



PROFESSIONAL PROFILE
ALLAN C. CAÑETE



Allan Cañete is seasoned Human Resources and Organization Development executive who has demonstrated his expertise on both corporate mainstream and consultancy engagements.

He has proven his ability to lead diverse teams of professionals to new levels of success in a variety of highly competitive industries, cutting-edge markets, and fast-paced environments as both internal and external HROD consultant.

He has a strong leadership skill set and business acumen with an impressive track record of more than 29 years of hands-on experience in all types of HR functions and OD interventions. This includes training and development, teambuilding, performance management systems, strategic planning, balanced scorecard, competencies profiling, job evaluation, process improvement, organizational restructuring, salary benchmarking, organizational culture change, among others.

Aside from HR and OD, he had the opportunity to work as a corporate planner in an academic institution. His exposure to this field developed in him a keen business sense and expertise in strategic management. This enables him to think beyond the domains of HR and OD. He can easily “think out of the box” whenever needed. An advantage that makes him capable of analyzing an organization's critical issues and recommend correct business solutions.

He is the founder, president and CEO of Creative Moves Business Outsourcing

A management consultancy firm that caters to all types of organization that requires management and leadership training as well as organizational development interventions for their company.

In Creative Moves, Allan directs its overall operations and provides strategic guidance and leadership to his technical assistants and associate consultants to ensure alignment of their initiatives with the Creative Move's mission. Allan was able to grow this 19-year old consultancy business with the help of an ever-increasing number of clients from all types of industries in both private and public sectors.

Following are among the many programs and interventions that Allan and Creative Moves consultants can do for you:

1. Values Clarification and Positive Work Habits
2. Mc Kensey 7S Framework
3. Strategic Planning with Balanced Scorecard
4. Organizational Climate Survey
5. Employee Satisfaction Survey
6. Mystery Shopping Program
7. Management Development Program
8. Supervisory Development Program
9. Leadership Skills Development Workshop
10. Problem Solving and Decision-Making
11. Presentation Skills Training
12. Project Management & Mind-Mapping
13. Managing Change Effectively
14. Managing Employee Performance and Behavior
15. Employee Attitude Enhancement Programs
16. Value Analysis and Value Engineering
17. Cultural Intervention Program
18. Process Improvement
19. Organizational Restructuring
20. Job Evaluation
21. Salary Benchmarking
22. Change-Focused Teambuilding (not just for fun)
23. The Power of Gratitude Intelligence Workshop

Among his Delighted Clients are:

Cargill Philippines, Inc.
East West Seed Corporation
Agrinurture, Incorporated
Hijo Resources Corporation
East West Seed Corporation
Family Mart
The Moment Group – 8Cuts Burgers
Greenwich Pizza, Inc.
Commtrand Construction Corporation

Arup Philippines, Inc.
Village Gourmet Corporation, Inc.
North Park Noodle House, Inc.
Rustan's Group of Companies
Rustan's Marketing Specialist Inc.
Stores Specialist Inc.
Sonion Philippines, Inc.
Robinson's Department Stores
Energy Development Corporation
Toyota Pasig-Shaw Inc.
Nissan Philippines, Inc.
Styro Packaging Corporation
YKK, Philippines, Inc.
Cardinal Santos Medical Center
North Park Noodles and Restaurant
Golden Donuts, Inc.
Burger Machine Holdings, Corporation
Fuji Electric Philippines, Inc.
Toyota Pasig Shaw
Fujitsu Philippines, Inc.
Fujitsu-Ten Philippines, Inc.
Hoya Glass Disk, Philippines
Moriroku, Philippines, Inc.
Yamaha Motor Philippines, Inc.
San Miguel Corporation
Takata Philippines, Inc.
Wholesale Electricity Spot Market
Nikko Metals Philippines, Inc.
LAMCOR, Philippines, Inc.
Yamaha Motor Philippines, Inc.
Jollibee Foods Corporation
UCPB
SAS Philippines, Inc.
AVAYA Philippines, Inc.
Cisco Systems Philippines
Datacraft Communications Systems Inc.
PhilData Business Systems, Inc.
AFPSLAI
HBC Corporation
Banko Sentral ng Pilipinas
Essensa Realty, Inc.
FedEx / Air 21
BPO International, Inc.
House of Senate
Department of Science and Technology
Bayawan LGU, Negros Oriental
Bayugan LGU, Agusan del Sur

