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The Official Newsletter of Cooperative Academy of NATCCO



brings you the



Cooperative Academy of NATCCO

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CCM SUMMIT 2020

By Ma.Claudette Risa Bataller

Knowledge Resource Center continued to expand footprints this year as they accomplished their final activity Certified Cooperative Managers Summit 2020 : How can co-op bridge the digital divide? "Uplifting the spiritual trying times" on December 18.

Prof. Cecilia Manikan, Professor in Ateneo De Manila University Asian Center for Entrepreneurship. Prof. Manikan impart her valuable insights and inspirational talk to the Certified Cooperative Managers of Natcco.

Prof. Manikan provided Mindful check in and a quick reflection to the participants. Its a great way to increase mindful ability and psychological flexibility as people coping with the unpredictable unseen virus. She lay out the lockdown lifestyle over the contemplative lifestyle and it significant differences.

"Lockdown is imposed and obligatory while the contemplatives embrace lockdown as a choice, as a structure to support the contemplative profession." Prof. Manikan said

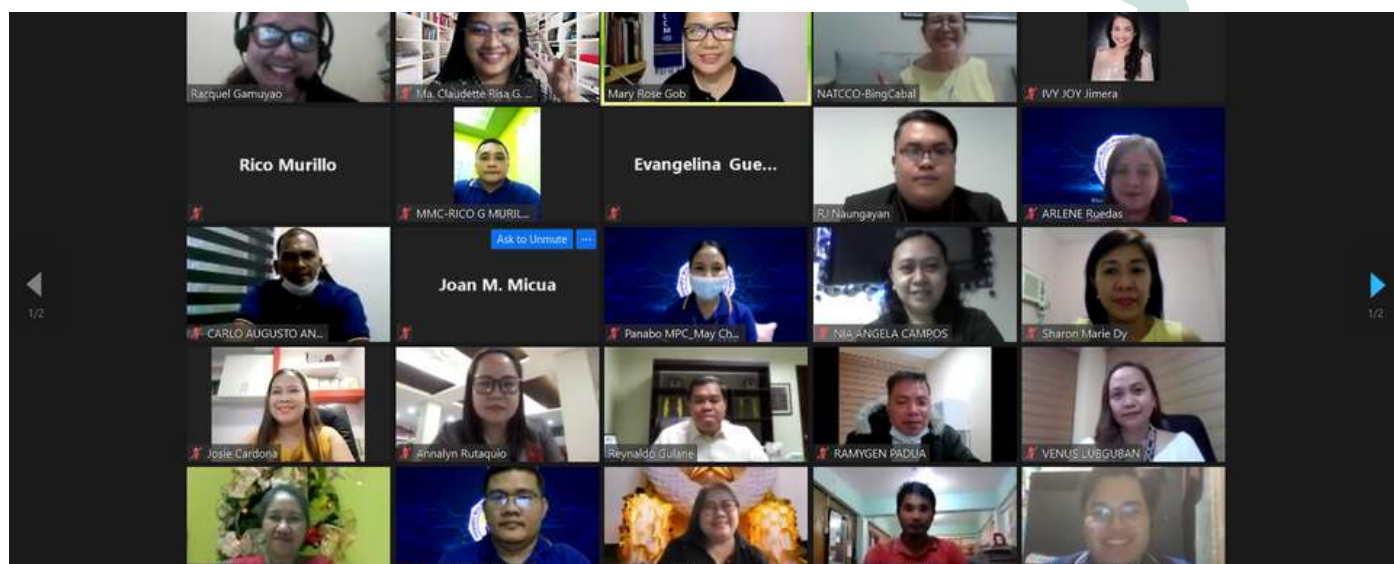
She also state from a divine perspective that the pandemic is a collective spiritual journey of mankind. *"Much of the work of authentic spiritual ang human development is to get people into liminal space and to keep them there long enough that they can learn something essential and new."* she remarked.

For the better managing of thoughts and emotions Prof. Manikan provided her on lecture Accessing and Nurturing the spirit according to her it is a way of developing and cultivating the higher aspect of being.

