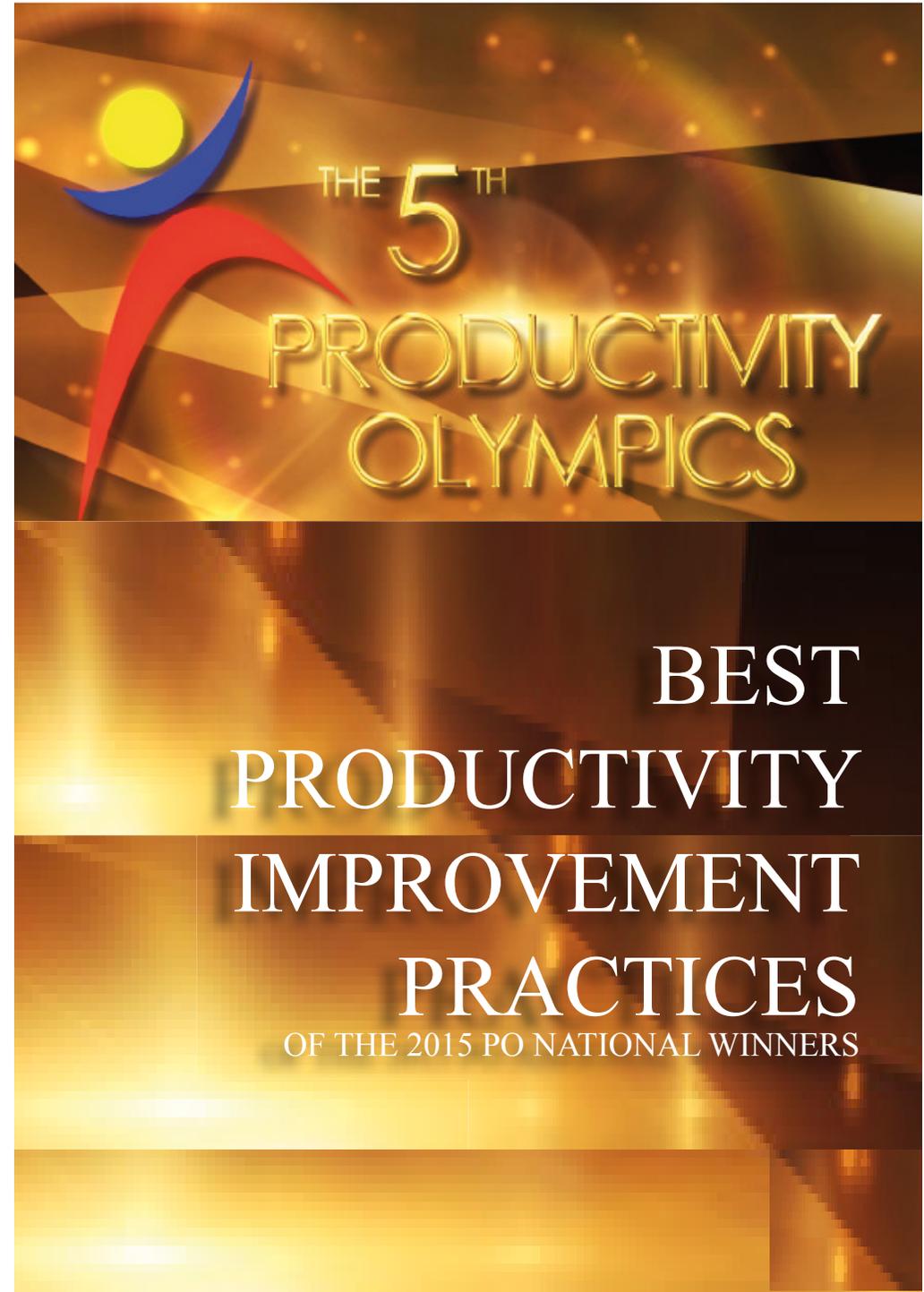


**DEPARTMENT OF LABOR AND EMPLOYMENT  
NATIONAL WAGES AND PRODUCTIVITY COMMISSION**





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 National Wages and Productivity Commission

 DOLE\_NWPC

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## WHAT IS PRODUCTIVITY OLYMPICS?

It is a national competition of best productivity practices of micro, small and medium enterprise (MSME) nationwide.

## WHO ARE ITS ORGANIZERS?

This is organized by the National Wages and Productivity Commission of the Department of Labor and Employment (DOLE-NWPC) in coordination with all its Regional Tripartite Wages and Productivity Boards (RTWPBs).

