



FLORENCE L. VILLONES, CCMP™, CHRP®

Change Management Consultant and Shared Leadership Team Coach

“Building organizational capability in managing change”

Rhenz has 25 years of leadership experience in business transformation and project consulting, Human Resources strategy and operations. Her key competencies are in organizational change management (OCM), organization development, and learning and development. She has accumulated experiences from local and global industries in financial services, technology, logistics and manufacturing companies.

Her multi-cultural experiences were rooted from her HR business partnering practice that shifted to managing end-to-end implementation of OCM project deliverables for a business transformation program in a distribution/logistics company that covered Singapore, Brunei, Malaysia, Hong Kong, Macao, Vietnam, Cambodia, Myanmar, Taiwan, and Australia. She was a key resource in standardizing organizational change management practices in the organization and by conducting knowledge transfer and coaching to an HR team in Indonesia for their SAP upgrade implementation project. She represented the Regional Office in formulating and presenting a strategic change management plan for the regional implementation of the Oracle HCM Fusion; then managed its project implementation for the three Business Units in the Philippines, the largest and most diverse in the region. Recently, she managed the due diligence activities of an HR systems implementation for a global electronics manufacturing company that covered the Philippines, United States, Mexico, China, Bulgaria, Serbia and Czech Republic.

She has been engaged in consulting works on HR transformation projects, and coaching Change Teams and sponsors in their transition journey. In the capability-building scene, she designs and delivers courses and extends post-training coaching sessions on Leading and Managing Change, Productive Interpersonal Communications, Essential Leadership Development, Workplace Counselling, Leadership in a VUCA World, Psychosocial Well-Being among others, mostly customized according to client needs.

She is a Certified Change Management Professional™ under the Association of Change Management Professionals (ACMP), and a Certified Human Resources Professional (CHRP) under the International Federation of Professional Managers (IFPM). She is also a trained Assessor of Assessment Analytics Inc., the exclusive distributor of SHL tools, under which she leads development assessment centers, and manages projects on competency development. In December 2021, she achieved her designation as Shared Leadership Team Coach from LIM (Leadership in Motion), a body accredited by the International Coaching Federation (ICF).

Rhenz is on her 5th year as a volunteer Community Facilitator and Coordinator for ACMP. She is also a Volunteer Mentor for the Mentorship Program of the Career Services Office in the Asian Institute of Management (AIM).

EMPLOYMENT BACKGROUND:

Zuellig Pharma Corporation – HRIS Project Manager
Zuellig Pharma Asia-Pacific Ltd Phils., ROHQ – Project Manager for OCM
AXA Philippines – Head for Organization Devt. and Change Enablement
Trend Micro, Inc. – Training and Development Manager
IBM Solutions Delivery Inc. – HR Partner and Resource Deployment Leader
CIBI Information Inc. – HR Officer
RCBC Savings Bank – HR Consultant
Prudentialife Plan Group – Recruitment Officer
Litton Mills Inc. (JG Summit Group) – Recruitment Supervisor

CLIENT ENGAGEMENTS:

<p>Financial Sector: Pacific Cross Insurance, Inc. PJ Lhuillier Group of Companies Pepper Money, Inc. Aboitiz Equity Ventures Golden Rural Bank of the Philippines</p> <p>Technology and Telecommunications Sector: Data Analytics Ventures Inc. NTT Data Group Sunfish DataOn Philippines ERP Integrated Solutions, Inc. Globe Telecom Seachange International</p> <p>Industrial Sector and Real Estate: Aboitiz Power Corporation Forsspac Global SM Development Corporation (SMDC) Guill-Bern Corporation Elasco International Corporation Megacem</p>	<p>Manufacturing and Supply Chain Sector: Integrated Micro-Electronics, Inc. Rebisco Biscuit Corporation Zuellig Pharma Corporation Metro Drug, Inc. Coca-Cola Bottlers Phils. Avon Philippines Phillip Morris Philippines</p> <p>Food Services Sector: Jollibee Foods Corporation</p> <p>Public Sector: United Coconut Planters Bank (UCPB) Government Service Insurance System (GSIS) Bangko Sentral ng Pilipinas (BSP)/Central Bank Tourism Promotions Board National Council for Children’s Television Department of Trade and Industry Philhealth (Regional Office VI)</p>
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