On the the hand, Ms. Sharon Marie Dy, Head of Stabilization Fund shares digitalization initiatives and some challenges of the cooperatives in terms of membership, marketing & sales, products & services, credit operations, governance and other business lines.

Another part of the program is the focus group discussion. 3 panelist were Ms. Joselita Cardona of *Most Holy Rosary Multi-purpose Cooperative*, Ms. Annalyn Rutaui of *Infanta Credit and Development Cooperative* and Mr. Reynaldo Gulane of *Panabo Multi-purpose Cooperative*. The discussion circulate based on the performance of their cooperative during the pandemic.

As of now KRC has reached 32 graduates of Cooperative Leadership and Management Program this 2020 and nevertheless prepares to run another batch on January 2021.



COOPERATIVE LEADERSHIP AND MANAGEMENT GRADUATES

CERTIFIED COOPERATIVE MANAGERS!



CO-OP LAMP BATCH 1

CO-OP LAMP BATCH 2



CO-OP LAMP BATCH 3



COOPERATIVE LEADERSHIP AND MANAGEMENT GRADUATES

CERTIFIED COOPERATIVE MANAGERS!



CO-OP LAMP BATCH 5



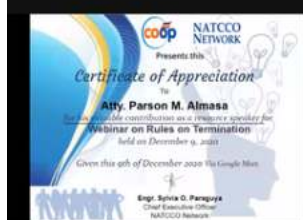
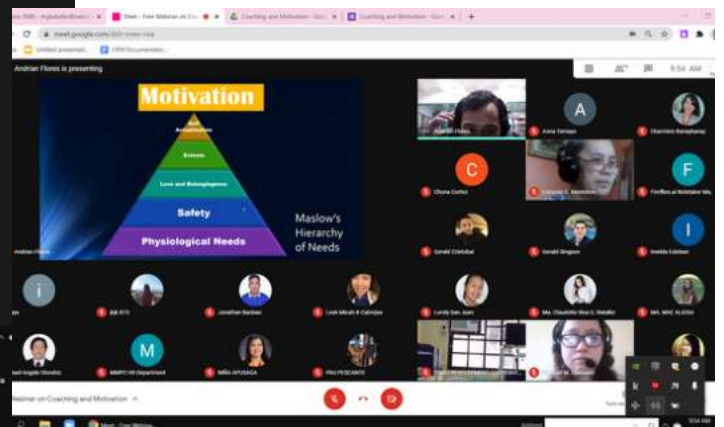
CO-OP LAMP BATCH 6



CO-OP LAMP BATCH 7



FREE WEBINAR



STRATEGIC HUMAN RESOURCE MANAGEMENT

By Ma.Claudette Risa Bataller

Ms. Mary Rose Gob, KRC Unit Head, set forward the program of Strategic Human Resource Management on November 18, 2020. The SHRMP was the first online training conducted this year offered by the Knowledge Resource Center specifically for the Human Resource Officers and Managers.

The program stimulates a different approach especially in edifying the topic and analyzing the case because it was done digitally for the sustainable learning development of an online system brought by the Knowledge Resource Center.

The first two modules went well as Ms. Gob discoursed the framework on whole brain designed by Prof. Eduardo A. Morato Jr., The Chairman of Bayan Academy for Social Entrepreneurship and Human Resource Development.

She delved on the four major functions of HR. "We need to implement system and operational procedures because HR bridged the gap between the management and people." -Gob remarked.

Similarly, Gob mentioned the approach in determining the required HR competency and capacity.

"Begin with the outcomes and determine the output. What is a measurable indicator then proceed with the strategies like learning and development, before you translate to programs and activities to identify the competencies" she added.

The program was designed for the HR Managers in terms of identifying the right person in the right position. On the last remaining days, Gob focused on training and Development Learning Content and HR Digital transformation.

