



Q1 & Q2 2020 Employee Programs

Employee Programs Q1 & Q2 2020

The New Learning Framework

EMPLOYEE ESSENTIALS- MANDATORY PROGRAMS

Employee Essentials address the core skills needs of the employees from mandatory basic courses to industry-mandated courses to help accelerate upskilling to become future-ready employees.

SUCCESS SKILLS

Success Skills equip employees with multiple skills to help them perform their functional requirements to support the achievement of our business strategies and goals.

KEY CAPABILITIES – TARGETED PROGRAMS

Key Capabilities are designed to fulfill specific learning needs of one's role in the organization. The programs are based on targeted skills, and behaviors that PLUK needs to build and establish to sustain our competitive edge as an organization and equip us in achieving our business results.

Employee Programs Q1 & Q2 2020

The New Learning Framework

EMPLOYEE ESSENTIALS- MANDATORY PROGRAMS

STAFF / SPECIALISTS

Harnessing EQ in
Employee Engagement

SUPERVISORS / MANAGERS / LEADERS

Harnessing EQ in
Leadership

ALL EMPLOYEES

AGILE Values & Principles

AGILE Practices

Teaming & Working Together

Pru Design Thinking Basics

Employee Programs Q1 & Q2 2020

The New Learning Framework

SUCCESS SKILLS

ALL EMPLOYEES

Decision-making &
Negotiations

Culture of Innovation

Presentation Basics

Employee Programs Q1 & Q2 2020

The New Learning Framework

KEY CAPABILITIES – TARGETED PROGRAMS

LEADERSHIP
JOURNEY

STAFF / SPECIALISTS

Leadership Techniques
(Aspiring for Leadership)

SUPERVISORS / MANAGERS / LEADERS

Building a Coaching
Culture Program for
Managers / Leaders

Agile Leadership

DATA
ANALYTICS

Advance Excel

Data Storytelling

Agile Values & Principles (NEW PROGRAM)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity
- SWP Capabilities: Project Management; Customer Centricity

Program Description

This one-day workshop gives participants a ‘taste of Agile.’ The **Agile Values** (Respect, Empathy, Courage, Trust and Openness) and **Principles** (Clarity of the Outcome, Iteration & Course-correction and Self-direction) will inspire participants to be more collaborative as they play their individual roles in working together to achieve a common goal.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Agile Practices (NEW PROGRAM)

Prerequisite: AGILE Values & Principles

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity
- SWP Capabilities: Project Management; Customer Centricity

Program Description

After understanding the AGILE Values and Principles, participants will be able to demonstrate through a mini workshop by doing actual popular AGILE Practices that make a team work in an Agile setting. These practices are often demonstrated in teams but more often than not, are done incorrectly/inconsistently.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Teaming & Working Together (NEW PROGRAM)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity
- SWP Capabilities: Customer Centricity

Program Description

In the modern corporate world, everyone is expected to show leadership in all levels. In this workshop, participants will learn the anatomy of a team, how teams are formed and how they can take advantage of every stage of team formation in improving relationship within and outside the teams.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Pru Design Thinking Workshop (NEW PROGRAM)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity; Leading Innovation & Change
- SWP Capabilities: Customer Centricity

Program Description

In this workshop, participants will change their perspective in understanding user experience (UX) as means of innovation. This immersive workshop gets participants to think, say, feel and do like the customer to draw out the real needs of the user.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Harnessing The Power of EQ in Employee Engagement

This program supports the following:

- Leadership Behavior: Working Together
- SWP Capabilities: Collaboration, Influencing Others

Program Description

The course creates awareness on the importance of Emotional Intelligence (EQ) and its linkage to personal and professional success.

Facilitator

Ging Iguar is a Certified and Licensed EQ Trainer. She is an Associate Trainer of HumaNext Communication Ideas, a leading consulting firm in the US; and is also a Certified EQ Assessor of 6 Seconds, a leading company that promotes positive change in the US and across Asia and Europe.

She has partnered for years with different companies across industries and has pursued and followed her passion and advocacy on EQ as a critical success factor for Leadership, Organizational Excellence, Customer Service, strengthening team relationships and Employee Engagement.

Employee Essentials

FOR SUP / AM / MANAGERS / SM /
AVP / VP

Harnessing the Power of EQ in Leadership

This program supports the following:

- Leadership Behavior: Working Together
- SWP Capabilities: Collaboration, Influencing Others

Program Description

This program intends to create awareness on the importance of Emotional Intelligence and its linkage to personal and professional success. The session also intends to promote the importance of Emotional Intelligence in support of the PLUK culture towards organizational effectiveness.

