**Human Resource Innovations and Solutions Inc. Corporate Profile**

**Company Profile**

Human Resource Innovations and Solutions, Inc. (HURIS) is a human resource and organization development consultancy and solutions provider, incorporated in February 2005. Since its inception, it has enabled the business transformation of its clients through advanced HR methodologies.  By deep-diving into their organizations, HURIS provides expert, comprehensive and value-driven business solutions and services, focusing on human resource business processes, ranging from the set-up of organizations to post-employment management. As part of its solutions, the company also designs and conducts learning and development programs that address the needs of corporate leaders and future leaders of those clients, so that they reach their organizational goals and optimum efficiency.

VISION AND MISSION STATEMENTS

***VISION***

HURIS envisions a strong Philippine and ASEANeconomy supported by a thriving, resilient, and dynamic business community where human capital is competent and highly productive, motivated, progressive, and happy.

***MISSION***

HURIS transforms organizations so that they attain optimum effectiveness and health, and develops people to become the strong, creative and resilient leaders who drive growth. It provides its clients with trailblazing, well - researched, advanced systems, and innovative business solutions.

BOARD OF DIRECTORS

**OSCAR L. CONTRERAS, Jr., DPM, MPA, CEC**

Chairman

Mr. Contreras has extensive experience in all areas of human resources. He served as managing director of Ayala Corporation and senior vice president of human resources and corporate services of Globe Telecom and Bank of Philippine Islands (BPI) as well as head of HR of Nestle Philippines. In 2004 he was elected president of the People Management Association of the Philippines (PMAP). He is also past chairman of the Accreditation Council of the PMAP Society of Fellows in Personnel Management, and also served as president of the Society. Nonong is an accredited international advisor and assessor of Investors in People (IiP). Mr. Contreras has extensive experience in all areas of human resources and Organization Development.

**RAMON S. MEDINA, DPM, CEC**

President

Mr. Medina’s vast experience in human resources stems from his long stint in the food and beverage industry. He is former Senior Vice President for Group HR of the RFM Group of Companies where he rose from the ranks. In 2003 he was elected PMAP President. In 2008, he became president of the PMAP Philippine Society of Fellows in People Management. He is also an accredited international advisor and assessor of Investors in People (IiP). Mr. Medina has extensive experience in all areas of human resources and Organization Development.

**ENRIQUE V. ABADESCO, Jr., DPM, CEC**

Director and Chief Learning Officer

Mr. Abadesco’s corporate experience is in leadership and organizational development. He was Vice President for Corporate Human Resources of San Miguel Corporation; regional OD and Training Manager of Exxon Chemical Company, Asia Pacific; and 2008 President of PMAP. He is an international member of the Organization Development Network, USA; and in 2015 served as president of PMAP Philippine Society of Fellows in People Management. Mr. Abadesco has extensive experience in all areas of human resources and Organization Development.

**JIMMY M. ISIDRO, DPM, CEC**

Director

Mr. Isidro is an entrepreneur with extensive experience as a service provider. He has served as adviser to local government units (LGUs) on government matters. In 2010 he too was elected president of PMAP. Before that he was 2005 treasurer. In 2008 he was Vice President of PMAP Philippines Society of Fellows in Personnel Management. Mr. Isidro has extensive experience in all areas of human resources and Organization Development.

**JUAN CARLOS O. MEDINA**

Chief Operations Officer

Before his appointment as HURIS’ COO, Mr. Medina was HURIS’ business development manager and a consultant for strategic management solutions and organizational design for companies in the food, power distribution, health and financial service industries. Prior to joining HURIS, he worked for a software development and consulting firm that specialized in automation and managed services. He is a licensed financial adviser and a certified securities specialist. JC is also a professor of Financial Management and Innovation at the University of Asia and the Pacific. He has an Executive Master’s degree in Business Administration (EMBA) from the Asian Institute of Management, and is a Master of Science in Management (MScM) degree holder of the University of Asia and the Pacific. He completed advanced studies in behavioral finance, marketing, and economics as part of the Global Network for Advanced Management (GNAM) Program of Yale School of Management in the USA. Mr. Medina has extensive experience in all areas of human resources and Organization Development.

SERVICES

**ORGANIZATION DEVELOPMENT AND SOLUTIONS**

**Mergers and Acquisitions**

**Organizational Assessment and Change Management**

**Organizational Design**

**Competency Framework Development/ Assessment**

**Performance Management**

**Job Evaluation**

**Job Description**

**MANAGEMENT DEVELOPMENT AND SOLUTIONS**

***CESB ACCREDITED PROGRAMS***

* **Managerial Leadership**
* **Strategic Decision Making**
* **Performance and Results Management**
* **Building Powerful Teams**
* **Transformational Leadership**
* **Strategic and Critical Thinking**
* **Driving Execution**
* **New Leadership Styles for 21st Century**
* **Thinking Out-Of-The-Box: Embracing Innovative Leadership**
* **Coaching: Raising Performance to the Next Level**
* **Achieving a Positive Turn-around in Employee and Organizational Performance thru Positive Discipline**
* **Effective Conflict Resolution and Solving Employee Performance Issues thru Mediation**
* **Essentials of Managing Change and Employee Transition**

***HR BUSINESS PARTNER MASTER CLASS PROGRAM (CIPD)***

**Business Savvy HR**

**Leveraging HR Analytics and Data**

**The Influential Partner**

**The Organizational Coach and Mentor**

***EXECUTIVE COACHING***

**BUSINESS SERVICES**

HURIS provides services for HR and other business processes such as recruitment, payroll, timekeeping, Learning and Development management, secretarial, and clerical work. The service frees small and medium scale businesses of the burden of having to maintain a regular pool of employees, and the added costs of benefits and other ancillary expenses of having them in your regular employ.

