



The representatives of Mint05-Infuturo, Inc. composed of personnel from management and operations who have participated in the educational course in learning the LMC program of The Manor.

Panag-kaykaysa ti Mint05-Infuturo, Inc. ken The Manor (Unity among Mint-05-Infuturo, Inc. and The Manor)

The Manor at Camp John Hay's Dap-ayan, an award-winning engagement for employee-employer partnership who bagged the 2015 Outstanding LMC for Industrial Peace Award opened its doors for a benchmarking session showcasing their best practices in Labor-Management Cooperation (LMC) to Mint05-Infuturo, Inc on September 11, 2019.

Greeted with warm smiles and a hot beverage of *moringa tea*, the team initiated the official start of the educational course by giving a brief introduction of themselves and what they represent by supplying what they do in profession to Mr. Elizandro Medrano, the CGSP and Learning and Talent Development Manager of The Manor. A video presentation showcasing the contributions and achievements of each of their committees under their

LMC program defined the positive and continuous impact it brings not only to management and their employees but also the community The Manor built its foundations on.

The second part of the educational course was a PowerPoint presentation defining the roles and processes of each committee as well as the contributions it has made to the welfare and progress of the organization. The basic expecta-



tions, daily routines, and protocols that all employees follow proves that their LMC program is not just sets of processes but, indeed, a way of life and commitment.

Mr. Medrano hyped up the benchmarking session by conducting an inside tour of their facilities thereby showing a glimpse of the services they offer. The first part of the tour simulates a client's room experience. Rooms offered vary depending on the customer's preference and specific necessities. There are many options offered for their different rooms and suites. The view available to certain rooms would definitely amaze their clients with its forest or garden view.

Walking around their garden was another astonishing experience especially when the team saw an actual *dap-ayan* in their premises which is the very symbol of their LMC program (*right photo*).



The way their LMC program was steered resonates well with the experience their services provide. This was especially emphasized when the team witnessed the facilities they have for their employees such as a mini-cooperative where employees can enjoy a convenient grocery experience. The mini-coop also serves as a source of emergency funds for employees in need. The management of their garbage does not only help in preserving and protecting the environment but also paved way for another source of funding in order to help the different engagements, activities and projects of their LMC committees. Two of the most meaningful endeavours they have ventured is stationing their very own clinic for employees who need immediate medical attention, and; having their own canteen that provides healthy alternatives for their employees, thus promoting healthy eating habits.



The Manor's LMC program is a shining testament proving that labour and management can work together to create a meaningful partnership for the betterment of quality of service, lifestyle and culture a company would like to attain and commit to.

