



INTRODUCING: NATCCO’S Knowledge Resource Center

by Rose Gob

The NATCCO Knowledge Resource Center or KRC is the newest unit within Education, Training, and Consultancy Group (ETCG). Its main objective is to act as a primary source of knowledge for every cooperative, serving as the Research and Development arm of the federation to design programs that directly addresses the competency-development needs of primary cooperatives.

Knowledge Resource Center (KRC) is the foundation of the Cooperative Academy of NATCCO (CAN). The academy’s role is to inculcate the values of cooperative movements among its member cooperatives, as well as to NATCCO internal employees.



KRC gathers and collects NATCCO’s information, educational programs, training programs, materials, books and manuals that will help cooperatives operate better. The consolidated knowledge resources are utilized to institutionalize cooperatives’ best practices, and use it as learning materials for the network. As a federation, we have the responsibility to impart cooperative values, knowledges, information, skills and experiences to all members. CAN will assess if the programs of the academy generated significant social impact to the cooperatives’ members.

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Primary cooperatives its first program entitled Cooperative Leadership Management Program or Co-op LAMP. The pilot run last July 2-6, 2018 was given to managers of NATCCO head office with eight (8) managers/leaders from primary cooperatives. It took them 5 intensive days of case readings and discussions. The 30 graduates of the pilot run were senior staff of the NATCCO and member cooperatives.

1. Evelia Tizon from MICOOP-NATCCO, Head
2. Salvacion Nicolas from MICOOP-NATCCO, Credit Officer
3. Jerome Tejada from MICOOP-NATCCO, Credit Officer
4. Diosdado Luna from NATCCO-MRNG, Development Communication Officer
5. Alma Vinluan from NATCCO-Treasury & Credit, Treasury Head
6. Roel Geyrozaga from NATCCO-Treasury & Credit, Credit Officer
7. Zorahayda Cafirma from NATCCO-Finance & Admin., Finance and Admin Head
8. Daisybelle Cabal from NATCCO-ETCG, ETCG Head
9. Erwin Gregorio from NATCCO-ETCG-Consultancy, HR Consultant
10. Christeta Viesca from NATCCO-ETCG-Training, Training Director
11. Leslie Esternon from NATCCO-ETCG-Consultancy, former Consultancy Director
12. Mary Rose Gob from NATCCO-ETCG-KRC, KRC head
13. Maribel Gulay from NATCCO-ETCG-GAD, GAD head
14. Lasalette Gumban from NATCCO-ETCG-Diaspora, Diasporat head
15. Sharon Marie Dy from NATCCO-ETCG-Stab Fund, Stab Fund Head
16. Roxanne Sajonas from NATCCO-ETCG-Consultancy, Finance Advisor
17. Glenn Medez from NATCCO-ETCG-Consultancy, Consultancy Head
18. Filipinas Tio from NATCCO-ETCG-Consultancy, Consultancy Technical Advisor
19. Kristianne Aries Mendoza from NATCCO-ETCG-Consultancy, former Credit Advisor
20. Lalaine Gepaya from NATCCO-MRNG, MRNG Head
21. Dindo Meroy from NATCCO-ETCG-Consultancy, Consultancy Technical Advisor
22. Hazel Ann Mangaya from NATCCO-ETCG-Aflatoun, Aflatoun Head
23. Maria Cristina Naigan from St. Martin of Tours Credit & Development Cooperative, CEO
24. Rhodora Englis from MSU-IIT National MPC, former Chair
25. Juriz Perez from Tagum Cooperative, CEO
26. Rene Hilot from Oro Integrated Cooperative, CEO
27. Eleonor Santiago-Dillena from Micro Entrepreneurs Multipurpose Cooperative, CEO
28. Corazon Tingzon from Barbaza Multipurpose Cooperative, Chairperson
29. Obdulla Olo-Luzon from Bontoc Multipurpose Cooperative, former CEO





