify responsibilities for actions.</p>	<p>March 12-13, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Performance and Results Management</p> <p>In this program, the participants will be able to articulate a systematic Performance Management Process and its key elements. It will also help identify core goals and metrics including lead and lag metrics. Participants will learn how to plan, manage and monitor people performance and provide timely feedback to individuals and groups to improve performance.</p>	<p>March 26-27, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Building Powerful Teams</p> <p>Develop your team's ability to better define objectives and goals, solve problems, resolve conflicts and trust one another's contributions using leadership and teamwork frameworks and best practices through a dynamic mix of available methodologies.</p>	<p>April 2-3, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Transformational Leadership</p> <p>In this program, participants will be able to understand the basic concepts about being an effective leader. They will understand how to help subordinates/ learners/mentees map out attainable personal and professional goals as well as plan workable strategies and implementing such strategies to achieve the stated objectives.</p>	<p>April 16-17, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Strategic and Critical Thinking</p> <p>This program defines strategic thinking, its key characteristics and importance to leadership. It will provide a roadmap for individuals to improve the core competency. This will also be a venue to appreciate foundations of strategic planning and best practices on strategic management as well as understand the key success factors of strategic execution.</p>	<p>April 23-24, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>



Human Resource Innovations and Solutions, Inc.

<p>Driving Execution</p> <p>This program provides two models on how to execute flawlessly. It gives the participants an opportunity on how execution is done despite of numerous challenges. It also includes individual and organization change dynamics, and exposure both as a leader and a follower in their respective organization.</p>	<p>May 7-8, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>New Leadership Styles for the 21st Century</p> <p>This program provides foundational grounding on self-mastery, emotional intelligence and relating EQ skills to effective leadership and success. Participants also learn how to use these skills in coaching, conflict resolution and in handling difficult employees.</p>	<p>May 20-22, 2020 (3 Days)</p> <p>PHP 24,360.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Thinking Out-of-the-Box: Embracing Innovative Leadership</p> <p>The program will help the participants understand and appreciate the need for a mindset of creative thinking and innovation. They will learn and understand the driving and hindering forces in creative thinking and innovation as well as develop and enhance their skills. They will learn and practice skills in actual workplace challenges and prepare action plans to apply learn concepts in back-home situations.</p>	<p>June 4-5, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Coaching: Raising Performance to the Next Level</p> <p>This program provides participants the basics of high impact Coaching and to gain insights, clarity and focus on how Leaders can help subordinates improve performance results over time. It gives the participants an opportunity to experience how Coaching is done using a proven framework. It also provides a mechanism to continuously apply the coaching framework in the workplace.</p>	<p>June 25-26, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Achieving a Positive Turn-around in Employee and Organizational Performance thru Positive Discipline</p> <p>This program reinforces the participant's working knowledge of acceptable standards of behavior in the company. They will understand the role of positive discipline in correcting employee performance problems and help achieve a positive turn-around in performance. Learn and apply the basic concepts behind "due process" through case study analysis. They will be given opportunity to practice the interpersonal communication skills necessary in conducting a hearing and/or dialogue/feedback in the context of practicing positive discipline.</p>	<p>July 9-10, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>
<p>Effective Conflict Resolution and Solving Employee Performance Issues thru Mediation</p> <p>In this program, the participants learn the basics and conflict management. They will understand concepts and models in mediation as an effective vehicle for conflict and dispute resolution. They will be able to identify options, and differentiate interests from positions, and understand how to generate variable options, generate relevant criteria and choose viable alternatives as essential components in the mediation process. Participants will be able to practice skills in mediation through the use of case studies, role playing and simulations.</p>	<p>July 23-24, 2020 (2 Days)</p> <p>PHP 16,240.00 VAT Inclusive</p> <p>Astoria Plaza Hotel, Pasig City</p>



Human Resource Innovations and Solutions, Inc.