Strategic Human Resource Management Program was attended by Valenzuela Development Cooperative, Calapan Labor Service Development Cooperative, Tao Management Service Multi-purpose Cooperative, Oro Integrated Cooperative, Perpetual Help Community Cooperative, Northern Samar Multipurpose Cooperative, and Capgem Community Multipurpose Cooperative.



CREDIT RISK MANAGEMENT

By Racquel Granuyas

KRC started November by facilitating the 2nd run of the Credit Risk and Management Program. Together with Sir Kristianne “Ichi” Mendoza as Trainer is the participants from Rhudarda Multi-Purpose Cooperative, Infanta Credit and Development Cooperative (ICDeC)

Tadian Multipurpose Cooperative, St. Martin of Tours Credit and Development Cooperative, Sta. Ana Multipurpose Cooperative, Maragusan Growers Multi-Purpose Cooperative.

The whole program discussed the process of Credit Operation Management. To begin the first day of training, Mr. Ichi asks the participants about their expectations.

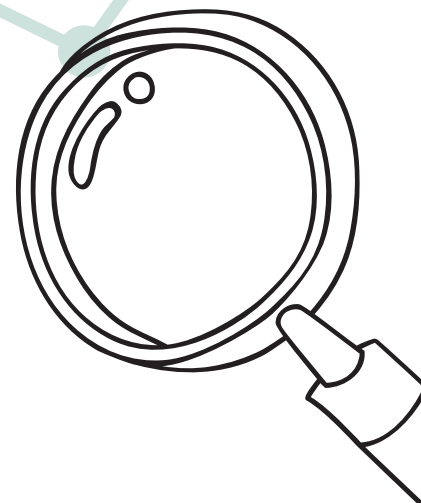
One of them, Sir Boy from Rhudarda states “expectation ko po ay after ng webinar na ito matutunan ko kung paano ko magamit yung mga risk bilang opportunity. at makagawa ng mga program para mabawasan pa ang delinquency”.

Mr. Ichi then shared the Origin of Credit from different Eras and some regulations affecting the credit operation. He also gave an assignment to the participants by creating a SWOT Analysis using credit operations, dealing with people, processes, financial, and equipment.

The following sessions already include the case study Analysis of Credit Investigation (Jeric the CI), how the participants interpret the case, and their solution to the guided questions. The next activity on the 4th day is the participant’s presentation using a cash flow analysis on Mang Ben’s Manok Case Study.

In between these tasked givens are Mr. Ichi’s presentation that is not limited to Lending Principles, Credit Initiation, and guided some process of proper loan approval.

Up to the Last Day, the participants became at ease, as they get along well with the trainer, shared experiences, and seek some advice on some of the credit issues in their Cooperatives. No doubt, the participants from 6 Cooperatives enjoyed their lessons in a virtual platform and completed the 5-day extensive CRMP Training.



CMG COMPLIANCE SEMINAR: CANLUBANG Industrial Estate Multipurpose Cooperative + Online Micro Sellers Multi-Purpose Cooperative

