



Cultural Center of the Philippines

## **ORIENTATION AND EDUCATION PROGRAM FOR SENIOR MANAGEMENT**

The Cultural Center of the Philippines (CCP) continually provides a variety of developmental courses to officers and employees for the enhancement of their technical, functional, core and leadership competencies in pursuit of effectiveness and better job performance.

For Senior Management, comprehensive skills training and developmental opportunities are provided to enable them to:

1. Enhance their professional, leadership and managerial effectiveness;
2. Expand network and establish partnerships with various entities for fruitful collaborations; and
3. Acquire necessary skills needed for professional growth and career enhancement while supporting the Center in the improvement of its performance and efficiency, reduce risks, and deliver competitive advantage in the industry.

For year 2024, members of the team were able to attend the following in-house and external training programs facilitated by the Human Resource Management Department:

1. Six (6) Board of Trustees including the President, five (5) Department Managers, has attended the *Procurement Workshop*, a program designed for the Bids and Awards Committee Members, its Technical Working Group, and Procurement Management Division which aimed to address procurement-related challenges on the Main Building's Rehabilitation.
2. One (1) Vice President and Four (4) Department Managers was able to attend the Strategic Performance Management System Orientation which provides updates on the relevant policies of the System.
3. One (1) Vice President for Administration was able to attend the *Bid-Rigging Detection for Procurement Practitioner – 3<sup>rd</sup> Leg*, a workshop specifically designed for procurement professionals, focusing on the advanced techniques and methods to identify and prevent bid-rigging activities.
4. Six (6) Board of Trustees has attended *Corporate Governance Orientation Program for Government-Owned and Controlled Corporations*, a training program which provides in-depth discussions on corporate governance, the GCG Regulatory Framework, and relevant laws for GOCCs.
5. One (1) Department Manager has attended the *2024 Regional Human Resource Management Practitioner Congress* and the *Revised ORAOHRA Seminar* which aims to guide employees on the Omnibus Rules on Appointments and Other Human Resource Actions 2017, ORAOHRA Revised Rules 2018, updates and amendments up to 2021.

In addition to learning and development programs to enhance the technical and leadership competencies of the management, the Center has endeavored to also implement health and wellness programs of which members of the senior management were highly encouraged to participate. The health and wellness programs intend to enhance the awareness of the officers and employees on the importance of maintaining a healthy lifestyle and improving their health and general well-being for higher productivity, optimum performance, and leadership empowerment.