

ETIQA LIFE AND GENERAL ASSURANCE PHILIPPINES, INC.

Management Development Program

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

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

Definitions :

High Potential : promotion potential
: Vice-President level
: 2-4 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)

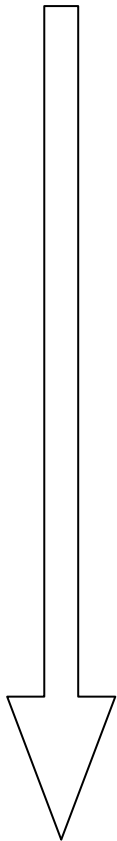
Potential

Individual Portfolio:

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

- Career De-railing behavior

Talent Matrix



Improvement/action Needed

Underdeveloped Talent

- Significant 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 within 2-4 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 conditions

Leadership Role Model

- fosters AsianLife way and values
- Is an inspirational leader

Personal Career aspirations and personal life balance

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	:	BS Accountancy
Project Involvement	:	XXX
Gross Party	:	XXX

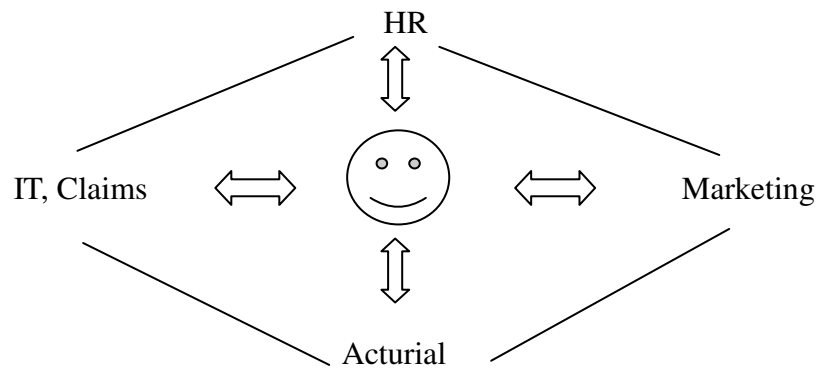
Remarks

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