By Ma.Claudette Risa Bataller

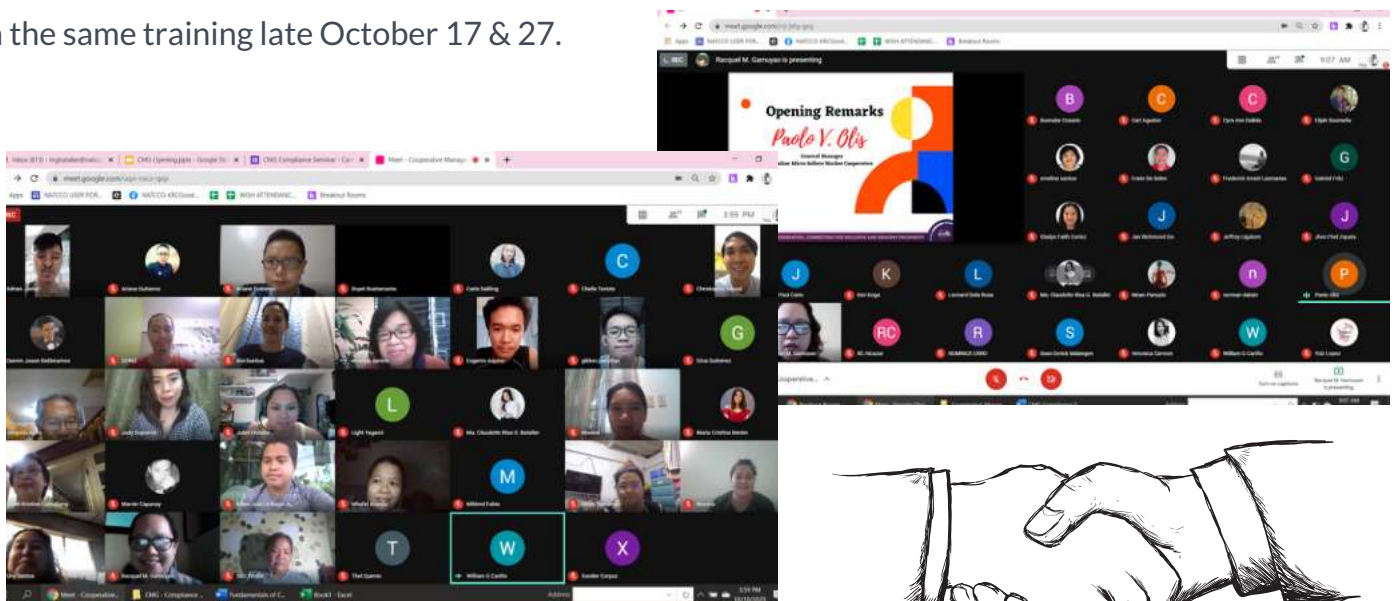
This October, back-to-back training on Cooperative Management and Governance consummated by the Cooperative Academy of NATCCO. Canlubang Industrial Estate Multi-Purpose Cooperative (CIEMC) and Online Micro Sellers Marketing Cooperative (OMSMC) fulfilled their compliance seminar instantly after they gone through the Fundamentals of Cooperatives.

This training earns overwhelmingly positive review for both co-ops, as Ms. Emelina Santos rationalize on how to apply concepts and principles of good co-op governance.

CIEMC participants were indulge on discussion when Santos asked for the direction of their cooperative. "To make sure that we are competitive enough because the center our priority is member satisfaction."

At the end of the day, the management of CIEMC recognized top performing participants such as Sarlin Bustamante, Carla Marie Saliling, Quennie Santos, Eugenio Aquino Jr. and Milyn Tumamao for actively participating on the said seminar. The whole-day training with CIEMC held on October 10, accumulating 32 participants.

Another set of participants belonged to Online Micro Sellers Marketing Cooperative participated on the same training late October 17 & 27.



RULES ON TERMINATION

By Ma.Claudette Risa Bataller

WEBINAR - About 50 attendees actively participated in the free webinar offered by the Cooperative Academy of Natcco this 9th of December, Wednesday. Atty. Parson M. Almasa, Business Law Instructor in Ateneo de Davao University and formerly member of the Board of Directors in Toril Community Cooperative.

Atty. Almasa shares the limitations on Management's right in terminating the services of the employee. He expounded on the rights of a worker and the valid reasons for termination. There are different reasons but Atty. Almasa focused on Just cause and Authorized cause. He described the difference between the two. "Just Cause is Directly attributable to the fault or negligence of the employee (DO 147-15, Sec 4 [b]) and Authorized cause brought by the necessity and exigencies of business, changing economic conditions and illness of the employee (DO 147-15, Sec 4 [a])" - he said.

Besides, serious misconduct can contribute to the dismissal of an employee. *"Transgression of some established and definite rule of action, a forbidden act, a dereliction of duty, willful in character and implies wrongful intent and not mere error of judgment."* - Atty. Almasa added.