Facilitator

Ging Iguar is a Certified and Licensed EQ Trainer. She is an Associate Trainer of HumaNext Communication Ideas, a leading consulting firm in the US; and is also a Certified EQ Assessor of 6 Seconds, a leading company that promotes positive change in the US and across Asia and Europe.

She has partnered for years with different companies across industries and has pursued and followed her passion and advocacy on EQ as a critical success factor for Leadership, Organizational Excellence, Customer Service, strengthening team relationships and Employee Engagement.

Decision-making and Negotiations

This program supports the following:

- Leadership Behavior: Working Together
- SWP Capabilities: Collaboration, Influencing Others

Program Description

This course teaches a logical decision-making process that addresses the critical elements that result in high-quality business decisions. Participants will develop the skills and confidence to generate options and compare them to important decision criteria, and to select the best course of action. Utilizing this process will also help individuals avoid the pitfalls that often undermine high-quality decision-making.

Facilitator

DDI Facilitator

Culture of Innovation

This program supports the following:

- Leadership Behavior: Leading Innovation & Change
- SWP Capabilities:

Program Description

This course provides a practical approach, and tools and techniques, to help participants think differently about how they work and to help them generate new ideas that add value to your organization and your customer. Participants also learn what they can say and do to foster innovation within their teams.

Facilitator

DDI Facilitator

Presentation Basics (NEW PROGRAM)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity
- SWP Capabilities: Customer Centricity

Program Description

In this two-day workshop, participants will learn the basics in effective presentation by learning how they can leverage their skills and work on their undiscovered assets. The workshop will culminate with individual presentation and immediate feedback will be given.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Key Capabilities – Leadership

FOR ALL ASPIRING FOR LEADERSHIP

Pru Leadership Techniques (NEW PROGRAM)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Working Together; Customer Centricity; Leading Innovation & Change
- SWP Capabilities: Customer Centricity

Program Description

This basic leadership workshop is perfect for aspiring and new leaders. Focusing on teaming, collaboration and servant leadership, the participants will be able to full appreciate the value of leadership in making the whole organization function as needed.

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Key Capabilities – Leadership

FOR SUP / AM / MANAGERS

Building a Coaching Culture Program for Managers (3 Days)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Growing Talent; Execution Excellence
- SWP Capabilities: Coaching & Mentoring

Program Description

In building a coaching culture, it must be clear for all levels of leadership, what is expected of them as coaches and how coaching could drive employee performance and engagement. The main challenge of doing this is creating a common coaching language that shall be used by every level in the organization. To support and sustain a coaching culture, it is imperative to have the proper alignment of coaching vision with Business and HR process, proper coaching experiences through skills development and on-the-job learning and application, guidance from coaching mentors.

Facilitator

DDI Certified Facilitators.

Key Capabilities – Leadership

FOR SM / VP / AVP

Building a Coaching Culture Program for Leaders (2 Days)

Prerequisite: NONE

This program supports the following:

- Leadership Behavior: Growing Talent; Execution Excellence
- SWP Capabilities: Coaching & Mentoring

Program Description

In building a coaching culture, it must be clear for all levels of leadership, what is expected of them as coaches and how coaching could drive employee performance and engagement. The main challenge of doing this is creating a common coaching language that shall be used by every level in the organization. To support and sustain a coaching culture, it is imperative to have the proper alignment of coaching vision with Business and HR process, proper coaching experiences through skills development and on-the-job learning and application, guidance from coaching mentors.

Facilitator

DDI Certified Facilitators.

Key Capabilities – Leadership

FOR PEOPLE MANAGERS, PROJECT MANAGERS

AGILE Leadership (NEW PROGRAM)

Prerequisite: AGILE Practices

This program supports the following:

- Leadership Behavior: Working Together; Growing Talent; Customer Centricity
- SWP Capabilities: Project Management; Customer Centricity

Program Description

The key in leading an agile team is to ensure that everyone is ‘Doing the right work and doing the work right.’ The leader ensures that all effort and time are allotted on things that matter by either eliminating or pushing back on things that are not aligned to the strategy. This one-day workshop will spark the leaders’ interest in wanting to learn more how to become an effective leader by becoming a ‘servant leader.’

Facilitator

Dens Obillos – Certified Agile Coach and Champion. Design Thinking Workshop Facilitator. Certified Adult Learning Facilitator.