30. Venus Luguban from Bukidnon Government Employees Cooperative, CEO

Participants found the training grueling but highly infused with knowledge and practical or applicable cases, thus enhancing their critical thinking skills. It was hard for the first batch to fully appreciate the program because of the intensive demand of the program. Thus, to improve the mini-MBA program specifically designed for the co-ops, Bayan Academy and NATCCO Knowledge Resource

Center agreed to spread the materials in to three (3) months or an equivalent of ten (10) to complete the program. The second run of Co-op LAMP was held on October to December 2018. With the strategy of spreading the program into three (3) modules, the KRC team was able to strike a balance. Batch 2 of Co-op LAMP are composed of Chairperson, CEOs, and Branch Managers of NATCCO Network's cooperative members. Also, with this batch, the registration of the title for "Certified Cooperative Manager" (CCM) was approved by Intellectual Property Office (IPO). The CCM badge were then granted to 19 graduates.

1. Maria Jennet AVECILLA from Bagong Silang 2 Multipurpose Cooperative, General Manager
2. Corazon N. Orito from St. Martin of Tours Credit and Dev't. Cooperative, Finance Division Manager
3. Serafin Celestino, Jr. from St. Martin of Tours Credit and Dev't. Cooperative, Membership Div. Managers
4. Joselita Cardona from Most Holy Rosary Multipurpose Cooperative, CEO
5. Manolito Armas from La Trinidad Vegetables Trading Post Multipurpose Cooperative, General Manager
6. Erol Manalo from Tayabas Community Multipurpose Cooperative, Branch Managers
7. Mark Romeo Forcadilla from Gubat St. Anthony Cooperative, Branch Manager
8. Nonito Collingwood from Gubat St. Anthony Cooperative, Branch Manager
9. Rosalie Valencia from Valenzuela Development Cooperative, CEO
10. Mabel Lacson from Southern Global Services Multipurpose Cooperative, Branch Manager
11. Rudy Argamosa from Southern Global Services Multipurpose Cooperative, Branch Manager
12. Rebecca Joy Aquino from Mindoro Progressive Multipurpose Cooperative, Account Manager
13. Minerva Tejada from NATCCO MBAI, CEO
14. Leonil Alabado from Barbaza Multipurpose Cooperative, Branch Manager
15. Dedaci Nepomuceno from Pandan Multipurpose Cooperative, CEO
16. Felimon Siva III from Dingle Government Cooperative, CEO
17. Jose Romeo Ebron from Oro Integrated Cooperative, Chairperson
18. Evelyn Alvarez from Micro-Entrepreneurs Multipurpose Cooperative, Branch Manager
19. Helbert Llano from Socorro Empowered People's Cooperative, Branch Manager

Right after Co-op LAMP 2, the research team started working on actual case studies in the cooperative industry. Thus, writing its own co-op case materials. Finally, on March 2019 the first official release of Co-op LAMP was announced. As of current, after seven (7) months operations, the program was run three (3) times from the date of its official launch. Now, total graduates for Co-op LAMP from Batch 1 to Batch 5 totals one hundred six (106), and out of these graduates, we were able to grant 85 Certified Cooperative Manager badges.

By November 29, 2019, all graduates of Co-op LAMP gathered the 1st CCM Summit: The Co-op LAMP Graduates homecoming in Tagaytay City. The CAN Faculty plan to constantly meet with graduates, get feedback, and share knowledge and wisdom from their personal experiences.



NATCCO Knowledge Resource Center offers the following programs:

(Co-op LAMP) Cooperative Leadership And Management Program

is a mini-MBA program that can be completed in ten (10) days. Completion of this program entitles them to receive a Certified Cooperative Manager (CCM) title. CCM is not only a certification but allows title holder to gain more access to knowledge resources and discounts with NATCCO's training programs.

(SHRMP) Strategic HR Management Program

is a comprehensive training on HR Management and strategic applications of developmental programs for the employees of the cooperatives. This will allow participants to gain skills in HR management. All functions of the HR department shall be thoroughly discussed and case studies are also utilized to enhance the critical thinking skills of our HR management practitioners.