**Knowledge Process Outsourcing**

Compensation and Benefits Management

Recruitment Management

Corporate Events

General Administration

HR Support

Training Management

Process Documentation

**Background Investigation**

**HR Payroll Solution**

**CBA Negotiation**

**Corporate Set-up**

Business Registration Document Processing and Acquisition

Organizational Set-up

**Talent Assessment**

In its fifteen years in business, HURIS has worked with a broad range of industries and organizations:

* Information Technology
* Telecommunications
* Transport and Logistics
* Health Care (HMO)
* Marketing
* Pharmaceutical
* Automotive
* Manufacturing
* Telecommunications
* Food and Beverage
* Banking and Finance
* Health Care
* Medical Facilities and Hospitals
* Hotel and Restaurants
* Real Estate and Development
* Professional Organizations
* Government and Regulatory Agencies

The firm has conducted a total of 174 learning and development programs, accredited by the Career Executive Service Board (CESB) since 2011, with a total of 3,925 participants from the various agencies of the Philippine government. In late 2018, it signed a partnership with the UK-based Chartered Institute of Personnel and Development (CIPD) and ran four courses under its Human Resource Business Partner (HRBP) program in the following year. It continues to design programs for the skills and competency development of its clients’ leaders and staff. In all, HURIS has trained an estimated 4,500 people in both the corporate and government sectors, in its various training workshops held as public offerings and as specially developed training interventions.

Today, HURIS, continues to explore the organization development landscape to drive improvement. It has established partnerships with a number of international human resource and organization development firms to broaden the Philippine HR and OD horizon. Its international partners are:

* Chartered Institute of Personnel and Development (CIPD)
* Kensington Consultants
* Louis Allen Worldwide
* McClelland Vernon Consulting
* The Wallace Business Forum
* Management Association of the Philippines
* People Management Association of the Philippines
* Philippine Chamber of Commerce and Industry
* Philippine Society for Training and Development

In its fifteen years of operation, HURIS has gone from less than ten full-time staff, to a lean and mean HR complement of 17 full-time employees and 5 Board of Directors. It maintains a roster of resource persons and consultants, who have vast experience in HR and other fields of business. They are tapped for HURIS’ various projects and programs, according to their expertise and work on certain specialized areas in the company’s operations.

CLIENTS

**Private Organizations**

* Araneta Group of Companies
* AstraZeneca Pharmaceuticals (Phils.), Inc.
* Ayala Corporation
* Ayala Multi-Purpose Cooperative
* Bayer Philippines
* Coca-Cola Bottlers Philippines, Inc.
* Continental Temic
* China Banks Savings Corporation
* Ford Group Philippines
* Global Gateway Logistics Corporation (GGLC)
* Globe Telecom, Inc.
* HRM3 Asia, Singapore
* Igloo Supply Chain
* Lotte Confectionary Pilipinas Corp.
* Mariwasa Siam Ceramics
* Maxicare Healthcare Corporation
* Max’s Group of Companies
* Numonyx
* Peregrine Holdings Ltd.,
* Philippine Long-Distance Telephone Company (PLDT)
* San Miguel Purefoods
* SM Development Corp. (SMDC)
* Specialty Pulp Manufacturing, Inc.
* Sumidenso Automotive Technology Asia (SAT-A) Corporation
* SunLife Financial/ Sunlife GREPA
* Swedish Match Philippines Inc.
* The Medical City
* The Peninsula Manila
* Third Millennium Oil and Milling, Inc.
* Unilever Philippines
* Vicsal Holdings and Corporation (Gaisano Group)

**Government Sector**

* Bangko Sentral ng Pilipinas (BSP)
* Board of Investments (BOI)
* Bureau of Quarantine (BOQ)
* Career Executive Service Board (CESB)
* Civil Service Commission (CSC)
* Department of Agrarian Reform (DAR)
* Department of Budget & Management (DBM)
* Department of Education (DepEd)
* Department of Health (DOH)
* Department of Public Works and Highways (DPWH)
* Department of Trade and Industry (DTI)
* Government Service Insurance System (GSIS)
* National Commission on Indigenous Peoples (NCIP)
* National Meat Inspection Service (NMIS)
* National Power Corporation (NPC)
* Pag-IBIG Fund
* Philippine Coconut Authority (PCA)
* Philippine Deposit Insurance Corporation (PDIC)
* Philippine National Police (PNP)
* Philippines Statistics Authority (PSA)
* Presidential Management Staff (PMS)
* Professional Regulation Commission (PRC)
* Technical Education and Skills Development Authority (TESDA)
* Tourism Promotions Board (TPB)