



PHILIPPINE
NATIONAL
CONSTRUCTION
CORPORATION

Performance-Enhancing Mechanisms for Employee Participation for CY 2018

Training Programs and Activities Conducted

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Team Building

Over the past few years, PNCC had undertaken regular team building activities to make time and space for employees to bond. For 2018, the Team Building was held on April 18-19, 2019 at Palm Beach Resort, Laiya, San Juan, Batangas.

The Human Resource Division organized a committee aimed at scouting the venue, planning the activities and realize the activities. The committee headed by the Head of Human Resource Division, Mr. Felix M. Erece, Jr. planned a beach day team building event. A day before the event, participating employees were divided into 2 groups: Team A and Team B. Each team was composed of mixed ages and gender.

Among the activities of the beach day team building event were:

Mini Buckets and Ball



In this game, Teams competed against each other to move balls from one bucket to another without using their hands or arms. The improvised bucket was made from empty plastic bottled water tied by garter in each player's head. The objective of the game was to learn teamwork, task management and leadership.

The selected players of each team formed into line. The first player of the team has the Pingpong ball in his bucket. He has to drop the ball from his bucket to the next player's bucket using his head. If the player missed to drop the ball to the next player's bucket, the team will start over from the first player.



Both teams played at the same time which create additional chaos and made communication even more important to each team players. Team players worked with each other to somehow drop or transfer the ball to the next player.

The Team that has reached the last player at the shortest time won the game.

Balloon Trolley



The goal of the game was for the entire team to move from the starting point without dropping the balloon. Each team was composed of 11 players. The team stands in a line with a balloon separating each player. Once the Team starts, members are not allowed to use their hands to hold the balloons. If a balloon touched the ground, the entire team has to start over from the starting point.

Buckets and Ball

the end point won the game.

Each group learned to work together and considered how individual role affected the whole team. The first Team to reach



Balloon Trolley

Pass the Water

Each Team selected 15 players of mixed gender and age for the activity. Both assigned a water watcher whose responsibility was to ensure that the team's pail was filled up with water. Strategically, the water watchers were positioned at the shoreline while the players stood in line along the beach. The first player in line ran to the water watcher to get the bucket full of water. The first player passed the bucket over his head into the next player behind him until it reached the last player in line. What made the game more exciting and chaotic was each player got wet as the bucket bore holes. The last player poured the remaining water in the bucket over his head into the pail behind him without looking onto the pail. He then ran to the water watcher to give the empty bucket. The cycle continues until the pail behind the last player became full. The first team which filled the pail full with water won the game.

Both teams played at the same time which created a better understanding of each other and break down walls of mistrust since it developed collaboration and trust, motivation, nurtured strengths and address each weakness.



Pass the Water

Tug of War

Tug of War, the final activity of the event, was the most participated team building exercise as all team members joined in pulling the rope as they work together to come up as the victor in this battle of strength. A real sense of teamwork was created on this game.

The team building activities had helped increase employee motivation and it nurture a successful company culture in a number of ways. Every time the group of employees successfully completed and won an activity, it created momentum and made them feel good about themselves thus increases their confidence and their team's ability.

The team with most number of activities won was declared winner. All participants of each activities were given pin money. However, the most important thing that matter was the lessons learned from the activities, the joy and fun experienced as a group, the good relationships and network of contacts developed outside their day to day duties as employees.

Bowling Tournament

In celebration of PNCC's 52nd Foundation Anniversary, the Management opened the 2018 Bowling Tournament on September 25, 2018 headed by its Chairman of the Board, Mr. Herculano C. Co, Jr. and President and CEO Mario K. Espinosa at AMF Puyat Coronado Lanes, EDSA Starmall. Patterned from the previous year tournament, joining employees were divided into two (2) teams. Selection of each team players were based on their previous year average scores. The team with the highest combined total from all five (5) games was named the tournament champion. The last game held on November 8, 2018 was the fun games.

Through the years, bowling is PNCC's effective team sport as it promotes a culture of wellness among incumbent employees and serves as a powerful icebreaker for newcomers. It also facilitates gatherings around the area of sport that influences positive changes and increase employee collaboration and camaraderie.



Team Captains, Felix M. Erece, Jr. and Sabino Bassig as they assign lanes to the players



Team meeting before the game



Actual game



TRAINING / SEMINARS ATTENDED

Training / Seminar Title	Conducted By	Inclusive Date/s	No. of Employees				Total
			R&F	S	M	E	
Orientation on the Philippine Quality Awards	DTI	April 25, 2018			1		1
Orientation/Workshop on the GOCC Leadership Management System (GLMS)	GCG	May 25, 2018			1	1	2
Basic Occupational Safety and Health	SOPI	September 3-7, 2018	1				1
Appraisal and Disposal of Government Properties (ADGP)	GCG/COA	September 12-14, 2018			1		1
Orientation/Refresher on Performance Management in the GOCC Sector	GCG	September 19, 2018			2	1	3
The Philippine Railway Modernization & Expansion Summit 2018	Mykar Events	October 24-25, 2018			3	3	6
GCG Information and Cyber Security Forum	GCG	November 8-9, 2018	1		1		2
Legend : R&F – Rank and File S – Supervisory Level M – Managerial level E - Executive							