



FINEX FOCUS

OFFICIAL NEWSLETTER OF FINEX

Bridging Generational Gaps in Work Place



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**PRESIDENT'S MESSAGE:
WILSON P. TAN P. 2**

ISSUE 09 - SEPTEMBER 2023

Welcome to our 9th GMM! I would like to thank our Young Finance Officers and Programs and Meetings Committees for putting this event together.

In today's diverse and dynamic workforce, one of the most intriguing and impactful dynamics at play is the generational gap. This phenomenon refers to the differences in attitudes, values, communication styles, and work preferences among different age groups within an organization. From Baby Boomers to Generation X, Millennials, and Generation Z, each generation brings its unique perspectives and expectations to the workplace. Understanding and managing these generational differences is critical for fostering collaboration, innovation, and a harmonious work environment.

In today's GMM, our guest speakers will explore the impact of the generational gap on the modern workplace and strategies to bridge these divides for improved productivity and employee satisfaction.

On behalf of FINEX, I would like to express my profound thanks to our guest speakers for taking the time to share their ideas and perspectives on the topic.

I also encourage everyone to support the initiatives of the FINEX Research and Development Foundation and the FINEX Academy.

Read the full President's Message [HERE](#).



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PROFILE OF SPEAKERS

MA. ELIZABETH NASOL

President, People Management Association of the Philippines (PMAP)

Beth is currently a Distinguished Fellow in Personnel Management (DPM) with almost 40 years of experience in Human Resource Management. She has gone thru all functional areas in HR with Organizational Development and Compensation as her areas of expertise.

Prior to her appointment in EDC, she was the Vice-President for Corporate Human Resources of First Philippine Electric Corporation (First Philec) which is the intermediate holding company for all manufacturing investments of First Philippine Holdings (FPH).

She graduated from the University of Santo Tomas with a Bachelor's Degree in Psychology, completed the Executive Development Program of INSEAD Singapore in 1992, and finished the Strategic HR Management Program of the University of Michigan in 1995.

She was President of OD Professional Network for 3 terms and President of Compensation Management Society of the Philippines. Currently, she is the President of People Management Association of the Philippines.



ALONZO VILLARET

Consultant, Michael Page

Alonzo is a Consultant at Michael Page Philippines, he pioneered the Business Services industry for Sales and Business Development. He has then been specializing in the FinTech and Services industry, continuously growing the space and placing key senior - executive roles such as Sales & Business Development Directors, Commercial APAC leaders, & Product Executives across different clients in the digital space.

RAYNARD LAO

Director for Finance & Corporate Development, Locad

Raynard Lao leads the Finance and Corporate Development department for Locad, a Southeast Asian e-commerce logistics start-up. He is also experienced in Mergers & Acquisitions, Valuations, and Research, with over three years experience at Fortman Cline Capital Markets prior to joining Locad.



“Leaving a Lasting Legacy” was the topic of the three-day board retreat and strategy planning conference of microfinance NGO Tulay sa Pagunlad Inc (TSPI) held at Fairmount Hotel on July 21-23, facilitated by Father Dennis Paez, SDB.

Present were TSPI Chairman Emeritus David Bussau, Chairman Spanky Meer and wife Apples, Vice Chairman Abe Pascual with Sylvia, directors Kune Gison with Lina, Lito Fider with Mely, Ric Lazatin and Didit, Toto Malvar, Luz Planas. Also present were the new board members and spouses: Anna Sobrepena, Raymond Cruz, Caloy Cervantes and Ricky Dagelet with the capable TSPI Management team lead by Executive Director Alice Cordero and Corporate Secretary Leah Banasen.

What is legacy? According to Webster’s dictionary, it is “a gift by will especially of money or other personal property; something transmitted by or received from the past.” Fr. Dennis added that a legacy could also be “a gift of knowledge or kindness or love for the outdoors, etc. A legacy captures your life and the lessons learned along the way, or it celebrates things that were most important to you such as a cause or an interest. Having a lasting legacy means that you share these deeper meanings with friends, family and posterity.” He further explained that “leaving a legacy is about making our mark in the world, that our life mattered, and we made the most of it:

- to continue making a contribution in future years, helping generations implement the beautiful life lessons we gained.
- to help gain clarity on things that are most important when you can see that your experiences and perspectives matter and
- to give you priceless insights that are hard earned thought that you share by passing on to family and friends. “

Fr. Dennis continues-why should we care about legacy? Basically, because it satisfies the strong need for significance, it is strongly linked to hope, and fulfills the desire to help others. When we find meaning in our life, there is the desire to share this wisdom.

How to start a legacy? He recommended to choose a medium that speaks to your personality such as words, images, music. The purpose is to pass on the things you received in your life in a way that communicates value, meaning and emotion. He suggested to keep a journal: to write a list of values, share significant life stories, dreams for the future, life lessons and major milestones.

Fr. Dennis asked us to do letter writing exercises on several topics such as: What is legacy? What is legacy to you? What do you want to achieve with legacy? What are your memorable moments? Who are important persons that influenced your life? and some others. He gave us two minutes to Address the letter to someone, “write without thinking” and sign our name.

How to start living a legacy? Start in our homes. According to Billy Graham, “the greatest legacy one can pass on is not material things, but rather a legacy of character and faith.” Fr. Dennis said we must be honest and transparent in our communications. Only then can we create a lasting relationship build on trust and respect. He even asked us to choose- to be loved or be trusted?

Read the full article [HERE](#).

Ms. Tarriela was former PNB Chairman. She is currently PNB Board Adviser, Nickel Asia Lead Independent Director, and director of LTG, Finex, TSPI and TSPI MBA. A gardener and environmentalist, she founded Flors Garden in Antipolo.

Ms. Flor Tarriela with the TSPI Board during 3-day retreat and strategy planning conference.



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