

TALENT DEVELOPMENT

HIGHLY INNOVATIVE PEOPLE ON THE GO

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DAVAO DOCTORS HOSPITAL

HIPO, short for *Highly Innovative People on the go*, was developed as a form of succession plan with the ultimate goal of gathering a pool of leaders that will eventually assume managerial or supervisory functions.

Based on the Employee Satisfaction Survey that the Davao Doctors Hospital (DDH) conducts annually, professional development is one of the factors that makes employees stay in an organization. HIPO, therefore, helps to address the retention gaps our organization faces. The program also came up as a response to the challenge of having second-in-line personnel, usually high potential staffs, who will do decision-makings in the absence of department managers.

High potential staffs are **reckoned as highly innovative, think tanks of the team, and the ones that can be essentially trusted with higher levels of responsibilities**. As such, HIPO also serves as an additional training for them as the program will equip them with management skills, which is an advantage by the time they are needed to oversee their respective departments. Correspondingly, they are expected to have a better appreciation of management principles, concepts, tools, and techniques, which they may apply later on, and have an optimization of their talents that will benefit not just the organization but also themselves.

The pioneering batch of participants who successfully completed HIPO last 2017 were able to produce outputs that continue to benefit employees, patients, and the organization as a whole.

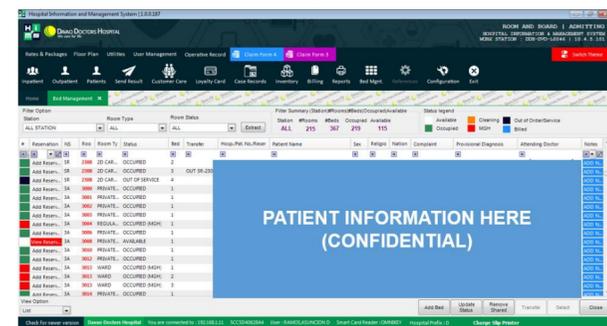
Generally, most participants rated the program in terms of learning module as excellent. It is apparent from their testimonials that they found HIPO as a great venue for them to learn new things on how to better perform and manage people. Evidently, some of the participants have now taken supervisory and managerial positions like assistant heads, supervisors, and specialists.

Indeed, the program was able to achieve, and continues to do so, its goal of being a succession plan in which pool of leaders are gathered for higher responsibilities. HIPO has likewise been recognized to have a positive effect on DDH's retention rate as it continuously increases from 2016, when it started, to 2018.

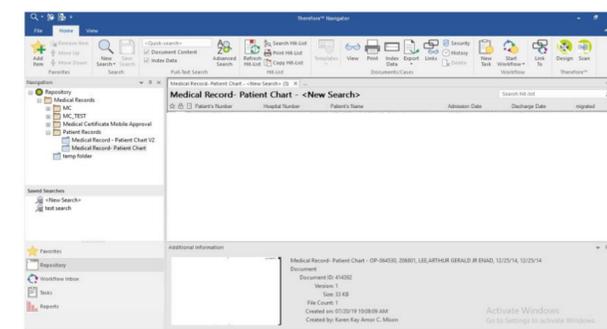
Employee Online Performance Management Assessment System (E-Professional Development System)



Hospital Admission Bed Management (Hospital Information and Management System)



Centralization of Patient Information

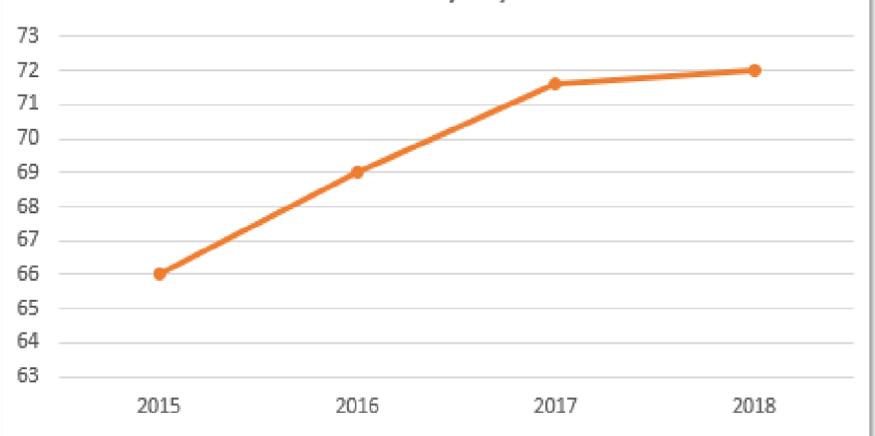


HIPO

PROJECTS

The innovativeness of these Highly Innovative People on the Go led them to come up with projects that are currently utilized at Davao Doctors Hospital. These outputs benefit not only the employees and patients but also the organization as a whole.

Patients' Loyalty Score



Retention Rate of Supervisory and Up-level Positions

