The Talent Performance Formula:
"Solving the Paradox of Job Mastery, Autonomy, Purpose"

25 August 2020
2:00 P.M. (KL/SINGAPORE TIME)
ABOUT THE WEBINAR

Individual workplace differences can be overwhelming sometimes for a manager or a leader. Dealing with diverse employee attitudes can be very exhausting and doubly challenging during a crisis. In the current digital era, people are normally pressured to keep up, as technology takes the limelight. The speed of delivery is seen to be of prime value; even decisions need to be made fast, sometimes overlooking the impact on the people in and around the picture. This session will hopefully draw every manager or leader back to the basic charts of turning the utmost attention again to the human factor. Studies and best practices follow consciously and unconsciously a certain approach to harmonizing the variables of this paradox behind talent performance. The formula challenges a manager or a leader to answer critical questions such as:

- Are people equipped to meet the original targets, or we revisit these and customize?
- Are we giving them the flexibility and trusting them in the course?
- Do we ensure they still have a say in our critical decisions?

CENTRAL BANK GUEST SPEAKER

Prof. John Raymund S. Almeda  
Bank Officer V, Learning and Performance  
Bangko Sentral ng Pilipinas Institute

John is a career central banker in the Philippines, specializing in human capital management, who has been instrumental in achieving and speaking on the BSP’s pioneer recognition from the Philippine Civil Service Commission. In the BSP, he drafted the inaugural Chapter on Institutional Capacity Building for the Central Bank Book IV and served as a Subject Matter Expert to key officers from the central banks of Egypt, Myanmar, Nepal, and Papua New Guinea. John received his special citation as a Model Employee in 2019 and has been a Research Partner to the South East Asian Central Banks on Developing a Competency Framework. He chaired the Committee on Education and now chairs the Committee on Communication for the BSP Employees Association.

A Certified Talent Economist, he also has been a Professor at the De La Salle Philippines teaching Organizational Behaviour and People Management for four years now. He also speaks in various lectures at the University of the Philippines and Bicol University, and recently serves as a Strategic Management panellist for the Polytechnic University of the Philippines and as a National Accrédit for Philippine Local Colleges and Universities.

John is a Master Organisational Behaviourist from the London School of Economics, United Kingdom where he also received a recognition as a distinguished alumnus in January 2019. He graduated with Merit, complementing his degree in Communication Arts from University of the Philippines where he also graduated with honours under full Presidential scholarship while serving as Editor to its official publication.