RECENT ACHIEVEMENTS:

- Transformed a negative company culture into a culture of gratitude and positivity of a major bank with 3000 employees nationwide using OD cultural intervention.
- Conducted values formation workshops to more than 20 companies since 1989 and triggered a meaningful paradigm shift among an estimated 3000 employees that helped improve their productivity, customer service and profitability.
- Triggered a paradigm shift among 500 employees of a savings and loan association and a major national bank by training them on the practical application of gratitude intelligence in order to create a more positive company culture as well as to maintain a healthy work-life blend.
- Enabled executives of 3 insurance companies to successfully clarify their 5-year strategic thrusts and corporate scorecards in preparation for their performance management system.
- Successfully led the 11 presidents of a group of companies in clarifying their corporate mission, vision and values which was considered a major historical breakthrough
- Helped in designing the executives' corporate scorecard and managers' departmental scorecard of a courier and logistics company which led into their new performance management system.
- Helped a multi-national telco launch a major sales strategy that made them number 1 in the Asian region by training them on strategic planning with their channels and resellers
- Helped the managers of an in-flight catering services in successfully streamline their organization and salaries structure through Job Evaluation
- Enabled the OD team of a fashion retail company in the inculcation of a customer-focused orientation among all officers and employees through a series of values workshops and culture-building interventions
- Conducted teambuilding for more than 700 employees in one construction company
- Conducted strategic planning workshops in more than 30 companies from different industries

EMPLOYMENT HIGHLIGHTS

Corporate Planning and Business Development Manager

STI Colleges Corporate Services Group
Jun 2003 – Jun 2005
Philippines First Insurance Building, Ayala Ave, Makati

HROD Manager
Burger Machine Holdings Corporation
Jun 1994 – Jun 2000
6 yrs 1 mo
807 EDSA, Diliman QC.

OD and Training Assistant Manager
Jollibee Foods Corporation
Jun 1993 – Jun 1994
1 yr 1 mo
Jollibee Center, San Miguel Ave., Ortigas

Education
Trinity University of Asia
Bachelor of Arts
Psychology
1984 – 1988
Major in Clinical and Industrial Psychology

Allan is a graduate of AB Psychology Major in Industrial and Clinical Psychology in Trinity College of Quezon City in 1988. He received his training in CBA Negotiations, Industrial Relations and Job Evaluation in UP SOLAIR. Certified HR Professional of IFPM Philippines. He is also a certified international trainer of Interaction Management and Techniques for Empowered Workforce of Development Dimensions Inc. Allan is also one of the Board of Directors of PHILIPPINES HR GROUP, the largest social-media-based HR group which to date boasts of more than 130,000 members as of April 2019.

Despite his busy schedule, Allan can still find time to engage in his creative talents. He loves nature and landscape photography as well as videography. He also composes hyper-realistic drawings using charcoal, pastels as well as graphite pencils. Allan also write songs and enjoys musical scoring with the use of the latest professional softwares available today. A father of 3 boys, Allan is happily married to his lovely wife, Ana Liza.

Currently, Allan is finishing a book entitled, THE POWER OF GRATITUDE INTELLIGENCE. A philosophy that turned into science in the year 2002 courtesy of the Positive Psychologists of University of California which Allan transformed into a seminar and an OD Cultural intervention conducted among his numerous clients for seven years now. Allan believes that the Power of Gratitude Intelligence can effectively neutralize the dreadful sense of entitlement among reactive people while increasing their sense of gratefulness, improve their ability to think clearly and proactively and develop their ability to relate with other people effectively. And remain positive and resilient even in the midst of adversity.