Key Capabilities – Data Analytics

FOR STAFF / SPECIALIST

Advance Excel

This program supports the following:

- Leadership Behavior: Execution Excellence
- SWP Capability: Data Analytics

Program Description

This hands-on course is intended for intermediate to advance users who wish to harness the power and productivity of MS Excel. It is intended to improve productivity, particularly in automating repetitive tasks, using built-in features and functions of MS Excel to solve common day to day problems and for resolving "challenging" requirements

Facilitator

Omar Abesamis is an IT Consultant, Web Developer and Enterprise Resource Planner, he has delivered success solutions for various industries since 1986. Over the past 18 years, he has provided consulting arrangement in both private and the public sector on the following disciplines: Project Management, System Analysis and Design, Basic and Advanced Programming, MS Office, among others.

His clients include Asian Development Bank, New Zealand Insurance Company, Citibank, N.A., and Zuellig Pharma.

Key Capabilities – Data Analytics

FOR STAFF / SPECIALIST

Data Storytelling

This program supports the following:

- Leadership Behavior: Execution Excellence
- SWP Capability: Data Analytics

Program Description

This course takes students from the fundamentals through to the elements of good visualization design through proficiency in data storytelling. Participants will know how to produce engaging, cohesive and memorable data stories using Excel and PowerPoint. The course also teaches attendees the importance of producing statistically robust visualizations and insights.

Facilitator

Isaac Reyes is concurrently a lead trainer at DataSeer and Head of Data Science at Altis, Australia's largest information management consultancy. Isaac is also a TEDx speaker and regular keynote at big data conferences.

Jay Manahan, a data storytelling expert, is concurrently a trainer at DataSeer and Head of Operations at Magpie.IM, an online payments startup. He was a winner of the 2017 Grab Data Visualization challenge

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Relevant Information on Pru Life UK's Training and Development Programs for the Year 2020

Part 1. SUMMARY

Segment	Average Training Hours	Equivalent Number of Days
Manager	14	1,75
Leader	11	1.4
Supervisor	29	7.4
Staff/Specialist	16	2

Part 2. INTERNAL TRAININGS

1. Statutory Trainings NA

2. Annual Compliance Refresher Training (Computer-based Training)

a. Anti-Money Laundering

Date Held	1 October to 31 October 2020
Number of employees eligible/ required to join	858
Number of employees who completed	848

b. Anti-Bribery and Corruption

Date Held	1 October to 31 October 2020
Number of employees eligible/ required to join	858
Number of employees who completed	847

c. Corporate Governance Manual

Date Held	1 April 2020 to 30 April 2020
Number of employees eligible/ required to join	798
Number of employees who completed	798

d. Fraud Awareness Training

Date Held	15 September to 15 October 2020
Number of employees eligible/ required to join	858
Number of employees who completed	857

e. Conflict of Interest

Date Held	15 September to 15 October 2020
Number of employees eligible/ required to join	858
Number of employees who completed	850

f. Regional Compliance Standards

Date Held	15 September to 15 October 2020
Number of employees eligible/ required to join	798
Number of employees who completed	715

g. Group Information Sharing & Securities Dealing Policy

Date Held	27 October to 30 November 2020
Number of employees eligible/ required to join	984
Number of employees who completed	868

h. Group Competition Law Policy

Date Held	27 October to 30 November 2020
Number of employees eligible/ required to join	984
Number of employees who completed	862

3. Employee Essentials Track

a. New Orientation Program

Dates Held:	15-17 Jan, 12-14 Feb, 27 April 21-22 May, 9-11 Jun, 13-15 Jul, 16-18 Sep, 21-23 Oct, 11-13 Nov, 16-18 Dec.
Number of Hours:	240 Hours (24 hours x 10 batches)
Number of Employees Eligible/Required to Join:	All New Employees
Number of Employees who attended:	113
Leaders	9
Managers	39
Staff / Specialists	65

b. Harnessing the Power of EQ

Dates Held:	March 9, 2020
Number of Hours:	8 Hours
Number of Employees Eligible/Required to Join:	All Managers and Leaders
Number of Employees who attended:	9
Leaders	1
Managers	3
Staff / Specialists	6

c. Emotional Resiliency for Employees

Dates Held:	26 Jun, 20 Aug, 11 Sep, 25 Sept, 16 Oct
Number of Hours:	35 Hours (7 hours x 5 batches)
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	128
Leaders	3
Managers	9
Supervisors	7
Staff / Specialists	108

d. Emotional Resiliency for Leaders

Dates Held:	3 Jul, 14 Aug, 18 Sep
Number of Hours:	21 Hours (7 hours x 3 batches)
Number of Employees Eligible/Required to Join:	All Line Manager
Number of Employees who attended:	58
Leaders	16
Managers	37
Supervisors	5

e. Developing Mental Toughness

Dates Held:	10-11 Jul, 4-5 Sep, 2-3 Oct
Number of Hours:	21 Hours (7 Hours x 3 batches)
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	47
Leaders	5
Managers	11
Supervisors	2
Staff / Specialists	29