## WHAT ARE ITS OBJECTIVES?

- Intensify national awareness and commitment to quality and productivity; and
- Showcase of best productivity improvement practices.

## WHO MAY JOIN?

ALL MSMEs who are:

1. Duly registered with the appropriate government agencies e.g. DTI, SEC, CDA, LGU;
2. Must have a productivity program, existing for at least 2 years, preferably under the ISTIV program; and
3. Never been a recipient of the Productivity Olympics award at the national level.



M.B. Decena Jr. Livestock  
Agribusiness Sector, Medium Enterprise Category



Myler Agribusiness Incorporated  
Agribusiness Sector, Small Enterprise Category

## TABLE OF CONTENTS

DOLE NWPC awards 2015 Productivity Olympics National  
Winners 1

2015 Productivity Olympics National Winners

Danny Joan Farm  
Agribusiness Sector, Micro Enterprise Category 3

Masisit-Dacal Livelihood Cooperative  
Agribusiness Sector, Small Enterprise Category 5

Myler Agribusiness Incorporated  
Agribusiness Sector, Small Enterprise Category 7

M.B. Decena Jr. Livestock  
Agribusiness Sector, Medium Enterprise Category 9

Greenlight Power Incorporated  
Industry Sector, Small Enterprise Category 11

Photos of 2015 Productivity Olympics  
National Finalists 13

Thousand Oaks Packaging Corporation  
Industry Sector, Medium Enterprise Category 15

Pavia Entrepreneurs Multi-Purpose Cooperative  
Service Sector, Micro Enterprise Category 17

Temps and Staffers Incorporated  
Service Sector, Small Enterprise Category 19

Andres Soriano Memorial Hospital Cooperative  
Service Sector, Medium Enterprise Category 21

Photos 2015 Productivity Olympics National Winners 23

## DOLE NWPC awards the 2015 Productivity Olympics National Winners



Secretary Rosalinda Di-Smapilis-Baldoz awarded the most recent batch of national winners of the Productivity Olympics last 15 October 2015 at Hotel Jen Manila.

The 2015 National Winners were Agribusiness Sector: Danny Joan Farm

(Cordillera Administrative Region); Masisit-Dacal Livelihood Cooperative (Cagayan Valley) and Myler Agribusiness Inc. (Western Mindanao); and MB Decena, Jr. Livestock (Cagayan Valley). Industry Sector: Greenlight Power, Inc. and Thousand Oaks Packaging Corporation, both from the National Capital Region. Service Sector: Pavia Entrepreneurs Multi-Purpose Cooperative (Western Visayas); Temps and Staffers, Inc. (NCR) and Andres Soriano Memorial Hospital Cooperative (Caraga Region).

Each of the national winners received a cash award of P100,000, trophy and priority endorsements to other DOLE training programs and services. Special citations were also given to the following MSME-finalists for their notable performance: Praj Pasalubong Center & General Merchandise (CAR), Amarela Resort (Central Visayas) and Tanvera Corporation (Bicol Region). Each received a cash incentive of P20,000.

In her keynote speech, Secretary Baldoz acknowledged the national winners for bringing about harmonious convergence of employment generation, labor productivity and enterprise competitiveness. She expressed opti-



Andres Soriano Memorial Hospital Cooperative  
Service Sector, Medium Enterprise Category



Thousand Oaks Packaging Corporation  
Industry Sector, Medium Enterprise Category



Greenlight Power Incorporated  
Industry Sector, Small Enterprise Category



Temps and Staffers Incorporated  
Service Sector, Small Enterprise Category

mism that more micro, small, and medium enterprises will embark on their productivity journey to become viable agents of equitable and inclusive growth.

The labor chief committed that NWPC and its RTWPBs will continue to specialize in addressing the growth of MSMEs mainly through capacity-building and productivity improvement programs. The Secretary cited NWPC's Productivity Toolbox, as "a package of technical assistance on productivity improvement for MSMEs". She also called on the social partners to support the two-tiered wage system, particularly the adoption of productivity based incentive schemes in workplaces as a means to enterprise growth and to higher real incomes for workers. To help enterprises blaze their trails towards competitiveness and harmony in the workplace, the Department of Labor and Employment launched its newest initiative, dubbed as hashtag engage, motivate, achieve (#EngageMotivateAchieve).

No less than Secretary Rosalinda Dimapilis-Baldoz led the launching of the newest guidekit containing a list of DOLE's productivity and workplace relations training programs and technical assistance.

This package of assistance aims to #EngageMotivateAchieve both workers and enterprises in enhancing the capacity of the workforce to realize their full potential and to help enterprises sustain their viability.