The webinar ran as Atty. Almasa disclosed valid grounds for dismissal and some serious offenses that will justify the management in dismissing the employee. SEXUAL HARASSMENT (Libres v. NLRC, G.R. No. 123737, May 28, 1999), ABANDONMENT (Labor vs. NLRC G.R. No 110388, Sept 14, 1995), VIOLATION OF DANGEROUS DRUGS ACT (RA 9165), GRAVE VIOLATION OF COMPANY RULES, REGULATIONS OR POLICIES (DO # 147-15, Series of 2015) and THEFT OF CLIENT'S PROPERTIES (M.F. Violago Oiler Tank Trucks vs. NLRC, G.R. Nos. L-56950-51. September 30, 1982) are considered analogous violations and shall undergo the procedures prior to termination.

"States a narration of facts and circumstances of the alleged just causes and has the opportunity to answer the charges and submit evidence, whether in a hearing, conference or some other fair, just and reasonable way."

As Atty. Almasa spared his extra time for this webinar, he proceeds on Labor Codes concerning: Termination of services of a probationary employee, Completion of the project, End of Season, Arrival of the term or period, and Retirement. Those are some of the highlights of the free webinar managed by the Knowledge Resource Center.



COACHING AND MENTORING

By Ma.Claudette Risa Bataller

WEBINAR - One of the Natcco's Certified Cooperative Manager, Adrian Flores relay his knowledge in Coaching & Motivating and generously offered it to his fellow cooperators for free! *"Coaching starts by understanding what is going right and what could be improved."* Flores said on Wednesday.

Clearly there is something very powerful happening in coaching and motivating. Understanding this topic can stimulate the relationship between our employees and members. Flores said it is relevant most especially in terms of the improvement of our working environment in the cooperative.

He seized on the things that needed to develop in order for them to become a great coach. According to his statement you'll be needed to develop your deep listening .

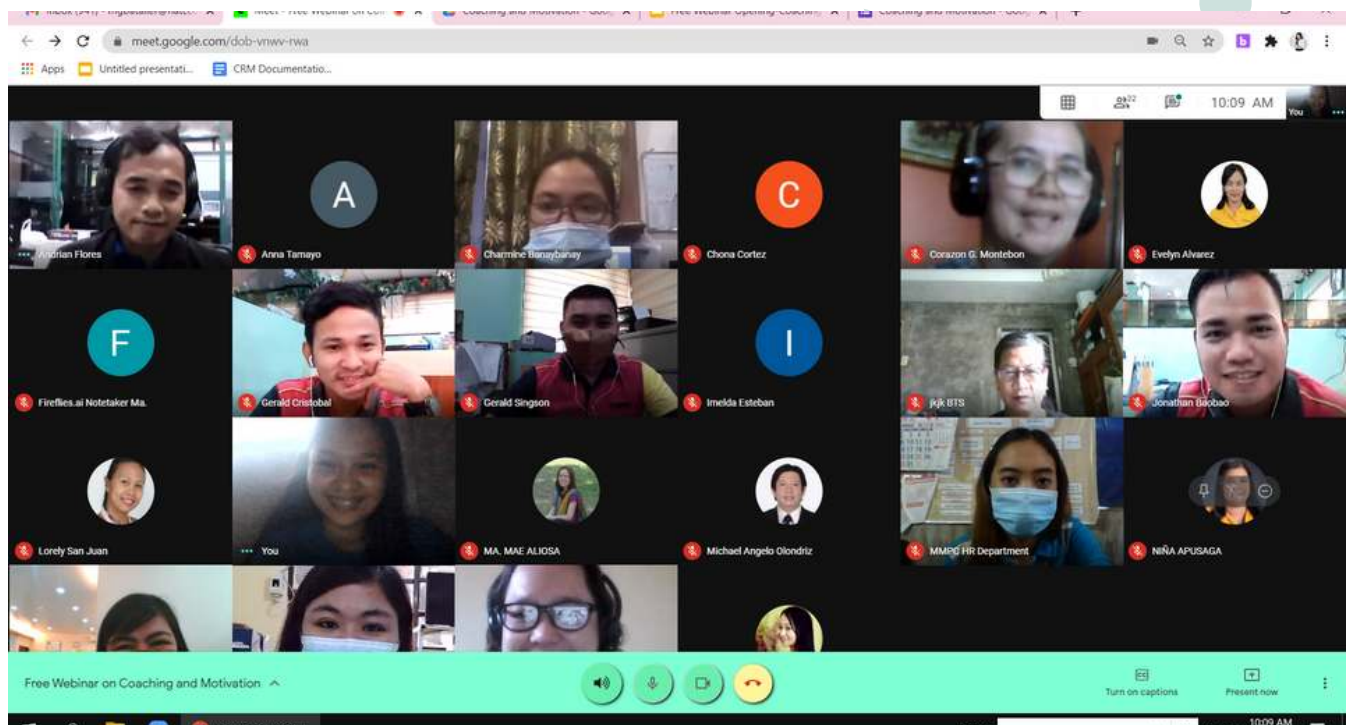
"It allows you to spot what are the words they are using. Are they Speaking present, past or future tense."

