

Nomination: 5949

LEAH Y. TOLIMAO, MBM, FPM

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

HRMDO, LGU GENERAL SANTOS CITY

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

LEAH Y. TOLIMAO, MBM, FPM

Category

C01 - C16 Individual > C03 - Chief Happiness Officer of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Ma'am Leah is a "go-to-person" known to 4,000 human resources since 2016 after she took the reign as the Department Head of the Human Resource Management and Development Office (HRMDO) of the Local Government of General Santos City, Philippines.

Leah initiated and applied programs that are both unique and innovative in the local government unit that aligns, supports, and encapsulates her long-term vision. Her managerial competence and visionary leadership, intertwined with a motherly touch, facilitated and transformed dreams into reality.

The regrooving and transformation of her Human Resource team where her guidance and influence made the most joyful impact. She changed the mindset, developed and unleashed the untapped talent(s) of each to become an empowered and effective change agent. She introduced a paradigm shift of "Happiness at Work" principles encrypted in the "Live-Work-Play Philosophy". She redefined the concept of the "new employee" in a government institution. Not just a workhorse but a holistic person respecting personal beliefs, emotions, experiences, health, financial conditions, education, perceptions and prejudices.

The "Happy HR" greetings started in 2019 manifests her advocacy of a happy workforce. A simple 2-word greetings that implies a joyful and "happy-to-help" HR practitioner. A humble catchphrase of rebranding the HR team.

b. Outline the nominee's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Leah placed the welfare of her colleagues first in her list of agenda. It was her idea to enhance the nonmonetary employee benefits by instituting programs which affect both work and personal lives. She championed the "Free Healthcare Program" for all employees that guarantee maximum benefit during hospitalizations. This is one key achievement that directly impacts the financial and health well-being of government employee esp. those at the lowest tier. She strengthened the programs related to physical, spiritual, behavioral, livelihood, environmental, and social wellbeing including occupational health and safety practice.

Leah further conceptualized an innovative financial emancipation program, the "High Personal Effectiveness Through Resource Allocation (Hi-PERA)", specifically designed to alleviate debt-ridden employees. The "ID-ATM Biometric system", "Auto Saving", "One-Bank Loan Policy", "Provident Fund & Livelihood" programs are well-thought built-in mechanisms within the financial wellness program. This program is supported with livelihood packages to further promote financial freedom, self-sufficiency, collectively instill discipline, and progressively liberates employees from loan dependency and loan sharks. Tears of joy and sincere hugs from financially unburdened employees are her impetus to ensure sustainability of the program for the next generation.

The challenge of COVID19 Pandemic has unlocked more possibilities and encouraged solution-based mindsets. Leah responded with a calibrated people management approach anchored on "3Ps Principle" as in People First, Positivity, and Productivity in developing and implementing HR initiatives towards the new normal. By leveraging the power of technology, she capitalized on digital integrations in the core of HR Management System. Thus, efficiently extending HR operations virtually.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

The birth of the "Happy HR aPPP" and "HR-CARES" ensured a responsive, expeditious, and systematic delivery of HR services. With this connectivity in place, employees who are working from home or in the office, stays productive and still delivers needed daily work outputs effectively while protected.

To ensure and assure continuity of a balanced work life and to combat pandemic fatigue, Leah also designed and implemented new projects as psycho-social interventions which are all founded on a HAPPY HR framework. Thus, the "Self-care, HAPPINESS YOGA, TrabaHapi, and I-Start" programs for the employees simply burst and bloom, just on time, to unwind and jumpstart tired minds and bodies.

The recent surveys on the Happiness@work and Trabahapi yielded very positive results among the employees. Indeed, the culture of gratitude as a source of inner happiness is surely acculturated in the workplace. What brings happiness to a human resource? Healthy mind and body. Security of Tenure. Opportunities for self-improvement and career development. Stable and reliable income. Ability to provide for one's family and protect them from harm, danger, and illness.

Affirmations from award-giving institutions are testaments that indeed, Ma'am Leah champions the happiness of her colleagues. Among the latest awards received from the Development Academy of the Philippines are the 2020 Government Best Practice Recognition (GBPR) for the High Personal Effectiveness through Resource Allocation (Hi-PERA) project, the 2021 GBPR for the Individual Comprehensive Onboarding Program for Employees (i-COPE) project and the special best practice recognition in COVID-Response for the Happy HR Online Application.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

HR Excellence of the United Kingdom conferred to HRMDO the Highly Commended Best HR Strategy – Overseas Category in 2020 and a finalist in 2021. HRMDO was given the Asia-Pacific Gold Stevie Award for Innovation in Human Resource Management, Planning, and Practice in Government and a Bronze Award for the Organization of the Year by the International Stevie Awards for Women (2021).

The judges from HREX were astounded by the efforts of HR Manager Leah Tolimao and her team. They were inspired by the strategy which showed strong links to local Culture and a wider societal impact. (HR Magazine Jan-Feb 2021)

Judges from Stevie Awards for Women articulated that Ms Leah Tolimao has run HR like that of a multinational, instead of a typical government office accustomed to a bureaucratic and repetitive pattern. (Stevie Awards for Women in Business 2021)

The Asia Pacific Stevie Awards 2021 judges also highlighted that HRMDO programs comes with the right mix of trust, passion, empowerment and motivation.

Ma'am Leah was also given two prestigious recognitions: September 2021 CSC Regional Most Outstanding Government worker under the Dangal ng Bayan Award and in December 2021, she was conferred recognition as Outstanding Public Servant in Good Governance by the National Body of the UNESCO Clubs in the Philippines.

Despite the pangst politics can induce, bashings, bullying, name calling and threats, Ms Leah promotes HAPPY HR ignoring pain. This is her brand, her vision. This is her legacy. Truly, she personifies the Fellow of People Management.

Webpage Link

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/14308/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDMwOCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSImlnbnm5jKk60GnK6te19N6bLGKja2WDo_c?HAPPINESS-AT-WORK-SURVEY.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/14309/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDMwNywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSImlnbnm5ejnLkKZS_nky_h8jZ9Yg94_8?STEVIE%20AWARDS%20LINKS.docx)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/14310/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDMwOSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSImlnbnm5dpcWN6SAnrQut_GILxKBqWiMDhKY6xuubq_tLAK?Trabahapi-Analytics.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

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Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/14311/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNDMxMSwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImInbm9Ms.%20Tolimao.pdf>)

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