

Press Release

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UnionBank of the Philippines wins Best Employee Engagement award for 2015

- **UnionBank of the Philippines developed comprehensive training facilities and programmes to keep staff engaged**
- **The bank focusses on developing talent and leadership while reducing training costs by up to 99.5%**
- **Human Capital Framework easily integrates future employees into the right jobs within the bank**

Singapore, March 19th 2015—UnionBank of the Philippines won the **Best Employee Engagement** award for 2015. The bank received the award at The Asian Banker's International Excellence in Retail Financial Services 2015 Awards ceremony, held in conjunction with the region's most prestigious retail banking event, the Excellence in Retail Financial Services Convention. The ceremony was held at the Capella on March 19th 2015.

UnionBank of the Philippines developed comprehensive training facilities and programmes to keep staff engaged

Since 2010 UnionBank of the Philippines developed training roadmaps for all employees, designed to realise performance results and support business requirements. It has started to commit 1% of its net income to community projects which involves the bank's employees.

Through its e-learning portal and its own corporate university, the bank offers now 58 courses through its nine academies, led by bank senior management who serve as deans. It has also implemented a leadership programme that systematically trains executives to be effective team coaches.

The bank focusses on developing talent and leadership while reducing training costs by up to 99.5%

The bank's focus on employee development hinges on building expertise and ensuring a robust leadership pipeline. Thanks to a mindset of developing a "winning culture of experts", the bank formulated its Universal Training Plans, delivered through UnionBank University.

Its eLearning portal was developed to expand training reach to all branches and locations nationwide, while maximizing training budgets and reducing training costs to as much as 99.5%. To develop future leaders, the bank has the Executive Development Program, anchored on 19 leadership and management competencies.

Human Capital Framework easily integrates future employees into the right jobs within the bank

To achieve its goal of growing excellent employees who exemplify the bank DNA, its HR department developed the bank's Human Capital Framework. Through clear employer branding, the bank is able to attract the right talent and allow them to determine for themselves how they will fit in the organisation.

About 200 senior bankers from award-winning banks in 29 countries across the Asia Pacific, the Middle East, Central Asia and Africa attended the glittering event that recognises their efforts in bringing superior products and services to their customers. The awards programme, administered by The Asian Banker and refereed by prominent global bankers, consultants and academics, is the most prestigious of its kind.

A stringent three-month evaluation process based on a balanced and transparent scorecard used to determine the winners and the positions of various retail banks in the region is attached.

About The Asian Banker

The Asian Banker is the region's most authoritative provider of strategic business intelligence to the financial services community. The Singapore-based company has offices in Singapore, Malaysia, Hong Kong, Beijing and Dubai as well as representatives in London, New York and San Francisco. It has a business model that revolves around three core business lines: publications, research services and forums. The company's website is www.theasianbanker.com

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