Another thing to take into consideration is the ability to read body language, giving all the information that may potentially be needed in the sense of their body language.

Additionally, Flores mentioned exploring alternatives that could change the process to lead to better conclusions and delegate to them the choice that could lead to improved results.

These are some of the highlights of the previous webinar last November 25, 2020.

Free webinar has engaged 11 cooperatives. SOCORRO ESocorro Empowered People's Cooperative, Philippine Eagles Multi Purpose Cooperative, Mediatrix Multi-Purpose Cooperative, Quezon City University, People's Microfinance Cooperative, Basud Development Cooperative, Kauyagan Savers MPCBJMP MPC, Watch Life WMPC, Basud Development Cooperative, Akelco Employees Multi-Purpose Cooperative.



EFFECTIVE TIME MANAGEMENT

By Ma.Claudette Risa Bataller

WEBINAR -- Regional Officer of Asian Association School HRMD Practitioners Incorporated in Central Visayas and currently, Human Resource Manager & College Instructor in Cebu Doctors University. Marie Antoinette Baring-Badilles, reached almost 40 cooperatives accumulating 50 individuals as she offered her free webinar on Effective Time Management. November 16, 2020.

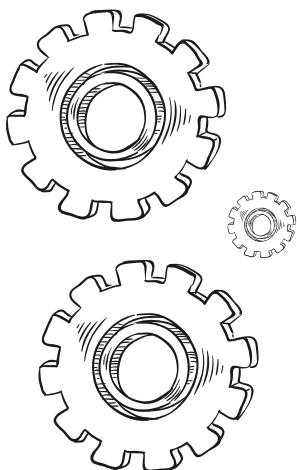
"To start managing time effectively, you need to set goals. When you know where you're going, you can then figure out what exactly needs to be done, in what order. Without proper goal setting, you'll fritter your time away on a confusion of conflicting priorities." says Badilles.

The said webinar features the general ideas, myths and truth, basic principles as well as the benefits of time management. Barriga emphasizes that Prioritization is one of the main areas of time management to achieve the results you desire. "Most people have a "to-do" list of some sort. The problem with many of these lists is they are just a collection of things that need to get done." she added.

In addition, Badilles mentioned the basic principles in time management which will help each individual in terms of increasing productivity.

"Do not procrastinate , it makes tomorrow just harder. Be ready to adjust , accept and work around change , do not fight it" she added.

It is clear that time management is quite relevant and beneficial to every individual especially in operating the management because it is the ability to manage your time effectively and productively allocated to the right activity.



CO-OP LAMP: BATCH 7

By Ma. Claudette Risa Bataller

Behind the back-breaking analysis of case studies participants obtained different learnings from the past modules of Co-op LAMP put forward by the Cooperative Academy of NATCCO. The final phase of an online modular learning system has arrived to generate another set of Certified Cooperative Manager (CCM).

