



*Virtual roll-out of the Amended JHMC SPMS Manual on November 12, 2021.*

## **D. LEARNING AND GROWTH PERSPECTIVES**

### **D.1 Human Resource Development Program**

For CY 2021, the JHMC developed and implemented a Human Resource Development Program (HRDP) dubbed as *“Developing a Work Champion/Administrative Expert”* to address identified competency gaps and/or to upgrade the capacities all employees for the covered period, through different platforms. The focus is on expertise and effective work habit development. The objectives are to promote the Company's efficiency by ensuring that all employees are a good fit for the position and can deliver the required output with efficiency and to reinforce or boost knowledge on the basic skills to increase efficiency.

## D.2 Health and Wellness Program

### **\*Physical Work Outs**

To promote change in behavior and a work and life balance, physical work outs were introduced to promote change in behavior and a work and life balance. With the COVID-19 pandemic still in place, physical exercises were conducted in consideration of the safety protocols. Thus, the same were conducted both physically and virtually. Also, online games were conducted.