(LMMD) Learning Methodologies and Materials

is a training of trainers (TOT) module that focuses on "Whole Brain" approach to learning and holistic approach to adult learning. Participants would learn different training approaches and how to write cases studies as materials for teaching of facilitation. It also provides materials on the principles and values of the cooperative movement.

The remaining programs for this year are as follows:

UPCOMING ACTIVITIES

| LMMD | CRM | CCM HOMECOMING |
|----------------------|----------------------|-------------------|
| November 12-16, 2019 | November 19-23, 2019 | November 29, 2019 |

Training of Trainers: Building a Transformative Leadership

by Joven L. Reyla



BAGUIO City - Knowledge Resource Center (KRC) through Cooperative Academy of NATCCO (CAN), in partnership with Asian Confederation Credit Union (ACCU), conducted a training program on training of trainers dubbed as “Building Transformative Leaders” held at Azalea Hotels and Residences, Baguio City on August 27-29, 2019.

The three-day training program builds strong leadership to push vision of cooperative in the nation on integration. The training is also envisioned to build leaders who are emotionally and socially intelligent - attributes that are very closely connected to effective and sustainable leadership.

The first day of training was facilitated by KRC Unit Head Ms. Mary Rose Gob. She discussed the cooperative ideas and the Levels of Leadership. The topic on cooperative ideas focused on the

characteristics of a transformed leader. To mention some, a leader who share a collective organizational consciousness, entertains new ideas from his/her subordinates and the ability to take the right risk. While the Levels of Leadership focused on discussing the five levels namely; Position, Permission, Production, People Development, and Pinnacle.

Furthermore, Sta. Cruz Savings and Development Cooperative (SACDECO) Chairperson Alexander Raquepo helped detect the purpose of the participant's life, identifying their values and goals that will guide them as a leader. The participants continued discovering themselves as they explore with Ms. Mary Rose Gob their emotional quotient (EQ), following the topic on *Purpose in Life*. On the other hand, Training Unit Head of NATCCO Network Ms. Christeta S. Viesca talked about the Emotional

Intelligence (EQ) focusing on how to manage the emotions of the participants. Attendees were asked to fill the Mind Map on a flip chart and supply the five arteries – for the five categories of EQ such as Self-Awareness, Self-Regulation, Motivation, Empathy and Social Skills.

The last day of the session was an exploration on the *Five External Challenges* encountered by the cooperative movement with Mr. Ernan Palabyab of PFCCO. The participants identified top impacts to the cooperative. These are 1) Ageing Membership and Leaders – as they cannot attract the millennials, inability to offer digital financial services; 2) Fragmented and cannot share technology, 3) Safety and Soundness issue because they are unregulated, 4) Slow Growth and face challenges of retaining members and recruiting new members, and 5) Mission Drift as leaders may seek for profit and making business to cover the cost of the operation.

According to the Paralegal Officer of Mother Rita Multi-Purpose Cooperative Ms. Delilah E. Paulite, she said that the three-day training program's objective was achieved when her inner leadership skills were reactivated. "The activities are effective in making all the participants alive and active on discussions making way for 'easy' mood despite of being out of the comfort zone because of the grouping scheme", she added. The said training program was attended by 16 primary cooperatives all over the Philippines. Most of them are HR practitioners, training officers and members of the Education Committee.

Hiring the Right People for the Right Reason

by Ma. Claudette Risa G. Bataller

MANDALUYONG City – The primary goal of Human Resource is *"To Increase and Maintain Productivity"*, according to Prof. Angelito Domingo during his discussion on August 15. CEOs, General Managers, Branch Operation Officer, HR Officers, as well as Finance Officers from different cooperatives gathered together in Co-op Lamp 4, Day 2 for the training of 27 participants on Strategic Human Resource Management at ABS-CBN Bayan Foundation. The said training started at 9:30 a.m. held at Legend Villas located in Mandaluyong City.

Prof. Domingo, scrutinizes that the main vision of this case is *"to desire future statement"*, which means if you have exceptional dream you must have great strategy since we are living in a day to day basis to adapt people. He also added, that some employers easily hire people base on qualification and experience they forget that the main

objective of human resource is to identify if your applicant is suitable as revealed by performance indicator, internal analysis, strength and opportunities, since human resource is not about being nice, buy about giving what they need.