This two-day training is handled by Ms. Mary Rose L. Gob and Mr. Rodmark Barriga, founder of Palamigan Co., Unlike the previous module concerning Learning to be. Gob and Barriga develop its content as Learning to be a series of Pandemic, Worklife, and Mental Health.

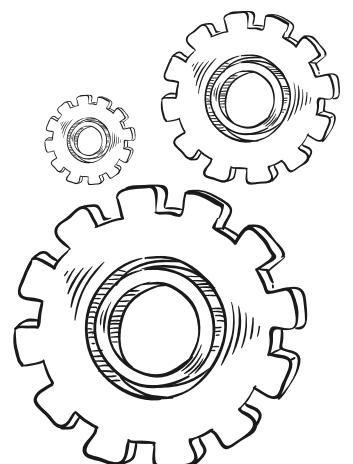
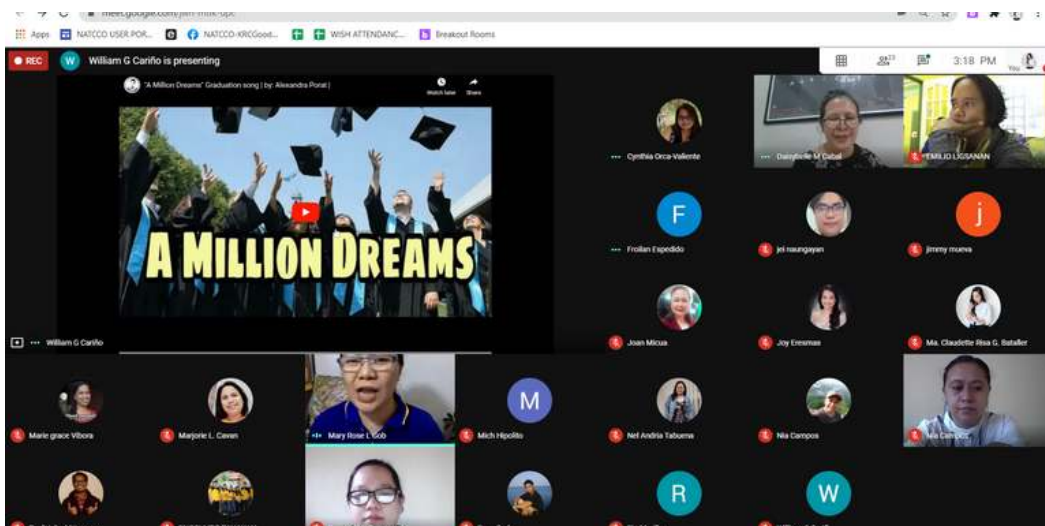
It is indeed an interesting topic to the participants since it is timely and relevant to the current situation brought by the pandemic. The first session helps them to learn how to rule over their emotions.

“In co-op we tend to increase our feeling side. We need to master our adverse emotions especially the rage, shame, fear, grief, and despair. Find a way in coping up your anger, so as not to harm people. We need to be conscious of others.” – said Gob.

On October 15, after Gob expounded the Seven (7) levels of Learnings, she provided an activity about Life Map. It is an activity associated with the emotions because participants were trying to remember the memorable experience they had before their current age.

The second session of the training was lead way with Mr. Barriga. He is also a certified mediator for years. However, he also talks about the mental illness and the different types and benefits of meditation.

“Mental disorder doesn’t mean the person is insane. All of us have a mental health disorder. Same as our mental, physical, emotional, and spiritual health. Because of the stigma, here in the Philippines we seldom talk about the mental illness, so it is not properly addressed.” – said Barriga. The Culminating activity of the Batch 7 happened on the same day in the afternoon.