With our 2020 Leadership programs, we will be your partners, serving as a catalyst of change in your organization.
We welcome any Non-CESO participant with supervisory functions who would like to attend our training programs.

If interested, kindly fill-out the attached **Registration Form**. And you may call (02) 8871-6519 or 8661-5954 or email at cesb.training@huris.com.ph and look for Wyona Enriquez and Zinna Bondoc.

Hurry and send in your reservations as we have limited seats available!

Regards,

A handwritten signature in black ink, appearing to read "Laisha Ruh Lao". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

LAISHA RUH LAO
Sales and Account Management Manager
Human Resource Innovations & Solutions, Inc. (HURIS)



Human Resource Innovations and Solutions, Inc.

Our Partners | Clients

With over 13 years of running the business, HURIS Inc. has been successfully establishing credibility in transforming inspiring organizations both in the private and government sectors.


Private Organizations


- Araneta Group of Companies
- AstraZeneca Pharmaceuticals (Phils), Inc.
- Ayala Corporation
- Ayala Multi-Purpose Cooperative
- Bayer Philippines
- Coca-Cola Bottlers Philippines, Inc.
- Continental Temic
- China Bank Savings Corporation
- Ford Group Philippines
- Globe Telecom, Inc.
- HRM3 Asia, Singapore
- Igloo Supply Chain
- Lotte Confectionery Pilipinas Corp.
- Mariwasa Siam Ceramics
- Maxicare Healthcare Corporation
- Max's Group of Companies
- Numonyx
- Philippine Long-Distance Telephone Company (PLDT)
- San Miguel Purefoods
- SM Development Corp. (SMDC)
- Specialty Pulp Manufacturing, Inc.
- Sumidense Automotive Technologies Asia (SAT-A) Corporation
- SunLife Financial / SunLife GREPA
- Swedish Match Philippines Inc.
- The Medical City
- The Peninsula Manila
- Third Millennium Oil and Milling, Inc.
- Unilever Philippines
- Vicsal Holdings and Corporation (Gaisano Group)

Government Sectors

- Bangko Sentral ng Pilipinas (BSP)
- Career Executive Service Board (CESB)
- Civil Service Commission (CSC)
- Department of Budget & Management (DBM)
- Department of Education (DepEd)
- Department of Health (DOH)
- Department of Public Works and Highways (DPWH)
- Department of Trade & Industry (DTI)
- National Commission on Indigenous Peoples (NCIP)
- National Meat Inspection Service (NMIS)
- National Power Corporation (NPC)
- Pag-IBIG Fund
- Philippine Deposit Insurance Corporation (PDIC)
- Philippine National Police (PNP)
- Presidential Management Staff (PMS)
- Professional Regulation Commission (PRC)
- Technical Education and Skills Development Authority (TESDA)
- Tourism Promotions Board (TPB)

 (632) 661 – 5954
(632) 746 – 2961

 consult@huris.com.ph

 www.huris.com.ph



Human Resource Innovations and Solutions, Inc.

Our Partners | Affiliations

We at HURIS Inc. choose the best organizations that can help us serve our clients well through value-driven HR solutions and services we ought to provide in achieving organization effectiveness.



Career Executive Service Board (CESB)



Management Association of the Philippines (MAP)



People Management Association of the Philippines (PMAP)



Philippine Society for Training & Development (PSTD)



Philippine Chamber of Commerce and Industry (PCCI)



European Chamber of Commerce of the Philippines (ECCP)



Louis Allen Worldwide (Management Development Programs) (USA)



Center for Executive Coaching (USA)



Kensington Management Consultants



Chartered Institute of Personnel Development (UK)



REGISTRATION FOR **Effectiveness.**

Your Partner towards Organization

Kindly write legibly. PRINT data on the spaces provided.