"The right customer, purpose and management are important in dealing with the challenges in hiring personnel in a company."

-Prof. Angelito Domingo

On the other hand, as part of recruiting the right people he also discussed about the competency and way of spirit guide on how to maintain people into your company.

In addition to, Prof. Domingo also discourse that the customer is also called as the beneficiary or the social enterprise. He discussed about the happy helpers, the characteristics and

who your customer is. Participants actively participated in the workshop given by the facilitator. He divided the participants into 8 groups and asked subsequently about the characteristics of happy helpers and by identifying who should be your customer.

The afternoon session resumed with a film showing entitled: US Army (22:48) followed by his lecture *Learning Before Doing, Learning While Doing and Learning after doing*.

Making Co-operators Master Creators!

by Ma. Claudette Risa G. Bataller

QUEZON City – Vital to the sustainability of any organization, including co-ops, is creativity. Vitality is the result when co-op leaders and staff exert their utmost to be more creative to serve their members better.

On September 11 at the NATCCO Headquarters, the Diaspora Unit of NATCCO Network conducted a two-day training as part of their program’s capacity-building activity. “Creative Design Master Class” for cooperatives. The aim of this training is to make our co-ops establish a strong global image through effective design and help participants in the digital space as well as basis to advanced design applications like photoshop that will be applicable in print, web and mobile pattern.

The first day of workshop was facilitated by Mr. Robert Cristobal, founder of *Creative Story Teller* and Director of *Frame 316*, based in Singapore. He gave an explanation about the Creative Design Methodology that is enhancing creativity in the design approach. He said: “Designing is about solving a problem and providing solution.”, which is to convey message to your target.

Mr. Cristobal, talked about The Principles of design and its elements such as composition, movement, alignment, space, usability as well as color. He point out about the difference of Composition and Layout. According to Mr. Cristobal Composition is just the arrangement of visual elements while the Layout is the end work of your design. To add spice to an interesting topic, he conducted a workshop on designing from scratch. Moreover, as part of the training Mr. Cristobal divided the participants into groups according to their cooperatives and gave an assignment to each participant to make their own prototyping design or mock up – an arrangement of text and pictures to be printed.

The second day of training started with a morning prayer headed and a recap on the first day’s discussions provided by Ms. Lasallete Gumban. Then, the continuation of discussion of design application, implementing the principles of design.

In addition, Mr. Cristobal pick from each group the best mock up and ask to prepare a layout that is going to present by the afternoon session as part of practical design workshop.

Finally, eacg group proudly presented their finished layout and Mr. Cristobal gave his comments on how they could improve their creativity and editing skills.

40 participants from different cooperatives under NATCCO Network attended. “Being creative is limitless , regardless what tools you are going to use as long as you solve a problem.”

Human Resource Management: Self Mastery Before Managing Others

by Ma. Claudette Risa G. Bataller



MANDALUYONG City – Knowledge Resource Center (KRC) in partnership with Bayan Academy conducted the first-run for Strategic Human Resource Management held at The Legend Villas, Mandaluyong City on October 7-11.

The training program was designed to answer the increasing demand for Human Resource Professionals in the Co-operative Sector since many micro and small cooperatives do not have a separate unit for the Human Resource Management. The 5-Day Training is divided into 3 Parts; Part 1 – Self Mastery and Wholebrain (Knowing Thy Self), Part 2 - Organizational and Industry Awareness (Knowing your Business and Industry), Part 3 – Strategic Human Resource Manage (Knowing Your Profession).

The first two-days of training was facilitated by Ms. Mary Rose Gob, KRC Unit Head and the program developer of SHRM. She discussed the 7 Levels of Learning on Self-Mastery through *Enneagram & 16 Personality Types*. Ms. Gob also gave an overview on *Wholebrain Learning System* and *The Quadrant Brain Model*. Her Afternoon discussion started by Identifying the type of Leadership Human Resource must possess. In addition, Ms. Gob dealt with the difference of Inspirational, Transformational, Adaptive, Heroic as well as Servant Leadership followed by a video on the *Five Levels of Leadership* by John Maxwell. As part of their activities Ms. Gob, asked the participants to rate themselves just to gauge their leadership using the tools.