The battlecry #EngageMotivateAchieve captures the commitment of the Department to provide continuing assistance to the workers and enterprises and describes the interface between the Department and its social partners. The battlecry also represents the strategies to be adopted by DOLE in the deployment of the guidekit in order to achieve the expected outcomes.

# Danny Joan Farm

Agribusiness Sector, Micro Enterprise Category



**D**anny Joan Farm or DJ Farm is a micro enterprise pond aquaculture in the hinterlands of Lagangilang, Abra.

The farm's road to success started in 2009 when its owner Mr. Danilo Trongco, saw the potentials of fishpond culture. Equipped with technical knowledge in fish culture, he sought the support of BFAR in convert-

ing a rice field into a small pond for fishpond culture.

It was not long however, when he realized the problems commonly faced by fishpond owners such as the absence of operational standards, low pond capacity relative to demand and non-standard pricing techniques. Driven by his vision to be the industry leader in the north, Mr. Trongco introduced several measures to improve the pond's productivity and meet the increasing demand for bangus, tilapia, carp and seabass. He installed streamers/nets to protect the pond from flying predators. He used probiotics in its fish polyculture operations; hatched his own tilapia fingerlings; adopted fish polyculture which allows combination of several fish varieties in one pond; converted rice fields to fish ponds, and; improved pond management to ensure the steady supply of quality fish. The fishpond also strict adhered to quality and pricing standards.

Recognizing the role of his workers in implementing and sustaining these improvements, Mr. Trongco availed of the training programs of RTWPB-CAR such as Productivity 101, ISTIV-Bayanihan and Green Productivity.



Pavia Entrepreneurs Multi-Purpose Cooperative  
Service Sector, Micro Enterprise Category



Masisit-Dacal Livelihood Cooperative  
Agribusiness Sector, Small Enterprise Category



**2015 Productivity Olympics winners.**

**Standing (L-R):** Danilo Trongco (Danny Joan Farm), Fely Jean Pacris (Masisit-Dacal Livelihood Cooperative), Arturo Guerrero (Temps and Staffers Inc.), Angel Dimaano (Andres Soriano Memorial Hospital Cooperative), Edgar Tam (Myler Agribusiness Inc.), Miguel Decena Jr. (M.B. Decena Jr. Livestock), Jeremiah Garlit (Greenlight Power Inc.), Benjamin Puyat (Thousand Oaks Packaging Corporation) and Joy Palmada (Pavia Entrepreneurs Multi-Purpose Cooperative).

**Sitting (L-R):** NWPC Dep. Exec. Dir. Patricia P. Hornilla, NWPC Exec. Dir. Maria Criselda R. Sy, DOLE Secretary Rosalinda Dimapilis-Baldoz, DOLE Usec. Nicon F. Fameronag, DOLE Usec. Rebecca C. Chato and NWPC Dep. Exec. Dir. Jeanette T. Damo.



Danny Joan Farm  
Agribusiness Sector, Micro Enterprise Category

As a result, the farm grew and harvested quality fish while maintaining competitive pricing; the mortality rates for fingerlings and grow-out fishes declined and, the number of customers increased. The workers also benefited in terms of additional income from shells harvested from ponds and vegetables harvested from pond dikes. The increase in sales and income resulted in a 2.5% increase in the pond's productivity.



Streamers installation



Production of tilapia fingerlings

Recognizing his workers' contribution to the company's success, DJ Farm practices gainsharing by giving workers a 4% share of total products sold as well as from selling pond products like shells, eels, mudfish and vegetables planted along dikes. It also provides welfare benefits to its workers like free board & lodging, loan assistance, scholarship grant and mortuary assistance.

As a Gawad Saka awardee, Mr. Trongco has been conducting training on aquaculture through his radio program and offers in-house training to his community as well. He has received awards and recognition for sharing his knowledge and expertise on aquaculture and for being an outstanding fish farmer in Abra.

Today, DJ Farm has expanded its operations, increased its product lines and diversified into other economic activities. The passion, dedication and hard work of Mr. Trongco and his workers have made them one of the 2015 Productivity Olympics national winners.

# Masisit-Dacal Livelihood Cooperative

Agribusiness Sector, Small Enterprise Category

The story of MASCOOP started in 1986, when 31 Rural Improvement Club members of Barangay Masisit and Dacal in Sanchez Mira, Cagayan founded a credit facility with a modest P4,215 start-up capital. It soon became a multi-purpose cooperative and was named Masisit-Dacal Livelihood Cooperative adopting MASCOOP as an acronym on March 17, 1992. MASCOOP expanded and evolved into an agribusiness for the enhancement of the agricultural activities of its members.



