

C. INTERNAL PROCESS PERSPECTIVES

In alignment with the government's socio-economic agenda on the ease of doing business, several processes of JHMC are being reviewed, streamlined, and digitized to ensure more effective and efficient delivery of public service.

C.1 Review of the JHMC Charter Statement and Strategy Map

The new set of the JHMC Board of Directors and Management made a thorough review and discussion of the existing Charter Statement of JHMC during the Strategic Planning held in November 2024. The event was also attended by the BCDA Representatives headed by no other than the President and CEO Engr. Joshua M. Bingcang. This activity led to the updated JHMC Charter Statement and Strategy Map which was approved on **16 December 2024**.

C.2 Welfare of Internal Stakeholders

At least **six (6) Policies** were introduced and/or amended to prioritize the welfare of JHMC Employees for the year.

C.2.1 New Policies

- a. *Policy for the Conduct of Fairs or Bazaars n Camp John Hay (Effectivity: 10-28-24)*

C.2.2 Amended Policies

- a. *Contract Preparation and Monitoring Policy (Effectivity: 10-28-24)*
- b. *Citizen's Charter of the Legal Department (Effectivity: 10-28-24)*
- c. *Recruitment, Selection and Hiring Policy (Effectivity: 12-09-24)*
- d. *Policy on Code of Discipline (Effectivity: 12-09-24)*
- e. *Anti-Sexual Harassment Policy (Effectivity: 12-23-24)*

C.3 Risk Assessment and Management

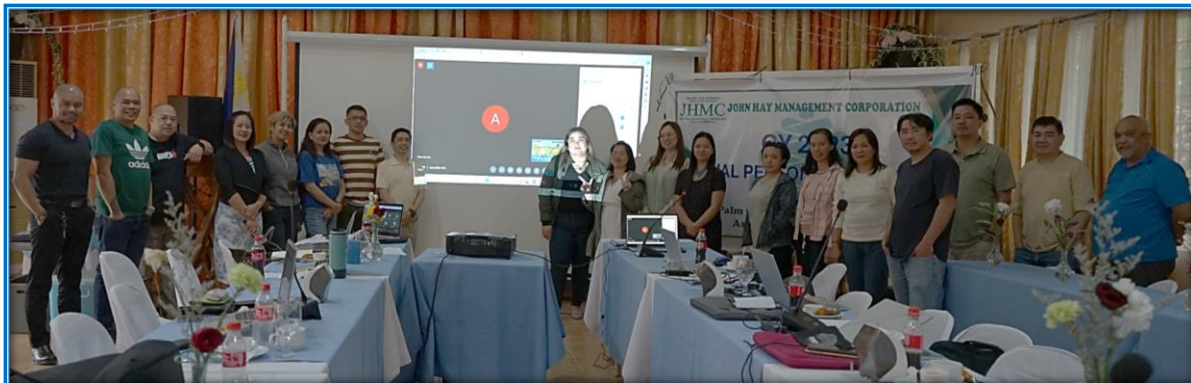
The JHMC implements its **enhanced** Risk Management System (RMS) to ensure the breakthrough realization of the Organization's goals and objectives.

C.3.1 Management and Performance Reviews

✓ 25-26 January 2024: CY 2023 Annual Performance Review

Aimed to check on the result of the progress of implementation of the approved plans and programs of the organization, the challenges encountered and ways to move forward to mitigate risks and achieve continual improvement within the JHMC operations, the Performance Review for CY

2023 result of projects, activities, and programs implementations at the Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).



✓ CY 2024 Quarterly Performance Review

As part of the Plan-Do-Check-Act (PDCA) Cycle, the Quarterly Performance Review sessions are undertaken for purposes of **proper risk and opportunity management** for a more effective and efficient implementation of the 2024 programs, activities, and projects.

For the year, the Q1 to Q3 Performance Review sessions were held at the Baguio Palace Hotel, #21 Legarda Road, Baguio City.



The Participants from the Management of the CY 2023 Annual Performance Review at Palm Grove Hotsprings and Mountain Resort, Asin, Nangalisan, Tuba, Benguet on 25 January 2025 (above) and on 26 January 2025 (below).

C.3.2 Corporate Planning Sessions

✓ 26-27 November 2024: Strategic Planning

The BCDA Top Management, JHMC Board of Directors and JHMC Top Management were brought together at the Bell House, Historical Core, Camp John Hay, Baguio City on to review and discuss the future of the organization.

Guided by the Risk-Based Thinking (RBT), the JHMC BOD and Management are brought together to brainstorm and seek information in order to identify information and various signs of change that **positively disrupts** the Organization.

For the very first time, the BCDA is well represented in this Strategic Planning activity for having no less than the BCDA President and CEO, Engr. Joshua M. Bingcang, personally attending the 1st day of the activity. With him is VP for Engineering and Social Support Department Mark P. Torres; Planning Officer IV Rolando I. Navarrete Jr; and, Senior Corporate Planning Strategist Rhodenica T. Latido.





The Day 1 Participants with the BCDA Representatives led by the President and CEO Engr. Joshua M. Bingcang, JHMC Board of Directors and Management.



The Day 2 Participants with the JHMC Board of Directors led by Chairman Junie E. Cua with the Management.

✓ **19-20 June 2024: Operations Planning**

From the Strategic Planning, the Operations Planning was successfully conducted with the JHMC Management at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher’s Camp, Baguio City. It is at this level of planning that the measures, targets, and risks are identified and risk treatment plans are integrated into the Corporate Plans.



The President and CEO and the attendees of the Day 1 of the Operations Planning Activity.



The Participants of the Day 2 of the Operations Planning Activity.

✓ **04-05 July 2024: Departmental and Budget Planning**

Departmental Planning is important because it is at this level that action plans are identified for proper risk management. The Departmental and Budget Planning was successfully conducted with the JHMC Management and selected Officers and Staffs at the Sotogrande Hotel Baguio, Interior Lot 92M from Leonard Wood Road, Cabinet Hill – Teacher’s Camp, Baguio City.

This activity paved the way for the start of the realization of the JHMC Strategic Plan 2024-2028 and the formulation of the proposed Corporate Operating Budget (COB) for CY 2025.



The Departmental and Budget Planning Participants posed with the President and CEO Atty. Marlo Ignacio V. Quadra during the 1st and 2nd day of the activity.

