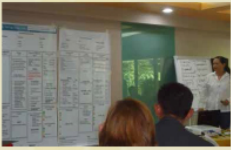


BIG IDEA: How do I create a high performance organization driven by passion, clarity & purpose?

by: Christian Manlapaz, Chairman, St. Joseph's Group of Companies, a Learning Organization since 2011

CO-INITIATING

Stakeholders dialogue
Employee engagement
Clear performance objectives
Feedback mechanism



CO-EVOLVING

As a global company, we continuously work towards excellence confident that our culture of supporting people's greatness is our built-in mechanism that gives us our winning edge.



KAI-ANYA Foods, Inc.



St. JOSEPH



CO-CREATING

We have come to recognize that our most important asset is our human resource. Supporting people to achieve their dreams will support the success of our company.



CO-SENSING

Exposure to international markets
Adopted the "Scorecard" to track performance



CO-PRESENSING

Who is my SELF?

What is my WORK?



Key Learnings:

How did we achieve the 45% increase in revenues in 2013?

- The more you give the more you will receive. The greatest fulfillment in life is not about getting but about giving.
- When you build a business, its an opportunity to share your love. That is the Christ-centered way. At the end, you create love and the money will just fall into place.
- Despite the many challenges, focus on Purpose, not fear. Failures are a great source of lessons and make you stronger and better.
- It all started with Personal Mastery then I got clear about my Vision. I shared this with my people who in turn saw the link between their Vision and the Corporate Vision. We began applying the tools of the learning organization and set out to improve the systems that we influence – family, business, organization, community.
- Commit to life-time learning and heightened Self-awareness. It hones up your listening and observation skills. Results may come not from where you expect it.
- The mechanism to achieve your dreams is to support the dreams of the people you work with.