

11 March 2016  
9:00am to 5:00pm

Event: ECOP Board Room, 3<sup>rd</sup> flr. ECC Building, Market City  
Program Overview:

One of the major challenges in human resources management is having positive employee-employee relations and improving productivity and competitiveness of an enterprise is greatly affected by the absence or lack of it. When the relationship is such, the performance of what could be an effective united team.

While the constitution and the code provides for workers' organization, it does not prohibit enterprises from instituting management initiatives which may be avoided. Hence, it is imperative that employers learn how to properly and proactively manage their employees in order to achieve all management, behavioral and functional managers to deal with employee's safety, a management without the employee's safety.

#### Topics

- The True Meaning of Preventive Labor Relations
- The Constitution and the Law
- Distinction Between Non-Union and Anti-Union
- Communicating a Positive Employee Relations Policy
- Creating a Positive/Proactive Employee Relations Environment
  - Components of a Positive Employee Relations Environment
  - Advantages of a Positive Employee Relations Environment
- Why People Seek Union Representation
- Understanding Personal Value Systems
- Impaction Unionization
- Courtesy Early Warning Systems
- How Union Organize Employees
  - The External Organizers
  - The Internal Organizers
- What to do When Union Knocks at the Door

#### Target Audience

HR/HR practitioners and managers of organizations who would like to maintain a non-unionized structure

#### Methodology

- a. Lectures
- b. Case analysis
- c. Role-play plans

#### Resource Speaker

ATTY. RANULFO (NOLI) P. PAYOS was a lecturer in the De La Salle Professional School Inc., Graduate School of Business' corporate governance program. He is the Chairman of a management consulting firm, Change Management International, Inc. He is the Vice President of the Employers' Confederation of the Philippines (ECOP) and Vice President of ECOP Institute of Productivity and Competitiveness (IPCO). Likewise, he was former Secretary of the Bureau of Development of the Performance Education and Skills Development Authority (TESDA) as a representative of the Employer sector.

He is appointed as President Benigno Aquino III as Commissioner of the Tripartite Voluntary Arbitration Agency (TVAAO) and is currently a member of the Tripartite Industrial Peace Council (TIPC) and Tripartite Executive Committee (TEC). He received People Manager of the Year in 2002. He is a Director of Personnel Management and was elected President of the People Management Association of the Philippines (PMAP) for two terms. He was a former member of the Board of Regents of Rural Technological University. He also elected President of the Society of Fellows in Personnel Management. He was a former member of the Society of Human Resources of USA (SHRM).

Atty. Payos has had 37 years of professional experience in Human Resources Management occupying senior executive positions in several multinational companies until his retirement in 1994 as Senior Vice-President of Human Resources and Administration and Corporate Secretary of Eastern Telecommunications Philippines, Inc. He also held executive positions in various professional and non-profit organizations. Moreover, he took up MBA studies and continuing management education and training programs in several reputable schools and institutions in the Philippines, U.S.A., and the United Kingdom. He has also attended international conferences on human resources management and labor relations in U.S.A., Asia Pacific, Japan, Australia, Hong Kong, Korea, Switzerland, Italy, and Ireland. He also attends employee delegate to the International Labor Organization (ILO) in Geneva, Switzerland. His areas of expertise lie in Human Resource Management, Labor Relations, Training and Development, Management Planning, Executive Selection and Placement, Corporate Communications, Job Evaluation and Performance Management. He was co-author of the book "Personnel Management in the 21st Century" - a revision of the book originally written by PMAP founder and first President, entitled "Personnel Management" and author of the newly-printed book, "Human Resource Management - From the Practitioner's Point of View."

Topic: HRM

ECOP/HRM/HRM

Speaker: Atty. Noli P. Payos

ECOP/HRM/HRM

Address: 3000 Spring Street, 3rd Floor, Market City

Training Fee: P10,000.00 (Ten thousand pesos only) (including lunch and materials)

Or email Mr. Vic Darapiza at [vic.darapiza@ecop.org.ph](mailto:vic.darapiza@ecop.org.ph) you can also reach us at 500-9851/215-6620/586-7900/890-4847

#### Other ECOP Training Programs:

- Forming and Sustaining LMCs

HRM

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HRM

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TO: Assistant Schools Division Superintendent  
OIC, Office of the Assistant Schools Division Superintendent  
Chiefs CID/SGOD  
Public Schools District Supervisors  
Elementary & Secondary School Heads

March 14, 2016

FOR YOUR INFORMATION, AND GUIDANCE OF ALL CONCERNED.

CHEERYLOU D. DE MESA  
OIC, Schools Division Superintendent



Employers  
Confederation  
of the  
Philippines

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Group Rate: 20% discount for company who will send 4 or more  
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#### 2-day training

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Check Payment to: ECOP / Employers Confederation of the Philippines

ECOP is Non-VAT with Tin # 000-092-067-000

For inquiries, feel free to call ECOP secretariat at 895.85.76; 890.65.12; 586.79.00; 500.98.51  
and look for Mr. Vic Darapiza.

# Proactive Labor Relations through Social Dialogue and Cooperation

**ECOP Board Room**  
**11 March 2016**  
**9:00am to 5:00pm**



**Speaker:**  
**Atty. Ranulfo Payos**  
Vice President  
Training and Development

**Who should attend?**  
IR/HR practitioners and managers of  
organizations who would like to maintain  
harmonious working environment.

**Topics:**  
The True Meaning of Preventive Labor Relations  
The Constitution and the Law  
Distinction Between Non-Union and Anti-Union  
Communicating a Positive Employee Relations Policy  
Creating a Positive/Proactive Employee Relations Environment  
Why People Seek Union Representation?  
Understanding Personal Value Systems  
Impact of Unionization  
Company Early Warning System  
How Unions Organize Employees  
What to do When Union Knocks at the Door

**Training Fee:**  
Php 4,000.00 for ECOP Members  
Php 6,000.00 for Non Members

One of the major challenges in human resources management is having positive employer-employee relations and maintaining industrial peace. This is crucial as the productivity and competitiveness of an enterprise is greatly affected by the absence or lack of it. When the relationship is strained, polarization develops thus hindering performance of what could be an effective unified team. This seminar will enable all management personnel and functional managers to deal with employees fairly as human beings without the intervention of third parties.

**For Registration**  
please contact or email:  
[vic.darapiza@ecop.org.ph](mailto:vic.darapiza@ecop.org.ph)  
tel: 215-6620/ 500-9851/586-7900/ 895-8576  
look for Mr. Vic Darapiza

**Address:**  
3rd floor, ECC Bldg.  
355 Sen. Gil Puyat Ave. Extn.  
Makati, City, Philippines



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