CERTIFIED COOPERATIVE

MANAGERS

BATCH 6

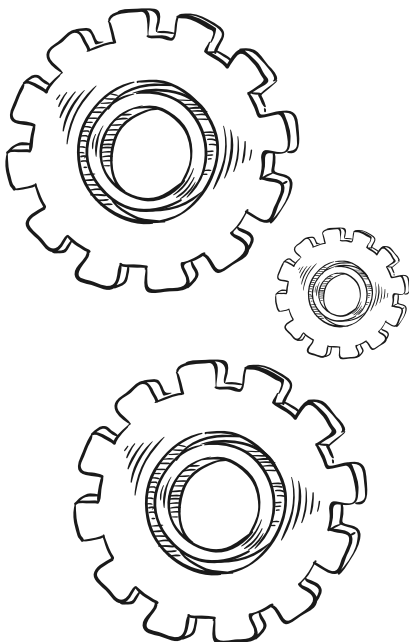


1. **TIMMY REY ALLOCOD** - NATCCO
2. **GRACE ANGELIE ASIO** - MICRO ENTREPRENEUR MULTI-PURPOSE COOPERATIVE
3. **RAMIL BESQUERA** - PANABO MULTI-PURPOSE COOPERATIVE
4. **RAYMOND CARDENAS** - ST.MARTIN OF TOURS CREDIT & DEV'T COOPERATIVE
5. **LERMA FIGUERAS** - GUBAT ST. ANTHONY COOPERATIVE
6. **GILBERTO GARCIA** - ST.MARTIN OF TOURS CREDIT & DEV'T COOPERATIVE
7. **STELLA HUBILLA** - GUBAT ST. ANTHONY COOPERATIVE
8. **ANNA LISA ISA** - MICRO ENTREPRENEUR MULTI-PURPOSE COOPERATIVE
9. **ANGELO LIBIRAN** - ST.MARTIN OF TOURS CREDIT & DEV'T COOPERATIVE
10. **ABDUL HADJIE MOLADIAT** - PANABO MULTI-PURPOSE COOPERATIVE
11. **ARJAY NAUNGAYAN** - SACRED HEART SAVINGS COOPERATIVE
12. **WESLEY ONGOGAN** - SACRED HEART SAVINGS COOPERATIVE
13. **RAMYGEN PADUA** - BUKIDNON GOVERNMENT EMPLOYEES MPC
14. **LADY MAY PORTUS** - NATCCO
15. **ANNALYN RUTAQUIO** - INFANTA CREDIT AND DEVELOPMENT COOPERATIVE
16. **WENNIE SANTOS** - ST.MARTIN OF TOURS CREDIT & DEV'T COOPERATIVE
17. **SHERRYDEE-ANN SUA** - MICRO ENTREPRENEUR MULTI-PURPOSE COOPERATIVE
18. **EUGENE SUMAWANG** - GUBAT ST. ANTHONY COOPERATIVE

CERTIFIED COOPERATIVE

MANAGERS

BATCH 7



1. **ARCHIMEDES ASILO** - PERPETUAL HELP MULTI-PURPOSE COOPERATIVE
2. **RENATO BERLAN JR.** - TABUK MULTI-PURPOSE COOPERATIVE
3. **NIA ANGELA CAMPOS** - STA.CECILIA MULTI-PURPOSE COOPERATIVE
4. **TERESA ENERIA** - GUBAT ST. ANTHONY COOPERATIVE
5. **FROILAN ESPEDIDO** - GUBAT ST. ANTHONY COOPERATIVE
6. **IVY JOY JIMERA** - GUBAT ST. ANTHONY COOPERATIVE
7. **MARIO LIKIGAN** - TABUK MULTI-PURPOSE COOPERATIVE
8. **PAUL JOHN LONGCOP** - NATCCO
9. **JUNMEL MARCOS** - TABUK MULTI-PURPOSE COOPERATIVE
10. **JOAN MICUA** - KASIBU FARMERS DEVELOPMENT COOPERATIVE
11. **JIMMY MUEVA** - PERPETUAL HELP MULTI-PURPOSE COOPERATIVE
12. **RICO MURILLO** - MAMBAJAO MULTI-PURPOSE COOPERATIVE
13. **ARNOLD TAYAWAN** - TABUK MULTI-PURPOSE COOPERATIVE
14. **CYNTHIA VALIENTE** - ANGONO CREDIT AND DEVELOPMENT COOPERATIVE