With the cooperative's expansion and diversification, however, came challenges. In the area of farm management, the cooperative struggled with high banana spoilage rate, unnecessarily long farm processes, inadequate quality pig/swine stock for dispersal, unutilized farmlands, unavailability of agro-forestry seedlings and high procurement cost of fuel for the cooperative's vehicles and machineries.

Its loans and savings facility had high delinquency rates and status of some of its members remained inactive.

To address its problems, MASCOOP built a banana processing facility to prevent banana spoilage and increase production and sales. The cooperative also operationalized its Farm Mechanization and Trading Center with the acquisition of 4 tractors, 1 planter, 1 harvester and 2 dryers which shortened farm processes from land preparation to post-harvest. To meet the market demand for swines, the cooperative expanded its pens to produce an adequate number of quality swines for breeding and dispersal.

To maximize the use of its farmlands, the cooperative cultivated its 100-ha. farmland in Iguig and in Sanchez Mira and planted coconut, cacao, coffee, banana and other crops, which increased its value. To solve the scarcity of



Improved facilities



New technologies

ASMHC set work standards for each activity to clarify each employee's role and responsibility in providing quality healthcare service to patients. The hospital adopted its own 5S program which required employees to practice/apply housekeeping techniques in their work environment based on established housekeeping standards. This included the preparation of checklists for monitoring and ensuring that the necessary housekeeping tasks were carried out. The records room and pharmacy were expanded and the pharmacy's inventory system was automated. The hospital replaced old air-conditioning units, re-tiled its flooring and improved the building façade.

The various PIPs resulted in a 25% increase in revenues in 2014, due to a 25% increase in admissions and 29% increase in the number of outpatients during the same year. Productivity also increased by 40% in 2014. The gains, in terms of revenue and productivity, translated into higher dividends and patronage refunds for its members. The gains were also used to purchase medical equipment/facilities such as digital ultrasound, hematology analyzer, stationary x-ray machine, bone drill and cautery machine, among others.

Today, Andres Soriano Memorial Hospital Cooperative (ASMHC) is recognized as the only tertiary hospital in Surigao Del Sur.

## Andres Soriano Memorial Hospital Cooperative Service Sector, Medium Enterprise Category

Andres Soriano Memorial Hospital Cooperative (ASMHC) aims to be the leading provider of affordable healthcare to the marginal sector of society.

A product of a spin off in 1996, ASMHC started as the Medical Services Department of PICOP, the now defunct Paper Industries Corporation of the Philippines. ASMHC applied for affiliation with the Medical Mission Group of Hospitals and was registered with the Cooperative Development Authority (CDA) in 1997. A government loan in 2006 enabled the cooperative to construct their own building which is now home to the Andres Soriano Memorial Hospital Cooperative in Cumawas, Bislig City, and Surigao Del Sur since 2008.

ASMHC employs 131 managerial, supervisory and rank and file employees with assets of about Php 78 B.

Prior to the implementation of productivity improvement programs, there were frequent errors in the execution of work processes, patient records and pharmacy inventories were difficult to retrieve and the work environment was unsafe. As a result, the hospital frequently received negative feedback/remarks from its clients.

After a series of trainings conducted by RTWPB - Caraga on 5S of Good Housekeeping, ISTIV Bayanihan and Service Quality, the hospital implemented productivity improvement programs to address these problems and to improve health care services.



agro - forestry seedlings, the cooperative put up its own nursery, which in time, was able to grow and sell 50,000 agro-forestry seedlings to the community, generating additional income for the coop. The cooperative also put up its own refilling station, thereby reducing its fuel cost.

To improve its loan and credit facility, MASCOOP implemented the Intensive Scheme of Collection for Delinquent Accounts (ISCODA), a massive loans collection drive. It also launched Operation BBAY (Bring Back Active Year of membership) to encourage members to reactivate patronage of the cooperative's services.



New branch



New and improved technology

The implementation of these programs collectively raised the cooperative's assets, equity, paid up capital and returns on equity.

To reward employees for their hard work, each of them annually receives a P10,000 cash gift, P3,000 productivity incentive bonus and P2,000 anniversary bonus. In the last 3 years, its employment has increased from 45 in 2012 to 67 in 2014.

In 2014, the cooperative was awarded as Most Outstanding Community Enterprise by the Villar Sipag Award for Poverty Reduction and Governance and was also awarded Gawad Saka by the Natatanging Samahan ng Malilit na Magsasaka/Mangingisda of the Department of Agriculture.