On the Second day, Ms. Gob shared on the *Social Economy and the Role of Social Innovators*, citing Ruth Callanta's CCT Cooperative as a study case.

The Third day of SHRM Program is a brand-new topic for the participants as Mr. Angelito Domingo of Bayan Academy lectured on Human Resource Management down to the major HR function and most especially the orientation on the *Eight Rs of HR Management*. According to Mr. Domingo, being competent is the most important characteristics in finding the right employee for the position. He also gave an explanation on *Reviewing and Rewarding and Total Performance Management System*.

Apart from this, Ms. Donna Maglanoc, of NATCCO Consultancy from Mindanao Branch assisted for the fourth day. As stated by Ms. Donna "Policies are there to guide Human Resource, Laws are there to guide us not to bind us." She explained her topic about retooling and recycling, as a matter of fact. Ms. Donna showed the Tools on Training Development Plan.

Besides, the final day of the program was headed by Ms. Gob. She lectured on *Retaining Critical Talent at Burke, Inc.* and *The Role of Resonant Leadership in the Organizations*. This Program was attended by eight (8) HR Officers from different co-operatives under NATCCO.



"The only true wisdom is in knowing you know nothing." – Socrates



**National
Speaker:
Ms. Leslie
Esternon**

by Ma. Claudette Risa
G. Bataller

What was your life like
before you began
working with NATCCO

*** But have you ever notice which one is the most surprising thing about Ms. Leslie aside from being knowledgeable in her field is that she knows how to cook. According to her she's also surprised of what her hands and tastes buds can do. Her hobbies are cooking, baking, arts and crafts. Although she had a lot of accomplishments including Master's Degree in Business Management, Bachelor of Science in Accountancy at Xavier University and Ateneo de Cagayan. Ms. Leslie also implemented and transferred the WOCCU technology to cooperatives, federations and CDA Mindanao. She's also the Internal Auditor of the WOCCU – CUES II product in Davao and Ormoc City. But above those achievements there's this

Consultancy? *"I was helping some cooperatives in Mindanao to implement the capacity building technology of the World Council of Credit Unions. Life was quiet, fun and easy in my hometown back then."* – Ms. Esternon (MBM)

At this moment, Ms. Leslie Esternon is a Registered Financial Planner and Certified Public Accountant. She's also a finance expert analyst for the past 12 years. She has an expertise in technical assistance to savings and credit cooperatives. Her area of knowledge includes financial analysis, access branding, pearls and pesos, business strategic planning, coaching and mentoring, training design, modules and facilitations, personal finance, financial literacy for creative members.

contribution and achievement that she is proud of and it's nothing more than having and raised a wonderful and God-fearing kid despite being an absentee mother because of frequent travels for work. Like everybody else her family inspires her everyday lives. Currently, the biggest challenge Ms. Esternon's facing were choosing between her family and career. Along with this, Ms. Leslie is also one of the speaker of Co-op LAMP. According to her the most terrifying thing that can happen is, for her, *to run out of ideas*. There are particular moment that stand out for her and that is successful events of the consultancy team, since Ms. Esternon was the former NATCCO Consultancy Unit Head.

FEATURED



ST. MARTIN OF TOURS
CREDIT AND DEVELOPMENT COOPERATIVE

(Luzon)

By Ma Claudette Risa G. Bataller

St. Martin of Tours Credit and Development Cooperative was started by 15 Church-based founder led by Parish Priest. Fr. Sancho V. Ramos. At first, it was registered at Department of Agriculture's Bureau of Cooperative Development on January 27, 1970 named as St. Martin of Tours Credit Union under the leadership of Dr. Antonio B. Fortuna -The Chairman of cooperative for 20 years.

Dr. Fortuna, as the cooperative's Chairman Emeritus, raised the cooperative from a small room in the municipal office, and soon had its own lot beside the church. The lot was blessed by bishop Cirilo R. Almario, Jr.

