

PHILIPPINE LIFE FINANCIAL ASSURANCE CORP.

Management Development Program

Talent Management - A conscious deliberate approach undertaken to attract, develop and retain people with the attitude and abilities an meet current and future organizational needs.

Objective : Identifying, developing, retaining and leveraging on key talent within the organization.

Definition :

- High Potential** : promotion potential
- : Vice-President level
- : 2 to 4 years
- Key Portion** : needs to be manned at all times
- Professionally distinguished individual
- Critical Resource** : contributes to the organization
- Professional qualifications
- Difficult to replace at short notice
- Talent** : engaged people
- Performing
- Potential

Talent Matrix

Talent Matrix is one of the means and achieve organizational strategic capability planning and analysis.

Checklist in Talent Matrix

Performance Evaluation (what and how)

Potential

Individual Portfolio:

- Long Term Target Position
- Experience
- Skills/Competencies (Core Competencies)
- Career Aspirations, Mobility and Flexibility

- Readiness and Development Needs
 - Proven Experience
 - Competencies
 - Career de-Railing Behavior

Talent Matrix



Improvement/Action Needed

Underdeveloped Talent

- Significant differences in potential for growth
- Doesn't yet achieve current targets
- Needs Top Management Coaching

Performer with High Potential

- Potential for increased scope and responsibility
- Solid Performer

Star Potential

- Top Management Potential
- Outstanding Performance
- Potential for Significant increases in responsibility and scope

High Potential Analysis

Definition : Has potential to move up 2 job grades with 2 to 4 years

Experience : Strong professional experience

Highly Acknowledged

Performance : Performance Evaluation - Outstanding or about average

: Solid Performance History

Personal Profile : Strong Self Strategic Leadership competencies

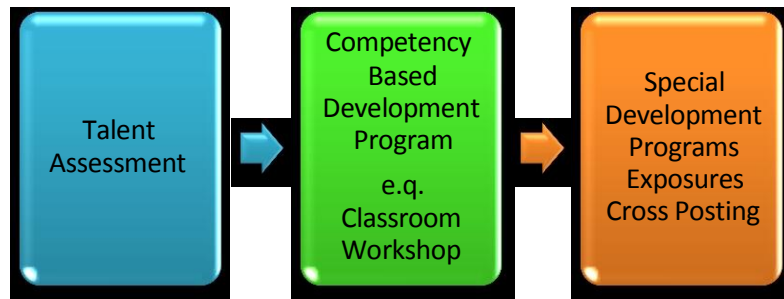
: High learning agility and capacity to grow

- Learns from experience
- Is willing and able to learn new competencies quickly
- Performs well in first time, tough or different situations

Leadership Role Model

- Fosters Philippine Life way and values
- Is an inspirational leader

Talent Management Framework



1. Talent Assessment

1.a.

* Assess Talent based on the following:

- Strengths and Areas for Improvement
- Potential of Talents

* Discuss career direction/plan

1.b.

Talent Assessment Process

- Talent Profile

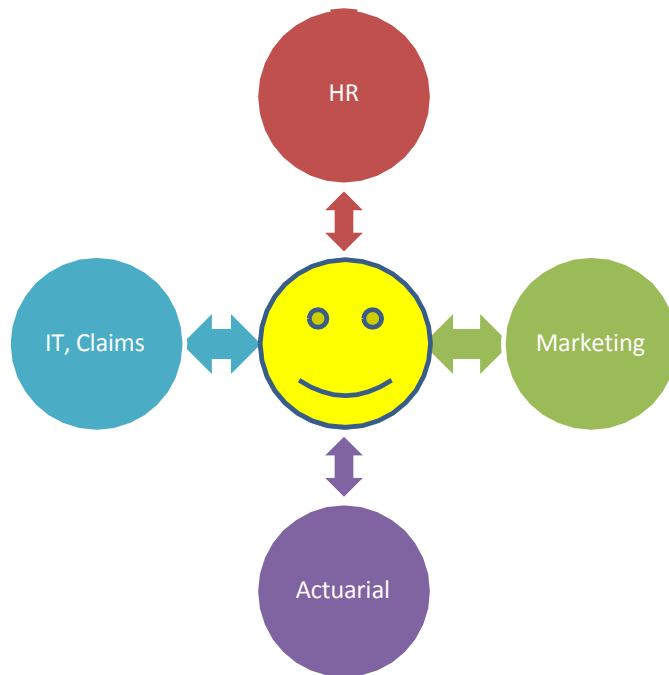
Name	:	Jun dela Cruz
Department	:	Finance
Position	:	AVP
Age	:	30 years old
Performance Evaluation	:	Outstanding
Awards and Recognition	:	Management
Educational Attainment	:	B.S. Accountancy
Project Involvement	:	XXX
Gross Party	:	XXX
Remarks	:	

1.c. Discussion with Mancom:

- Strengths
- Areas for Improvement
- Career Aspiration

2. Competency Based Development Program

2.a



2.b

Training and Development Programs

- Seminars
- Training
- Symposiums
- Mentoring

3. Special Development Programs

- Planning Sessions
- Cross Posting