Human Resources **PROGRAM REGISTRATION**

Please check [✓] the training programs or workshops you wish to attend:

✓	CESB ACCREDITED LEADERSHIP DEVELOPMENT PROGRAMS	PROGRAM DATE	INVESTMENT RATES (VAT inclusive)	GO-GETTER RATES (Valid until dates below)
	1. Managerial Leadership (2 Days)	February 27-28, 2020	PhP 16,240.00	February 13, 2020
	2. Strategic Decision Making (2 Days)	March 12-13, 2020	PhP 16,240.00	February 27, 2020
	3. Performance and Results Management (2 Days)	March 26-27, 2020	PhP 16,240.00	March 12, 2020
	4. Building Powerful Teams (2 Days)	April 2-3, 2020	PhP 16,240.00	March 19, 2020
	5. Transformational Leadership (2 Days)	April 16-17, 2020	PhP 16,240.00	April 2, 2020
	6. Strategic and Critical Thinking (2 Days)	April 23-24, 2020	PhP 16,240.00	April 9, 2020
	7. Driving Execution (2 Days)	May 7-8, 2020	PhP 16,240.00	April 23, 2020
	8. New Leadership Styles for the 21st Century (3 Days)	May 20-22, 2020	PhP 24,360.00	May 6, 2020
	9. Thinking Out-of-the-Box: Embracing Innovative Leadership (2 days)	June 4-5, 2020	PhP 16,240.00	May 21, 2020
	10. Coaching: Raising Performance to the Next Level (2 days)	June 25-26, 2020	PhP 16,240.00	June 11, 2020
	11. Achieving a Positive Turn-around in Employee and Organizational Performance thru Positive Discipline (2 Days)	July 9-10, 2020	PhP 16,240.00	June 25, 2020
	12. Effective Conflict Resolution and Solving Employee Performance Issues through Mediation (2 Days)	July 23-24, 2020	PhP 16,240.00	July 9, 2020

PERSONAL DETAILS

Name: _____ / _____ / _____

 First Name MI Last Name/Suffix Nickname

Date of Birth: _____ Gender: _____ Civil Status: _____

Telephone No.: _____ Mobile Number: _____
 Email address: _____ Dietary Requirements (required): _____

OCCUPATION AND COMPANY DETAILS

Agency: _____ Department: _____

Industry: [] Service [] Manufacturing [] Trading [] Others: _____ Position: _____

Office No.: _____ Fax No.: _____ Email Address: _____

Office Address: _____

EMERGENCY CONTACT DETAILS

Person to contact in case of Emergency: _____
 Relationship to participant: _____ Contact Number/s: _____

OTHER INFORMATION

How did you know about the program?

THIS FORM CAN BE REPRODUCED.

(632) 661 – 5954
 (632) 746 – 2961

consult@huris.com.ph

www.huris.com.ph



Human Resource Innovations and Solutions, Inc.

- Sales Calls / Sales Visits
- Newsletters
- HURIS Website
- Social Media
- Friends/Family
- Others: _____

REGISTRATION FOR

Your Partner towards Organization Effectiveness.

Kindly write legibly. PRINT data on the spaces provided.

PROGRAM DISCOUNTS (Investment Savings)

Go-Getter Rate

(Early Bird Discount)

Rate is valid up until the specified dates as shown below.

- **2-day Program**
Php 15,680 (VAT inclusive)
- **3-day Program**
Php 23,520 (VAT inclusive)

***Note: Discount rates cannot be used in conjunction with any other discount offers.*

Troupe Rate

(Group Discount)

Rate is valid for 5 or more registrants from the same Agency for the same program.

- 5% off the regular rate

Progressive Development Rate

(Continuous Learner Discount)

Rate is valid on your 4th and subsequent program registration within the calendar year.

- **2-day Program**
Php 15,265.60 (VAT inclusive)
- **3-day Program**
Php 22,898.40 (VAT inclusive)

PAYMENT PROCEDURE

MODE OF PAYMENT (Please check [✓]): Note: Payment should be made at least two (2) weeks prior to the workshop date. After depositing your payment, please fax copy of deposit slip to Telefax No. (02) 7239-4825 or 7748-2962. Kindly indicate name of attendees and company name for the issuance of the Official Receipt.

