

Republic of the Philippines  
Department of Education  
Region V – Bicol  
SCHOOLS DIVISION OFFICE OF CATANDUANES

UNNUMBERED MEMORANDUM  
SGOD-UM-11-07-2023/CPG

To: Assistant Schools Division Superintendent  
Division Chiefs  
Public Schools District Supervisors  
School Heads  
All Other Concerned

From:   
SOCORRO V. DELA ROSA, CESO V  
Schools Division Superintendent

Date: November 07, 2023

Subject: **INVITATION TO HURIS PROGRAM ON EFFECTIVE CONFLICT  
RESOLUTION AND SOLVING EMPLOYEE PERFORMANCE ISSUES THRU  
MEDIATION**

1. This is in connection with the invitation of Human Resource Innovations and Solutions, Inc. (HURIS) inviting interested participant to participate in its program on Effective Conflict Resolution and Solving Employee Performance Issues Through Mediation on November 23-24, 2023.

2. Interested participants may contact at (02)8871-6519/ 09269405476 or email : [consult@huris.com.ph](mailto:consult@huris.com.ph) and for other details please see attached communication.

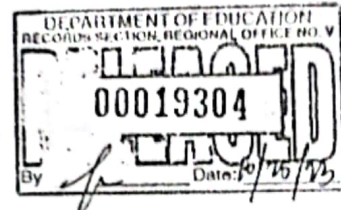
3. Participation in this program is on a voluntary basis only.

4. For information

CPG/SGOD-UM-11-07-2023 Invitation to Huris Program on Effective Conflict Resolution and Solving Employee Performance Issue thru Mediation



San Roque, Virac, Catanduanes  
052-8114063  
[catanduanes@deped.gov.ph](mailto:catanduanes@deped.gov.ph)  
[www.depedrovcatanduanes.com](http://www.depedrovcatanduanes.com) / [www.catanduanes.deped.gov.ph](http://www.catanduanes.deped.gov.ph)



**ADVISORY No. 50 s. 2023**  
October 25, 2023

In compliance with DepEd Order (DO) No. 8, s. 2013  
This advisory is issued not for endorsement per DO 28, s. 2001,  
but only for the information of DepEd officials,  
personnel/staff, as well as the concerned public.

**INVITATION TO HURIS PROGRAM ON EFFECTIVE CONFLICT RESOLUTION AND  
SOLVING EMPLOYEE PERFORMANCE ISSUES THRU MEDIATION**

Human Resource Innovations and Solutions, Inc. (HURIS) is reaching out to the Government Sector and imparting best practices and tools to ignite innovation and foster a culture of creative thinking within the organization.

With this, HURIS is inviting everyone to participate in its Program on Effective Conflict Resolution and Solving Employee Performance Issues Through Mediation on November 23-24, 2023 to help the participants use communication as a tool to address the root causes of problems and achieve resolutions that can result in win-win outcomes for the organization.

For further clarifications, you may contact at landline no. (02)8871-6519, mobile number 09269405476 or email: [consult@huris.com.ph](mailto:consult@huris.com.ph).

Participation in this program is on a voluntary basis only.

For information.

DEPARTMENT OF EDUCATION  
**RECEIVED**  
RECORDS SECTION, REGIONAL OFFICE NO. V  
**OCT 19 2023**  
TIME: 2:21 PM

DEPED V BICOL REGION

From:  
Sent:  
To:  
Subject:

Huris <consult@huris.com.ph>  
Thursday, 19 October 2023 1:45 pm  
DEPED V BICOL REGION  
REGISTER NOW! Effective Conflict Resolution and Solving Employee Performance  
Issues thru Mediation on November 23-24, 2023

**EFFECTIVE CONFLICT RESOLUTION AND SOLVING EMPLOYEE PERFORMANCE ISSUES THRU MEDIATION**

**FACILITATOR:**  
**OSCAR L. CONTRERAS,**  
**DPM, MPA, CEC**

9:00AM - 5:00PM  
NOVEMBER 23-24, 2023

PRICE: PHP 17,920.00  
(VAT INCLUSIVE)

FACE TO FACE  
ASTORIA PLAZA HOTEL,  
PASIG CITY

**HURIS**

For CESB Registration  
This training program is now covered by DBM  
Circular 563, Item 2.4.1. Government Agencies  
www.huris.com.ph

Communication is key. 📍 In our Effective Conflict Resolution and Solving Employee Performance Issues thru Mediation program, join corporate expert Oscar L. Contreras to use communication as a tool to address the root causes of problems and achieve resolutions that can result in win-win outcomes for

your organization. Reserve your slots here 📍

<https://forms.gle/7n7RaRAiXLNBotG59>

## **Program Objectives:**

1. Learn the basics of negotiation and conflict management
  2. Understand concepts and models in mediation as an effective vehicle for conflict and dispute resolution
  3. Identify options, and differentiate interests from positions, and understand how to generate variable options, generate relevant criteria and choose viable alternatives as essential components in the mediation process
  4. Practice skills in mediation through the use of case studies, role playing and simulations
- 

## **Course Outline:**

### **Day 1**

- Overview of Workshop
- Introduction to Mediation
- Lecture on First 4 Elements
- Lecture on 3 Elements
- Steps in Mediation Process
- Practice Exercises

### **Day 2**

- Quick Review of Day 1
  - Mediation Exercise 1
  - Mediators' Communication Tools
  - Mediation Exercise 2
  - Managing Impasse
  - Mediation Exercise 3
  - Lessons to take away
  - Summary of closing
-

# LEADERSHIP DEVELOPMENT PROGRAMS

FOR CESB REACCREDITATION

## FACE-TO-FACE

## VIRTUAL

### REGULAR RATES

### REGULAR RATES

#### 2-DAY PROGRAMS

#### 3-DAY PROGRAMS

#### 4-DAY PROGRAMS

#### 6-DAY PROGRAMS

16 HOURS | 8 HOURS/DAY

24 HOURS | 8 HOURS/DAY

16 HOURS | 4 HOURS/DAY

24 HOURS | 4 HOURS/DAY

PHP 17,920.00 VAT INC.

