

Nomination: 5953

GEORGIA LARISSA C. PENALOSA

**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 GENSAN

**Additional Contacts**

I do not wish to list additional contacts

**Page: Entry Information**

**Entry Title**

GEORGIA LARISSA C. PENALOSA

**Category**

C01 - C16 Individual > C13 - Onboarding Professional of the Year

**Individual Submission Format**

Written Answers

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

The strength of our organization lies on the shoulders of the head of office the leader, manager, decision maker and influencer. But it lies as well to many noteworthy individuals who help implement and sustain human resource development. Georgia Larissa Peñalosa is a paragon of an HR professional who recognizes that the core component of any successful organization is a well-managed human resource. She has been actively involved in administration, management, and supervision of different programs and is an all-around specialist with different facets of learning and development unit.

As the Acting Division Chief of the Learning and Development and Performance Management Division, Ms. Peñalosa supervises the provision of Learning and Development interventions in the Local Government Unit (LGU) of General Santos. She spearheaded innovative programs to promote a conducive working environment for the employees. She is a member of the Performance Management Team, responsible for the smooth implementation of the Strategic Performance Management System of the LGU.

It is not so much as she ends each day with self-satisfaction of how she delivered the services, but her real reward is knowing she had enhanced the abilities of many co-workers through the innovations in the programs that she managed faithfully.

**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**

The notable achievements of Georgia Larissa Peñalosa are programs which aim to promote favorable conditions for new entrants as they venture in the world of Public Service. She has organized multi-faceted activities that ensure new entrants are mentally, socially, professionally, economically and emotionally equipped to face their new work environment. Two programs that have achieved this plan are the Gabfest and the Individual Comprehensive Onboarding Program for Employees (ICOPE) that are instituted by the Head of office.

The Gabfest is an activity which is part of the onboarding program for new entrants where they are gathered (virtually due to the pandemic) to meet their colleagues, listen to inspirational and educational talks about career, work and life, and get inspired with messages from their supervisors – a social and developmental intervention to help the new entrants easily adjust in the workplace. This activity is anchored to the Live-Work-Play philosophy crafted by Ms Leah, the Head of HRMDO which is the guiding principle of HRMDO for a Work-Life balance.

The ICOPE is a one-year program that guides the growth of the new employees through providing trainings such as Basic Customer Service, Total Quality Service, Personality Development, Personal Effectiveness through Resource Allocation, and Office 5s. Through this program, employees are holistically transformed into proactive and job-ready employees keeping abreast with the demands and standards of the new working environment to cope with all the challenges of joining the new workforce. This concludes with a culminating activity and celebrates their achievements for the year.

**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**

It is very important to take care of the most valuable asset of the organization-- human resources-- the moment they enter the organization, so that they immediately feel valued and will bring out their maximum potential. The goal is to convert these individuals to become treasured assets of the organization after guiding and taking care of them during their first year. Georgia is a dedicated mentor implementor.

With this in consideration, there is nothing as comprehensive as this onboarding program compared to the existing programs of other agencies which run from 3-6 months only. The approach to be with our new entrants for an entire year— also considering multiple batches arriving within a semester— not only is a juggling of multiple responsibilities, but is a vocation - a noble profession.

Also, happy and comfortable team members who feel respected and valued at work are more productive and it is vital we make them feel this way upon welcoming them. Their capacity to express themselves allows them to bounce ideas off one another, fostering creativity, teamwork, and open-mindedness. They are more focused and motivated to complete projects when they feel valued and like they are making a difference. A research conducted by Oxford University's Business School at a British telecommunications corporation discovered that cheerful employees were 13 percent more productive. Over the course of several weeks, the study followed 1,800 workers and their own sentiments of happiness. What could your company achieve if every single employee was 13 percent more productive?

**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**

The highlight is when the Individual Comprehensive Onboarding Program for Employees (ICOPE) won at the 2021 Development Academy of the Philippines' Government Best Practice Recognition. The GBPR or the Government Best Practice Recognition is an initiative of the Development Academy of the Philippines (DAP) to promote, showcase, and recognize outstanding and innovative practices demonstrated by public sector organizations. The ICOPE is among the five (5) national awardees from different national agencies and local government units for the GBPR 2021.

**Webpage Link**

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**Webpage Link 2**

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**Supporting Document**

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**Supporting Document 3**

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