- Cash Cheque

Deposit in HURIS Bank Account:

- **Metrobank**, Account Name: Human Resource Innovations and Solutions, Inc., Account No. 062-3-06224357-1), Cheque (Please prepare payable to: Human Resource Innovations and Solutions, Inc.)
- **Land Bank of the Philippines**, Account Name: Human Resource Innovations and Solutions, Inc., Account No. 2311-0997-20), Cheque (Please prepare payable to: Human Resource Innovations and Solutions, Inc.)
- Any and all bank charges will be for the account of the participants.

Deliver to HURIS office (Suite M3 Seven East Capitol Bldg., #7 East Capitol Drive, Barangay Kapitolyo, Pasig City 1603)

Reminders:

- Kindly submit BIR Form 2306 Certificate of VAT Withheld and BIR Form 2307 Certificate of Tax Withheld if VAT and Taxes will be withheld from the training fee. (Tin Number: 237-466-716-000)
- No payment, No Certificate policy will be applied.
- Statement of Account (SOA) will be sent via email or fax and the original SOA will be given on the first day of the training to the participants (as requested).

TERMS AND CONDITIONS:

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Human Resource Innovations and Solutions, Inc.

REGISTRATION FOR

Your Partner towards Organization Effectiveness.

Kindly write legibly. PRINT data on the spaces provided.

1. Submission of a completed **Registration Form** is **strictly required** and this will serve as the **billing statement**.
2. Confirmation letters will be sent to all registered participants via email or fax at least 2 weeks before the training.
3. Upon receipt of the **Registration Form**, the participant's attendance is considered **confirmed**.
4. Payment should be made at least two (2) weeks prior to the workshop date. *NOTE: Accommodations are not included.*
5. Official Receipts will be given on the 1st day of the training at the training venue.
6. If the participant is unable to attend the training due to unavoidable circumstances, an advice must be sent to HURIS office at least 2 weeks before the training proper.
7. Cancellations:
 - For paid participants, if cancellations notice/advise is received 2 weeks before the training proper, the training fee will be forfeited to defray the administrative and hotel reservation fees.
 - For participants who have not yet fully remitted their payment, changes/reschedule and cancellation will be charged of a total training fee to defray the administrative and hotel reservation fees.
 - Refund of training fees will not be allowed; although replacements, in lieu of the original registrant may be entertained, provided the request is done in writing 2 weeks before the training.
8. Dietary requirement should be advised prior to the training proper so as not to incur additional food expenses. Any food replacement during the training proper will be for the account of the participant.
9. Participants are requested to make their own travel and hotel arrangements. These are not covered by the training fees.
10. HURIS reserves the right to re-schedule programs if the minimum number of participants is not met at least 2 weeks before the training.

For more information, please call (02) 8871-6519 or 8661-5954 and look for Wyona Enriquez, Zinna Bondoc, Queenie Paragile or Laisha Lao or email us at cesb.training@huris.com.ph

I confirm that the information given by me is true and correct. I also confirm that I have read, understood and agreed to the Terms and Conditions contained in this Registration Form.

Signature of Participant Over Printed Name



(632) 661 – 5954
(632) 746 – 2961



consult@huris.com.ph



www.huris.com.ph

THIS FORM CAN BE REPRODUCED.



Human Resource Innovations and Solutions, Inc.

HURIS Profile

Human Resource Innovations & Solutions Inc., or better known as **HURIS**, is a management consultancy firm that is committed to transform organizations and actualize their Vision, Mission, and Values through innovative, trailblazing, and cutting-edge HR/OD solutions and services.

Since February 4, 2005, HURIS has provided more than 200 working ideas, projects, and interventions that probe and analyze the HR and OD implications of organizational issues and concerns, both in the public and private sectors. Through its expertise in HR and OD, the ultimate end-state goal of HURIS is to achieve **organization effectiveness** for its various clients.