From being an all women cooperative, MASCOOP is now one of the biggest cooperatives in the country, having expanded and diversified to marketing, agribusiness, gasoline stations, resort and training center. It was one of the 2015 Productivity Olympics winners awarded last 15 October at Hotel Jen.

# Myler Agribusiness Incorporated

## Agribusiness Sector, Small Enterprise Category

Myler Agribusiness, Inc. is a private company in Zamboanga City primarily engaged in raising and selling of chicken table eggs.

Myler traces its roots in 1983 when Mr. Edgar Tam took over the management of his father's backyard farm. While he managed farm production, his wife, Beth, sold their farm's produce along the sidewalk fronting the city's public market. In 1988, the business was finally incorporated as Myler Agribusiness, Inc., and commercial operations commenced in early 1989.



Presently, the company has two farm sites: the first one located in Brgy. Mercedes with 6 traditional open-type poultry sheds, with a total capacity of 120,000 birds which is in the process of being converted into ready-to-lay pullets production, and the newer one in Brgy. Pamucatan, with 7 poultry sheds with total capacity of 210,000 birds. Under Tams' stewardship the company grew from 320 layers overseen by 3 employees to almost 300 thousand birds and 62 employees. Total assets of the company also grew to 154 million in 2014.

However, for years Myler's use of traditional machineries and heavy reliance on manual labor did little to raise the efficiency of its operations. The use of bamboo and coco lumber cages made the birds susceptible to diseases, adversely affecting production rate. Manual feeding, collection and sorting of eggs resulted in breakages and wastages.

Enthused and capacitated with the trainings on ISTIV, 5S, Green Workplace Program and SQ provided by RTWPB IX, Myler implemented programs that improved the company's operations.

Firstly, Myler built infrastructures to support automation and the installation of new technologies. Several innovations were introduced including upgrading of facilities to allow automation of bird-feeding and drinking, egg collection and sorting, and manure collection. Myler's farm in Brgy. Pamucatan accommodates fully automated and climate-controlled layer houses requiring only 1 caretaker for every 30 thousand birds. The optimal conditions in these layer houses raised production levels.

Farm layout was improved and egg belts installed to streamline production processes from retrieval to sorting of eggs. Sales and inventory systems were developed

Recognizing the benefits of harmonious labor relations and compliance with labor laws and regulations, TSI joined in the DOLE ICP program, and established a Labor-Management Committee called the "Compliance Team". Workers were asked to participate in various workplace committees to ensure compliance to labor standards. The company also availed of the learning sessions and trainings conducted by DOLE on labor-related topics such as DO-18-A, LMC, ISTIV, among others. As a result, TSI was the first and remains the only service contractor awarded by the DOLE with TCCLS.

In pursuit of higher productivity the company also acquired and upgraded its systems and technology. Internet speed was improved, pay-slips were transferred online, and so were bank payments processing. To save on energy cost, the company implemented compressed workweek and installed energy and resource-saving devices such as LED bulbs, inverter air-conditioners, and continuous ink printers. These yielded savings by the thousands for the company.

TSI also invested in its human resources through training and health and wellness activities and events. Recognizing the contribution of its employees in attaining company objectives, the company gave performance incentives and created the TSI Management-Employee Council.

Soon, TSI realized the benefits from its PIPs. Sales and total productivity increased, and net income rose by 200 percent from 2011 to 2014. This allowed the company to open three new branches in 2012 to 2014 and expand its product lines/services to include warehouse support, port and heavy equipment operations, health and wellness services, and data entry outsourcing.

For its efforts to achieve business excellence, the company was conferred with various awards and recognitions. It was recognized as regional winner - Best in LMC for Industrial Peace and national winner of the 2015 Productivity Olympics. DOLE also recognized TSI for having the most number of hired-on-the-spot job applicants during the Labor Day Job Fairs in 2013 and 2014.



Improved workplace environment and safety

Establishment of LMC



# Temps and Staffers Incorporated

Service Sector, Small Enterprise Category



**T**emps and Staffers, Inc. (TSI) is a human resource placement and consultancy firm. Having been an industry player for quite some time, it is one of the preferred business partners in the field of human resource development.

The company traces its beginnings in 1993 when it was established as a division of Servicio Filipino Inc. Subsequently, the company was incorporated as Temps and Staffers, Inc. in 1997. Today, it employs 64 workers operating with a total asset size of almost P70 million.

