

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.

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Yes

Supporting Document 5

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

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