PHP 20,980.00 VAT INC.

PHP 13,440.00 VAT INC.

PHP 20,160.00 VAT INC.

### DISCOUNTED RATES

### DISCOUNTED RATES

#### GO-GETTER RATE (EARLY BIRD DISCOUNT)

#### GO-GETTER RATE (EARLY BIRD DISCOUNT)

*Rate is valid if you made your payment 10 working days before the conduct of the program.*

*Rate is valid if you made your payment 2 weeks before the conduct of the program.*

2-DAY PROGRAM - PHP 17,360.00 VAT INC.

3-DAY PROGRAM - PHP 20,040.00 VAT INC.

4-DAY PROGRAM - PHP 13,160.00 VAT INC.

6-DAY PROGRAM - PHP 19,740.00 VAT INC.

#### TROUPE RATE (GROUP DISCOUNT)

#### TROUPE RATE (GROUP DISCOUNT)

*Rate is valid for 5 or more registrants from the same agency for the same program.*

*Rate is valid for 5 or more registrants from the same agency for the same program.*

5% OFF THE REGULAR RATE

5% OFF THE REGULAR RATE

#### PROGRESSIVE DEVELOPMENT RATE (CONTINUOUS LEARNER DISCOUNT)

#### PROGRESSIVE DEVELOPMENT RATE (CONTINUOUS LEARNER DISCOUNT)

*Rate is valid on your 4th and subsequent program registration within the calendar year.*

*Rate is valid on your 4th and subsequent program registration within the calendar year.*

2-DAY PROGRAM - PHP 16,844.80 VAT INC.

3-DAY PROGRAM - PHP 25,267.20 VAT INC.

4-DAY PROGRAM - PHP 12,633.60 VAT INC.

6-DAY PROGRAM - PHP 18,950.40 VAT INC.

## CSC ACCREDITED PROGRAMS

### FACE-TO-FACE

#### REGULAR RATES

**1-DAY PROGRAM**  
18 HOURS | 6 HOURS/Day  
PHP 17,034.00 VAT INC.

**3-DAY PROGRAM**  
54 HOURS | 18 HOURS/Day  
PHP 28,804.00 VAT INC.

#### DISCOUNTED RATES

##### CO-CENTER RATE (Early Bird Discount)

This is valid if you make your payment 10 days in advance to attend the course. Call our program manager for details.

1-DAY PROGRAM - PHP 16,583.00 VAT INC.  
3-DAY PROGRAM - PHP 24,583.00 VAT INC.

##### GROUP RATE (Group Discount)

This is valid for 5 or more registrants from the same agency for this same program.

5% OFF THE REGULAR RATE

1-DAY PROGRAM - PHP 16,172.00 VAT INC.  
3-DAY PROGRAM - PHP 24,172.00 VAT INC.

##### PROGRESSIVE DEVELOPMENT RATE (Continuing Learning Discount)

This is valid on your 4th and subsequent program registrations within the calendar year.

1-DAY PROGRAM - PHP 16,022.56 VAT INC.  
3-DAY PROGRAM - PHP 24,022.56 VAT INC.

### VIRTUAL

#### REGULAR RATES

**1-DAY PROGRAM**  
18 HOURS | 6 HOURS/Day  
PHP 4,200.00 VAT INC.

**3-DAY PROGRAM**  
54 HOURS | 18 HOURS/Day  
PHP 7,700.00 VAT INC.

#### DISCOUNTED RATES

##### CO-CENTER RATE (Early Bird Discount)

This is valid if you make your payment 10 days in advance to attend the course. Call our program manager for details.

1-DAY PROGRAM - PHP 4,200.00 VAT INC.  
3-DAY PROGRAM - PHP 7,700.00 VAT INC.

##### GROUP RATE (Group Discount)

This is valid for 5 or more registrants from the same agency for this same program.

5% OFF THE REGULAR RATE

1-DAY PROGRAM - PHP 4,000.00 VAT INC.  
3-DAY PROGRAM - PHP 7,300.00 VAT INC.

##### PROGRESSIVE DEVELOPMENT RATE (Continuing Learning Discount)

This is valid on your 4th and subsequent program registrations within the calendar year.

1-DAY PROGRAM - PHP 4,000.00 VAT INC.  
3-DAY PROGRAM - PHP 7,300.00 VAT INC.

## About HURIS

Human Resource Innovations and Solutions, Inc. (HURIS) is a human resource and organization development consultancy and solutions provider, established in 2005. By deep-diving into their organizations, we provide our clients comprehensive and value-driven business solutions and services, focusing on human resource business processes, ranging from the set-up of organizations to post-employment management. Part of our solutions is to design and conduct learning and development programs that address the needs of corporate leaders and future leaders of those clients, so that they reach their organizational goals and optimum efficiency.



Your Partner Toward Organization Effectiveness.

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Our mailing address is  
[consult@huris.com.ph](mailto:consult@huris.com.ph)

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