However, even as it aimed to become the leading service contractor, outsourcing and consultancy firm in the country, the company still faced several problems

One of its HR-related problems was the segmented office layout and crowded working areas hindering efficient coordination among departments. The office layout and the absence of a centralized air-conditioning system also affected work performance and contributed to high-energy cost. Guided by the concepts and principles of 5S and OSH, the company implemented the Open Office System. The company's Head Office underwent major renovation with the removal of all departmental rooms and opening up of spaces and hallways. This improved workplace safety and orderliness, facilitated better communication between and among departments and workers, improved ventilation and reduced energy cost.

To address concerns in client retention and meeting sales targets, the company's Sales and Marketing Team adopted more strategic approaches such as target market selection and customization of client presentations according to industry specifics for better leads generation and client retention. Supplemented by training programs for its staff on sub-contracting, salesmanship and customer service, TSI was able to attract new clients and retain existing ones.

In the area of recruitment, the recruitment team was given open access to internet, to various job portals and professional fora to meet clients' service requirements. Employees were also capacitated in Digital Marketing and Service Quality. The company also availed of Time and Motion Study for the processing of applicants to improve the process cycle time. These helped increase the number of processed applicants by 19 percent from 2012 to 2014.

in-house, to facilitate more systematic records keeping, while practice of good housekeeping and implementation of principles of ergonomics reduced/eliminated unnecessary body movements and made work less burdensome for workers.

Farm layout was improved and egg belts installed to streamline production processes from retrieval to sorting of eggs. Sales and inventory systems were developed in-house, to facilitate more systematic records keeping, while practice of good housekeeping and implementation of principles of ergonomics reduced/eliminated unnecessary body movements and made work less burdensome for workers.



New egg grader

To meet the need for community acceptance and to correct the popular belief that poultry farms are unhygienic, a Biogas Digester and Biogas Generator were installed - to minimize odor and greenhouse gases from chicken manure. The massive electricity wattage generated by the Biogas Generator helped power up the farm and substantially reduce power cost.

These efforts resulted to a steady increase in daily egg production, sales efficiency, and increase in total productivity as evidenced by lower production and sales cost ratio per egg produced. Because of increased operational efficiency, the company was able to provide better compensation package to its employees, and engage in various gain-sharing schemes.

In recognition of the company's notable productivity performance, it has been a recipient of prominent awards and recognition such as Central Bank's Outstanding Respondent Award for Small Firms, DBP Award for Pollution Prevention and Food Security Protection, awardee for Corporate Income Tax Payer in Zamboanga City, and DENR Awardee for Adopt an Estero Program.

The company regularly keeps up with the latest caretaking techniques, technological innovations, and food safety standards. It takes pride in providing employment opportunities, donating farm sites to the local community, uplifting the education and health status of the people, and taking care of the environment to create a sustainable society for future generations.

It truly deserves to be recognized as one of the 2015 Productivity Olympics national winners.

## M.B. Decena Jr. Livestock

Agribusiness Sector, Medium Enterprise Category

M.B. Decena, Jr. Livestock is an agribusiness enterprise in Cagayan Valley region that strives to “provide the best quality dressed chicken that are safe and compliant to local and international standards”.

In 2004, the company started with very modest means. ‘Manggahan plucking’- so called because operations were done under a mango tree on fair weather, and under rudimentary tents on rainy days. It manually harvested 100 heads per day. However, once its Dressing Plant, equipped with a plucker machine, started operations in 2007, daily harvest reached 500 heads per day.

It was not an easy path for MB Decena having to face certain roadblocks. Much of its operations was heavily dependent on external dealers and suppliers. Fuels were purchased at retail prices, and acquisition of corn-feeds and ice used in chilling dressed chickens were at the mercy of local suppliers. Delivery of products was also inefficient due to the lack of delivery vans and manual operations severely limited their capacity to meet increasing market demand.

The company sought to hurdle these problems by implementing changes in the work processes. MB Decena put up its own gas refilling station to reduce its fuel expenditures. It also created its in-house ice production yielding significant savings for the company and ensuring on-time delivery of ice to avoid delays in the dressing of chickens. The company also engaged in contract farming, bypassing corn traders, and ensuring continuous supply of yellow corn for its feed mill operation. Delivery vans were upgraded and the company also automated its operations with the purchase of several high-end machines. Initial automation in 2013 increased production from 3,000 heads to 8,000 heads per day. Further automation almost doubled production capacity to a maximum of 15,000 heads per day.



These resulted in a 4% increase in revenues and a 50% increase in assets from 2012 to 2014. Its membership more than doubled from only 301 in 2007 to 648 in 2014. PEMP was also a recipient of various awards such as Certificate of Good Standing given by the Cooperative Development Authority (CDA), Outstanding Cooperative in the Province of Iloilo for its exemplary performance in the Great Women Project and Outstanding Partner Women Micro-Entrepreneur’s Group given by the Philippine Commission on Women and the Government of Canada, among others.