4. Employee Success Track

a. Virtual Meeting Skills

Dates Held:	10-11 Aug, 7-8 Sep
Number of Hours:	9 Hours (3 hours x 3 batches)
Number of Employees Eligible/Required to Join:	All employees
Number of Employees who attended:	17
Leaders	3
Managers	7
Staff / Specialists	7

b. Virtual Presentation Skills

Dates Held:	21-22 Sep, 15-16 Oct
Number of Hours:	16 Hours (8 hours x 2 batches)
Number of Employees Eligible/Required to Join:	All Employee
Number of Employees who attended:	20
Leaders	1
Managers	8
Supervisors	2
Staff / Specialists	9

c. Problem Solving & Decision Making

Dates Held:	10, 11, 17 and 18 Aug
Number of Hours:	18 Hours
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	11
Leaders	1
Managers	3
Supervisors	1
Staff / Specialists	6

d. Advance Excel

Dates Held:	6-7 Feb
Number of Hours:	16 Hours
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	9
Leaders	0
Managers	0
Supervisors	0
Staff / Specialists	9

e. Advanced Visualization & Dashboard Design

Dates Held:	15-17 Jun, 17-19 Aug, 14-16 Sep
Number of Hours:	31.5 Hours (10.5 hours x 3 batches)
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	56
Leaders	5
Managers	18
Supervisors	2
Staff / Specialists	31

f. Data Storytelling for Business

Dates Held:	11-13 May, 22-24 Jun, 10-12 Aug, 7-9 Sep, 5-7 Oct
Number of Hours:	52.5 Hours (10.5 hours x 5 batches)
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	91
Leaders	4
Managers	21
Supervisors	7
Staff / Specialists	59

g. Project Management Essentials

Dates Held:	12-12 Oct, 9-10 Nov
Number of Hours:	16 Hours (8 hours x 2 batches)
Number of Employees Eligible/Required to Join:	All Employees
Number of Employees who attended:	50
Leaders	3
Managers	18
Supervisors	2
Staff / Specialists	32

h. Project Management for (PM)

Dates Held:	24-27 Nov
Number of Hours:	16 Hours
Number of Employees Eligible/Required to Join:	All Employees with PM Responsibilities
Number of Employees who attended:	25
Leaders	2
Managers	9
Supervisors	0
Staff / Specialists	14

5. Career – Leadership Track

a. Managing@PRU

Dates Held:	18-20 May, 3-5 Jun
Number of Hours:	16 Hours (8 hours x 2 batches)
Number of Employees Eligible/Required to Join:	17
Number of Employees who attended:	17
Managers	8
Supervisors	9

b. Coaching Workshop for Managers

Dates Held:	12-14 Feb, 18-20 Jul, 20-22 Jul, 27-29 Jul, 28-30 Sep, 13-15 Oct
Number of Hours:	81 Hours (13.5 hours x 6 batches)
Number of Employees Eligible/Required to Join:	All Line Managers
Number of Employees who attended:	65
Managers	38
Supervisors	20
Staff / Specialists	7

c. Coaching Workshop for Leaders

Dates Held:	10-12 Feb, 13-15 Jul, 21-23 Jul, 28-30 Jul, 27-29 Sep, 19-21 Oct, 21-23 Oct, 25-27 Oct, 23-25 Nov
Number of Hours:	144 Hours (16 hours x 9 batches)
Number of Employees Eligible/Required to Join:	All Leaders and Future Leaders
Number of Employees who attended:	95
Leaders	62
Managers	33

d. IDP Writing Workshop

Dates Held:	3, 4, 7, 16, 17, 18, 21 Sep
Number of Hours:	7 Hours (1 hour x 7 batches)
Number of Employees Eligible/Required to Join:	All Line Managers
Number of Employees who attended:	168
Leaders	64
Managers	84
Supervisors	20