Our teams are composed of top Human Resource and Organization Development experts from various industries supported by talents that enhance diversity of ideas and approaches to maximize appropriate business and organizational practices. This mix allows us to approach every situation armed with relevant insights, multiple perspectives, and customized practices that enable us to develop practical and innovative solutions for every requirement of our Clients. In all these, we aim to promote a healthy organization geared towards achieving effective organizations and positive business results.

HURIS, Inc. has its wide range of HR-related services including LeadersHip Development, HR SolUtions, Culture TransfoRmation, Organizational Development, and Management SyStems. All services are aligned to our brand promise – achieve organization effectiveness.



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Human Resource Innovations and Solutions, Inc.

Our Vision

The recognized and trusted partner of choice, the trailblazing HR and OD innovative solutions in the ASEAN community, through delivering value-driven HR-based solutions that contribute to organizational growth and efficiency.

Our Mission

Inspired by creating healthy organizations, HURIS advocates a framework on how to realistically achieve an effective organization. The foundation and cornerstone of organization effectiveness is **making sure we foster an atmosphere of continuous improvement of the most important asset of the organization – its people specifically the leaders.**



- Drive the strategic relevance of Human Capital.
- Provide researched-based solutions to attain credibility
- Bridge the gap of socio-cultural and generation diversity.
- Develop competent managers and inspiring leaders.
- Promote creative and innovative thinking.
- Espouse coaching and mentoring.
- Deliver value-adding end-to-end solutions.
- Provide service beyond expectations.
- Keep clients and partners delighted and satisfied.

The three-prolonged method of HURIS: *Go Transformation, Grow Leaders, and Glow Organizations* is where we deliberately capture the essential elements that characterize organizational effectiveness to achieve our clients' business objectives and goals.



Human Resource Innovations and Solutions, Inc.

Our Framework | "The HURIS Way"



HURIS', Inc. focal point of service are the *leaders* of the organization because the success of an organization depends heavily on the leader's ability to perform his functions effectively.

The leader derives his mandate from the organization purpose supported by strategy-driven approaches execution which makes use of logical and process-oriented systems. Execution becomes impeccable and flawless through empowered people-centric programs. Finally, we recognize that the bedrock of any organization's existence is in its corporate values, appropriate and ideal affirmations of behavior for each value that ensure the alignment of strategy, process, and people to the common purpose of the organization.

With organization leadership as its primary catalyst and change agent, HURIS uses tools to assess areas of the organization to develop strategies, design and execute interventions, while carefully evaluating progress at every strategic checkpoint. This ensures an organization culture aligned with the leader's vision, and the organization's sense of purpose and corporate values.



Human Resource Innovations and Solutions, Inc.

Our Services | Extensive Involvements

- A. **STRATEGIC PLANNING** – Strategic Planning is transforming objectives into operational and individual designed goals to achieve organizational purpose.
 - a. Institutional Planning
 - b. Business Planning
 - c. Operational Planning

- B. **ORGANIZATIONAL ASSESSMENT** – Organizational Assessment re-evaluates organizational competencies and capacities, taking into consideration the company's readiness for change. It is a systematic mechanism that provides short-term and long-term interventions aimed for the holistic development of the organization.
 - a. Organization Capacity Building
 - b. Organization Competency Building
 - c. Organization Change Readiness
 - d. HROD Interventions
 - Re-entry Plans
 - Sustainability Action Plans

- C. **LEADERSHIP DEVELOPMENT PROGRAMS** – A practical learning strategy in managing the leadership pipeline and developing the human capital of an organization towards attaining its overall objectives. Our programs utilize a combination of different methodologies, such as but not limited to: managed small group activities and plenary sessions, case study analysis, individual assessments and reflections, and facilitator-led theory discussions.
 - a. Leadership Development Workshops
 - b. CIPD HR Business Partner Development Programs
 - c. Customized Workshops

- D. **MANAGEMENT SYSTEMS SET-UP** – a concept-based, tool-driven, modular approach to train managers to think and practice management using best practices, concepts and methods to achieve organization effectiveness.