Coop Management and Governance

Credit Management and Product Innovation



ISTIV Bayanihan

DOLE Starter Kit Distribution



## Pavia Entrepreneurs Multi-Purpose Cooperative Service Sector, Micro Enterprise Category

Pavia Entrepreneurs Multi-Purpose Cooperative's (PEMPs) vision is to be the leading and most trusted cooperative in the field of market management. The cooperative started as an association with 104 members in October of 1997 under the name of Pavia Public Market Vendors association (PPMVA).



With an initial capitalization of Php 1.00 (minimum) per member, per day to cover maintenance of the market rest room (Php .40) and hospitalization (Php .60) of its members, funds generated were initially used to construct market tables that were rented out to its members.

The association's first real challenge was convincing its members to shift from being an association into a registered cooperative. An idea initially proposed by 12 prime mover-members, and an idea which met resistance from some vendors whose connotation of a cooperative is "kuot" or visayan for "kuha". Owing to the perseverance of these visionary members, they self-funded their trainings on cooperatives and applied for and received their CDA registration on 28 July 1999.

In its initial years of operation, PEMP encountered problems like slow processing and restrictive application procedures of loan applications, non-conformity with CDA prescribed signage standards, time lags in the generation of financial reports and updating of transactions and low level of skills in livelihood activities. To address these problems, PEMP created the Women in Services and Entrepreneur or WISE and organized a series of skills training for the cooperative's female members. Leadership training programs were also organized for the officers and staff. The Coop also used the E-Koop Banker Accounting System to hasten and ensure accuracy of financial reports. It also enhanced existing procedures for loans processing and release and put up signages compliant with CDA standards.



Some of the new product lines

Technological investments allowed the company to expand its business. The 'FRESHKANOK' brand was launched to create awareness of the company among the public and to attract more dealers and consignees. Its product line expanded to other chicken parts which before were thrown as refuse. It also bought machineries which it leases to contract farmers to speed up land preparation, planting and harvesting of corn products as chicken feed.



Acquisition of automated equipments for Dressing Plant

To motivate employees to meet production and sales targets and to help them augment their incomes, the company initiated gainsharing and profit sharing schemes. It also provided various welfare programs for its employees and for the community by providing health and financial assistance and launching civic-oriented projects.

MB Decena has come a long way from its modest roots. It has gained recognition in the industry having been a national winner of the Gawad-Saka Outstanding Agri-Entrepreneur and regional and national winner of the 2015 Productivity Olympics. Today, MB Decena supplies 60% of the region's demand for dressed chicken and has become a trusted name for quality and freshness.

# Greenlight Power Incorporated

Industry Sector, Small Enterprise Category

GPI started as a husband and wife venture in 2004 with a capital of only P100,000 and 2 employees. Today, after more than 10 years, its assets have grown to almost P53M, with over 40 employees in its payroll.



GPI is engaged in the trading of electrical equipment and supply, and construction materials; in electrical contracting, design and building and; general construction.

Like any business, GPI had its share of challenges. Before the company thought of implementing productivity improvement programs (PIPs), key processes were done manually (e.g. timekeeping and payroll, costing and estimation) and reports crucial to management decision were not submitted on time. Thus, operations were below capacity with only 82% of client inquiries being served / quoted and sales averaged P35M in 2011 with a 19% gross profit rate.

In 2013, GPI owner Mr. Jeremiah Garlit, together with one of his managers and a specialist, was chosen by the DOLE-NWPC as a private sector participant to the training on productivity conducted by Nanyang Polytechnic International, Inc. in Singapore. As his re-entry project, Mr. Garlit set his eyes on new technologies to reduce operations costs and increase total sales.

First, GPI subscribed to BCI Asia, an efficient online search engine, to improve the company's access to project leads. This immediately raised total sales from P9.283M in mid-2013 to P27.243M in 2014 and gross profits from P1.95M to P6M. The company also realized annual savings from the 5% decline in transportation expenses from P53k to P50k.

It automated its costing panelboards, switches and switchgears, raising its quotation-to-inquiries ratio from 82% to 95% in 2015. By adopting a technology called Planswift, construction estimates on labor, waste, parts and materials were generated faster and more accurately, improving the chances of winning projects.



## Green Workplace Practices

The company gives half month bonuses at the end of each year, ranging from Php 5,500-17,500 per employee. Incentives and recognition are given to the most dependable employee and employee of the year. It also provides welfare benefits such as medical benefits, life insurance, spiritual enhancing and livelihood training and holds company events for its employees like outings and annual Christmas parties, funded by their savings from recycling.



