

Business Continuity & Succession Planning

(Ramon Aboitiz Foundation Inc)

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RAMON ABOITIZ
FOUNDATION INC

53

aboitiz

100

RAFI



MICRO
FINANCE

21

RAMON ABOITIZ FOUNDATION INC



Vision

Touching People,
Shaping their Future

Mission

Architects of Change

Core Values

God Centered
Integrity
Respect
Service

RAFI ENTERPRISE



EDUCATION



CULTURE AND HERITAGE



BIODIVERSITY
CONSERVATION



RAMON ABOITIZ
FOUNDATION INC

LEGACY PROGRAMS:
CANCER CENTER
CHILDREND'S FUND



CENTER FOR LEADERS



MICRO
FINANCE

MICRO FINANCE

From Top Management Down
Exponential Growth





Focus on
planning
ahead.



Business Continuity

is concerned with making sure that a business is able to provide continuous service to its clients at an acceptable, predefined level, despite any events that might impact the organization

Business continuity is treated as a process, not a project

Methods are based on a proven, certifiable discipline

Plans start simply and increase in sophistication as teams gain confidence



- Integrated in Management Culture
- Employee Performance
- Branch Level



A deliberate and systematic effort by an organization to ensure leadership continuity in key positions, retain and develop talents and knowledge capital for the future, and encourage individual advancement.

Recent surveys state that employees value most the leadership qualities of honesty and integrity.

-RAFI Happy Meter 2019

Employees say company
leadership is a key
contributor to job
satisfaction,
commitment and intent
to stay

-RAFI Happy Meter 2019

Only 10% of companies rate their succession management plans as excellent; two-thirds rate them as fair or worse.

- PMAP 2017



WHAT ARE THE
CHALLENGES?

A high-angle, top-down photograph of a large, diverse group of business professionals. They are all smiling and looking towards the camera, creating a sense of unity and positivity. The individuals are dressed in professional attire, including suits, blouses, and dresses. The background is a solid, light color, making the group stand out. The word "PEOPLE" is overlaid in the center in large, white, sans-serif capital letters. The text is contained within a thin white rectangular border.

PEOPLE

A hand in a white shirt sleeve points towards the middle of three glowing yellow lightbulbs. The lightbulbs are made of a woven yellow mesh and have a grey metal base. They are set against a light-colored, textured background. The text is overlaid on the image.

TALENT ATTRACTION STRATEGIES:

- EMPLOYER BRANDING
- MULTI GENERATION WORKERS



How's your Bench Strength?



How about the war for talent?



buy



build



borrow



WHAT ARE WE
DOING?

INSTITUTIONAL INITIATIVES: PREPARATIONS

COMPETENCY BASED MANAGEMENT SYSTEMS

FROM ACQUISITION TO TOTAL REWARDS

AGILE WORKPLACE LEARNING AND DEVELOPMENT:

LEARNING INSTITUTE

LEADERSHIP BOOTCAMP

SYSTEMS

HRIS, LMS, PMS, SUCCESSION PLAN TOOLKITS

BUFFERING SYSTEM



Phase 1: Identify
Key/Critical Positions

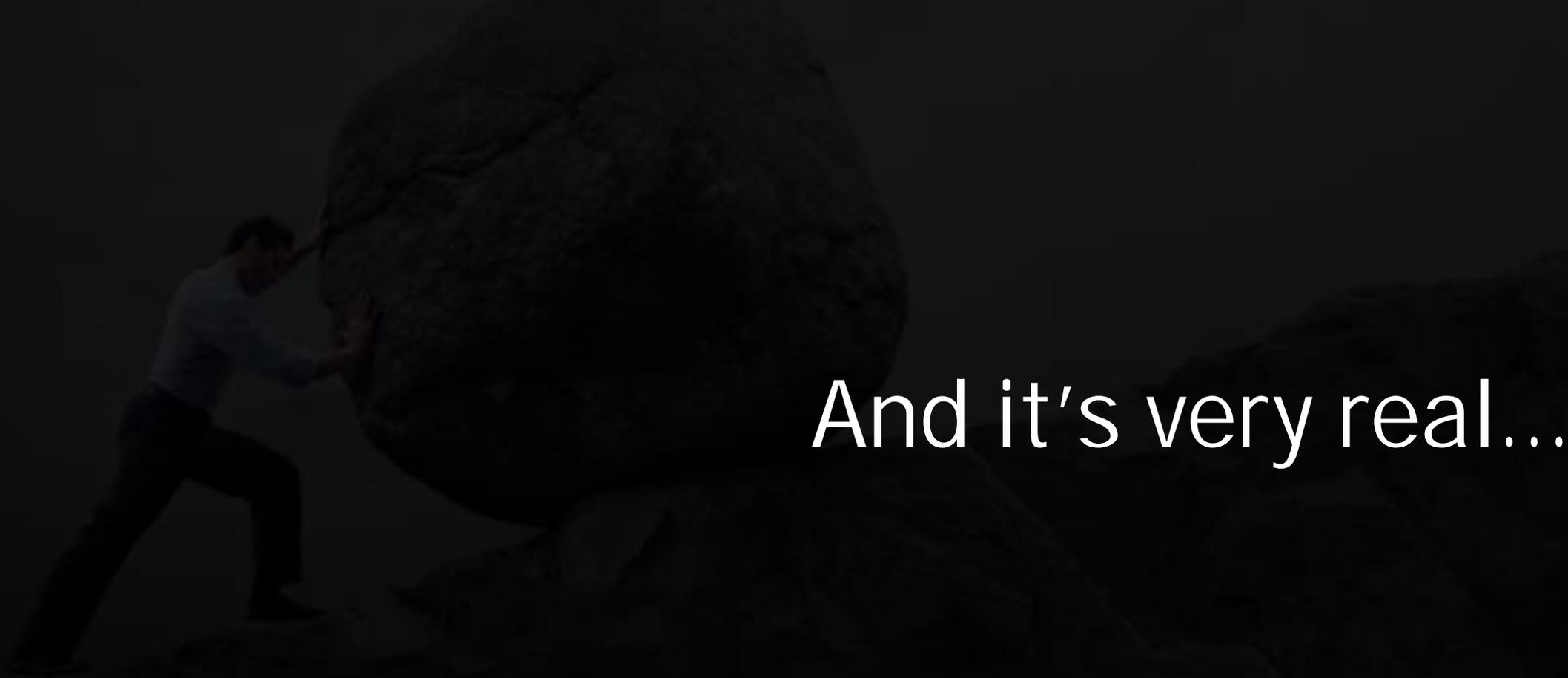
Phase 2: Conduct
Position Analysis

Phase 3: Develop
Succession Plan

Phase 4: Monitor,
Evaluate, Revise

But the struggle continues...

And it's very real...



Change the Mindset

Change the People

Change the Leaders



It is a Management Decision and must be mandated to the entire organization



PEOPLE FIRST

Culture:

#1HAPPYRAFI

Respectful but Open Minded

Respect

Agile but Accountable

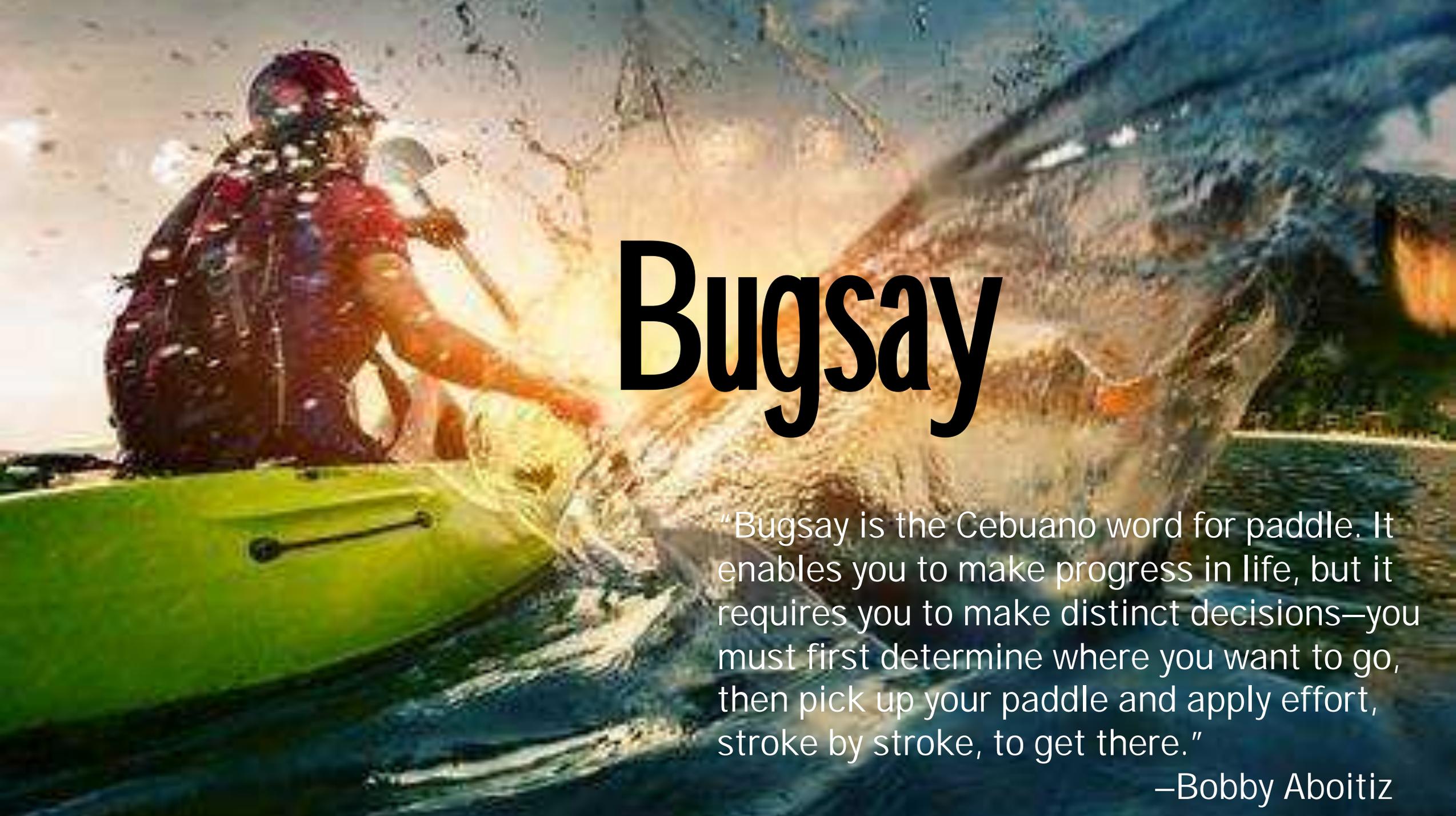
Service

Fun but with Faith

God Centered

Innovative but with Integrity

Integrity



Bugsay

“Bugsay is the Cebuano word for paddle. It enables you to make progress in life, but it requires you to make distinct decisions—you must first determine where you want to go, then pick up your paddle and apply effort, stroke by stroke, to get there.”

—Bobby Aboitiz