Currently, membership had reached 3000 from 500, fifteen years since its inception, In 1984. From the founders' equity of P250, it jumped across to P18.5 million.

SMTCDC is expanding its membership outside Bocaue to neighboring towns – Balagtas, Pandi, Sta. Maria and Marilao. As of today the cooperative has more than 44,000 regular members with 1.8 B savings in assets.

As it grows through the years as a successful cooperative for socio-economic growth, St. Martin started to run its system into a wide Network System -- they have automated teller machines system so that the member can easily transact their business anywhere, 24 hours a day, seven days a week.

Now, the primary purpose of SMTCDC is to encourage its members to mobilize their savings. They can create funds and grant loans to maximize the loan benefits of the members.

They also implement programs like The Credit Delinquency Control and Collection, to keep members as good payers. Recently, the co-op opened their second branch of Gerry's Grill as investment. Another investment was done thru MOA with INFOMAN with the System Migration at Wide Area Networking (WAN) Project to widen their services with their members.



Micro-Entrepreneur Multipurpose Cooperative - MEMPCO (Mindanao)

By Ma Claudette Risa G. Bataller

Micro-Entrepreneur Multi-Purpose Cooperative (MEMPCO), located in Zamboanga City, was established to enrich the lives of the members as well as the community in Zamboanga Peninsula. Its mission is to provide financial products and allied services to its members through strong financial performance, engaged and empowered officers and employees, technologically abreast operation, and strategic collaboration and partnerships.

At first MEMPCO was a Project Management Unit (PMU) of former Peoples Credit and Finance Corporation (PCFC). The PMU sooner registered as Micro Finance Multi-Purpose Cooperative (MEMPCO) in 2002. Ten individuals were employed to serve the needs of its 583 micro-enterprising women -- the first cooperators. Grameen Methodology or "group loan" was their main product, to encourage the community and to empower its members. Also, to become more functional and active in the community through credit transactions and investments.

In 2005, MEMPCO started to expand. Micro finance loan, and savings deposit were developed. MEMPCO, as of current, has already opened 7 branches over Zamboanga Peninsula.

Congratulations to all the Co-op LAMP Graduates 2019!!!

Cooperative Leadership And Management Program

| BATCH 3 | | |
|--------------------------------|-------------------------------------|-----------------|
| 1. Jerbert Polonio | La Trinidad Vegetables Trading Post | Loan Officer |
| 2. Florence Apil Padcayan | Tabuk MPC | COO |
| 3. Dante Balan-Eg Carbonel Jr. | Tabuk MPC | Branch Manager |
| 4. Raymund V. Huelar | San Jose MPC | Branch Manager |
| 5. Eryne Mae T. Miquela | San Jose MPC | Cashier |
| 6. Christoper Bago | People's Micro Finance Cooperative | MIS Officer |
| 7. Jenilyn Dela Cruz | People's Micro Finance Cooperative | Accounting |
| 8. Julius Anthony Mabbatung | People's Micro Finance Cooperative | Finance Manager |
| 9. Reinreis Anthonio Gabriel | People's Micro Finance Cooperative | MI Officer |
| 10. Sarah Victoracion | People's Micro Finance Cooperative | Internal Audit |
| 11. Marlon Cristobal | Micro-Entrepreneurs MPC | Branch Manager |
| 12. Andy Howel Quinonero | King MPC | Branch Manager |
| 13. Noel Rios | King MPC | Branch Manager |
| 14. Romeo Sabino | King MPC | AGM |