- E. **MERGERS & ACQUISITIONS** – A thorough and strategic process that reviews, evaluates and integrates HR processes of two or more entities for the purpose of facilitating the transformation of the newly-merged organization to grow and become more competitive in the business community.



Human Resource Innovations and Solutions, Inc.

Our Services | Extensive Involvements

- F. COMPETENCY-BASED HR SYSTEMS** – Competency-based HR systems integrate all aspects of human resource management so that employees are selected, evaluated, developed, promoted and rewarded based on the competencies that support the overall strategic plan of the organization.
- a. Talent Management System
 - b. Performance Management System
 - c. Succession/ Career Planning System
 - d. Culture Transformation
 - e. Managerial Problem Solving and Decision-Making System
 - f. Change Management System with:
 - Communication Plan
 - Risk Management Plan
 - Monitoring and Evaluation Plan
- G. ORGANIZATIONAL EFFECTIVENESS TOOLS** – Organizational Effectiveness (OE) measures the success of an organization in achieving its main purpose. OE measures are focused on understanding the unique capabilities that an organization should develop to assure its overall success – including measuring the value of its human resources. Various tools can provide baseline data that can be used in identifying and prioritizing HR and OD interventions with the end goal of having a high performing, highly engaged and committed workforce.
- a. Saville Wave Assessment
 - b. Motivation and Commitment Survey
 - c. Executive Coaching System
 - d. Organizational Climate Study
- H. KNOWLEDGE PROCESS OUTSOURCING (KPO)** – Knowledge Process Outsourcing (KPO) is an opportunity for organizations to focus on more strategic, goal-oriented activities by outsourcing the day-to-day operational activities of managing the human resources of the organization.
- a. HR Help Desk
 - b. Benefits Administration
 - c. Training Events Administration



Human Resource Innovations and Solutions, Inc.

Our Visionaries

HURIS Inc. is composed of seasoned, experienced, and well-known former HR/OD top executives with a combined practice in the field of more than 30 years each in the full gamut of the HR/OD practice of profession.

- **Oscar L. Contreras, Jr., DPM, MPA, CEC (Chairman)**
Extensive experience in all areas of HR in the industries of food, banking and telecommunications; Former Managing Director of Ayala Corporation seconded as Senior Vice President of HR and Corporate Services in Globe and BPI; Former Head of HR of Nestle Philippines; 2004 PMAP President; Past Chairman of Accreditation Council of PMAP Society of Fellows in Personnel Management; Former Accredited International Advisor and Assessor of Investors in People (IIP); and President of PMAP Society of Fellows in People Management
- **Ramon S. Medina, DPM, CEC (President)**
Extensive experience in all areas of HR in the food and beverage industry; Former Senior Vice President for Group HR in RFM Group of Companies; 2003 PMAP President; 2008 President of PMAP Philippine Society of Fellow in People Management; and Former Accredited International Advisor and Assessor of Investors in People (IIP)
- **Enrique V. Abadesco, Jr., DPM, CEC (Director and Chief Learning Officer)**
With extensive knowledge and experience in leadership and organizational development; Former Vice President for Corporate Human Resources of San Miguel Corporation; Former Regional OD and Training Manager of Exxon Chemical Company, Asia Pacific; 2008 PMAP President; International Member of Organization Development Network, U.S.A; and 2015 President of PMAP Philippine Society of Fellows in People Management
- **Jimmy M. Isidro, DPM (Director)**
An entrepreneur with extensive experience as a service provider; Experienced Advisor to LGUs on local government matters; 2010 PMAP President; 2005 PMAP Treasurer; 2008 Vice President of PMAP Philippines Society of Fellows Personnel Management.