## Programs on Human/Labor Relations

Today, TOPC, an ISO9001-certified company, operates on a 1,800 sq. meter factory and is run by 127 competent and dedicated workers manning over a dozen machines. It has expanded its packaging solutions to paper pallet, packaging tapes, stretch film, bubble sheet, inner box clay coat, corner angle and paper bags.

In 2013, the company was awarded best in Delivery by Shindengen Philippines Corporation and in 2015 it was awarded a regional and national winner of the 2015 Productivity Olympics.

# Thousand Oaks Packaging Corporation

Industry Sector, Medium Enterprise Category

Thousand Oaks Packaging (TOPC) began its operations in October 1997 in an old 250 sq. meters warehouse with only one Die Cut Machine, a typewriter, 4 employees and a vision to be the leading manufacturer and supplier of packaging needs nationwide.



TOPC encountered difficulties especially in its early years. Targets for most of its processes were not being met. It had no system for waste management, with most of the company's solid waste disposed as trash. It struggled with high energy consumption cost.

These challenges prompted TOPC to adopt productivity improvement programs (PIPs). It standardized productivity improvement targets per process by setting the minimum-maximum limit per process for clearer and more realistic targets. This resulted in an 80%-100% accomplishment of targets and an increase in its Client Satisfaction Measurement (CSM) rating.

TOPC also adopted an environmental management system, as part of its compliance to ISO 14000 where trimmings, used paper, boards, envelopes, pallets and pet bottles were gathered for recycling generating savings up to P300,000. Shifting to LED Lights and LED computer monitors also reduced energy costs by 5 percent.

It adopted technological improvements such as the use of an automated accounting system for faster and more accurate processing of accounting related documents. It tapped into the social networking sites to maximize its market/client reach.

Recognizing the contribution of its workers to the company, TOPC adopted incentive schemes based on productivity and sales performance.

Meanwhile, new technologies were adopted to lower operations costs and generate savings such as the automation of counting of breakers and use of laser meters for greater speed and accuracy in canvassing and in the preparation of quotations, respectively. This reduced operations costs by 93% and 75% respectively.

For its internal processes, GPI used an EDS biometrics and payroll system to shorten the cycle time for payroll preparation and tracking of leaves, cutting labor costs by 40%.

GPI also implemented green practices such as recycling, waste management, use of GI Sheets instead of BI and powder instead of spray paint and conversion to LED of PC monitors.



Property waste segregation and facility for workers

To reward its employees, GPI gives cash incentives like performance based salary increases, performance based monthly incentive for its Support Group, incentives for achieving Department targets, recognition for the Top Salesman of the Month/Year and Top Office Sales Department of the Year. It also started sharing company stocks with two of its pioneering employees.

GPI also provides health/medical benefits and livelihood assistance to its workers.

Today, GPI has expanded its product lines to synchronizing panel, lightning arrester, current transformer, bus duct and busway. With a fast growing sister company Greenworks Energy Resources, Inc. and a number of recognitions for business achievements (e.g. Sales Performance Recognition and Incentive from Schneider Electric Philippines, Recognition from Integrated Institute of Electrical Engineers (IIEE), Best Choice for Trusted Quality Electrical Contractor and 2015 Productivity Olympics national winner; GPI is set to become a major player in the industry.

# 2015 Productivity Olympics National Finalists



Greenlight Power Inc.



Thousand Oaks Packaging Corp.



Temps & Staffers Inc.



Cauayan Medical Specialist Hospital



Kaunlaran ng Kababaihan Para sa Kinabukasan



Guisican Multi-Purpose Cooperative



Nesabel Corporation



Danny Joan Farm



Praj Pasalubong Center & Gen. Merchandise



Tanvera Corporation



Pavia Entrepreneurs Multi-Purpose Cooperative



Amarella Resort



Masisit-Dacal Livelihood Cooperative



MB Decena Jr. Livestock



Tabuk Multi-Purpose Cooperative (TAMPCO)



Myler Agribusiness Inc.



Integrated Livestock & Poultry Raiser's Coop.



Woodworks Kiln Dried Products



Calamba Rice Growers Multi-Purpose Cooperative



St. Jude Multi-Purpose Cooperative



Lighthouse Cooperative Ybanag Food Products



Davao Agricultural Ventures Corporation



Cinco Niñas Resto



Dolefil., Inc. Stanfilco, Station 88



Surigao Del Sur I Electric Cooperative (SURSECO)



Andres Soriano Memorial Hospital Cooperative