| BATCH 4 | | |
|-------------------------|-----------------------------------|-------------------------------|
| 1. Alfredo V. Gomez Jr. | Natcco Network | Stab Fund-Inspector Officer |
| 2. Cheryl M. Balon | Natcco Network | MRNG-MRO |
| 3. Reynaldo T. Gulane | Panabo MPC | CEO |
| 4. Arlene T. Ruedas | Panabo MPC | Area Manager |
| 5. May Chel B. Batoon | Panabo MPC | Sales & Marketing Manager |
| 6. Liza P. Antonio | Mediatrix MPC | General Manager |
| 7. Marivic D. Madrio | Toril Community Cooperative | General Manager |
| 8. Kiara Domay Bondad | Benguet State University and Comm | OIC-Satelite Office |
| 9. Foneiy Cabfit | Benguet State University & Comm | Finance Officer |
| 10. Marjorie L. Cavan | Natcco Network | Consultancy-Technical Adviser |
| 11. Alma Morena Vidal | Micro-Entrepreneurs MPC | Branch Manager |
| 12. Cora Nimfa Vivar | Mambajao MPC | General Manager |
| 13. Novalyn Capsa | GSAC | Branch Manager |
| 14. Erwin Farenas | GSAC | Branch Manager |
| 15. Joel Joson | NEC MPC | General Manager |

| BATCH 5: NAME | COOPERATIVE | POSITION |
|-------------------------------|--------------------|-----------------------------|
| 1. Alvin B. Norieste | SMTCDC | Chief Operations Officer |
| 2. Evangelina SJ. Guevarra | SMTCDC | Chief Operations Officer |
| 3. Reynaldo Santos | SMTCDC | Branch Manager |
| 4. Michelle V. Hipolito | SMTCDC | Chief HR & Admin Officer |
| 5. Shiela R. Baptista | Red Ribbon MPC | Bookeeper |
| 6. Marissa B. Pimentel | Tabuk MPC | Branch Manager |
| 7. Evelyn K. Pugongan | Tabuk MPC | Branch Manager |
| 8. Rodelyn I. Vera Cruz-Berto | San Jose MPC | General Manager |
| 9. Jonna L. Forasteros | San Jose MPC | Accountant |
| 10. Rosanna G. Jabile | San Jose MPC | Branch Manager |
| 11. Ma.Rafoncel D. Tumaob | San Jose MPC | Recruitment/HR Officer |
| 12. Kerwin T. Catubig | DCCCO MPC | Branch Manager |
| 13. Andrian S. Flores | DCCCO MPC | Branch Manager |
| 14. Janeth T. Pal | King MPC | Branch Manager |
| 15. Maribeth S. Agustin | King MPC | Finance Manager |
| 16. Zorayda C. Javellana | King MPC | Asst. General Manager-Admin |
| 17. Elbert A. Loberos | Panabo MPC | Chief Finance Officer |
| 18. Leonado R. Garcia Jr. | Panabo MPC | Admin Officer |
| 19. Anna Concepcion A. Ras | Panabo MPC | Branch Manager |
| 20. Erwin B. Dumagay | MEMPCO | Branch Manager |
| 21. Richard R. Torlao | MEMPCO | Branch Manager |
| 22. Erwin V. Enopia | People's MPC | Program Manager |
| 23. Gerald V. Singson | People's MPC | HR Manager |
| 24. Jame B. Papa | People's MPC | Program Manager |
| 25. Jaycris G. Jamilun | People's MPC | Training Officer |
| 26. Mary Aldith R. Jabagat | People's MPC | General Manager |
| 27. Sharon Red W. Gallego | People's MPC | Administrative Officer |

| GRADUATES OF STRATEGIC HR MANAGEMENT FOR COOPERATIVES | | |
|--|----------------------------------|---------------------------|
| NAME | COOPERATIVE | POSITION |
| 1. Analey R. Lopez | Bagong Silang 2 MPC | Human Resource Officer |
| 2. Janelle L. Gomez | GSAC | Human Resource Associate |
| 3. Charlene R. Feratero | GSAC | Human Resource Associate |
| 4. Marjory S. Esquillo | NEC MPC | Human Resource Officer |
| 5. Arjay DR. Naungayan | Sacred Heart Savings Cooperative | Human Resource Officer |
| 6. Marife M. Itoralba | NATCCO Network | Human Resource Consultant |
| 7. Rosie May S. Delos Reyes | Mambajao MPC | Human Resource Officer |
| 8. Karen A. Espinoza | Toril Community Cooperative | Human Resource Officer |