



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

Office of the Schools Division Superintendent

November 12, 2025

DIVISION MEMORANDUM

SGOD-2025-739

To : Assistant Schools Division Superintendent
Division Chiefs
Education Program Supervisors
Public School District Supervisors
Public School Head
Public School Teacher

Subject: **INVITATION TO ATTEND CESB AND CSC – LEADERSHIP AND
MANAGEMENT TRAINING PROGRAMS**

1. This is in reference to the 1st Indorsement dated November 7, 2025, signed by Allan G. Farnazo, Director IV, the herein invitation from the Human Resource Innovations and Solutions, Inc., on the various program offerings to be held from November to December, 2025.
2. Participation in the activity shall be subject to the availability of funds, learning and development priorities, and the discretion of the approving authority.
3. Relevant details and information are provided in the enclosures.
4. Immediate and wide dissemination of this Memorandum is directed.

MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent

For and in the absence of the
Schools Division Superintendent

MARJUN B. REBOSQUILLO
Senior Education Program Specialist – P&R
Officer In-Charge

11/12/25

JepEd Schools Division of Digos City
RECORDS SECTION

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DATE: NOV 13 2025 TIME: 1:12 PM
BY: [Signature]

Enclosed: As stated.
SGOD/jsa



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170
| (082)553-8375

RECORDS

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Republic of the Philippines
Department of Education
DAVAO REGION



1st Indorsement
November 7, 2025

Respectfully referred to the Schools Division Superintendents, the invitation from Human Resource Innovations and Solutions, Inc., on the various program offerings to be held from November-December, 2025, subject to the availability of funds, learning and development priorities and discretion of the approving authority.

ALLAN G. FARNAZO
Director IV *16*

Encl.: As Stated.

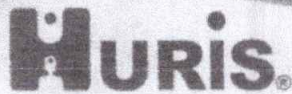
ROH/kfyr

DEPARTMENT OF EDUCATION ROXI
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11-10-25 4:10 PM



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph





Human Resource Innovations and Solutions, Inc.

Your Partner towards Organization Effectiveness.

DEPARTMENT OF EDUCATION ROY
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By:

Date: 05 NOV 2025

11/05/20199
1092

Attention: Human Resource Department/Training Department
Heads, Managers, Interested Officers, Directors

Dear Leaders,

Thank you for your continued support and trust in our learning and development programs. As part of our advocacy, we are committed to reaching out to you to share our best practices and tools, aimed at further enhancing the development of your organization's Human Capital.

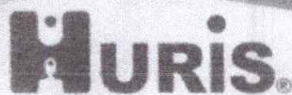
We are pleased to invite you to participate in our upcoming programs, which include both CESB and CSC-accredited courses. We are also excited to introduce new programs that, while not accredited by CESB or CSC, offer valuable insights and tools for organizational growth. These programs will be conducted by **Human Resource Innovations and Solutions, Inc. (HURIS)** and will be held in a face-to-face setup to ensure a more interactive and impactful learning experience.

Managerial Leadership (CESB Accredited) Be enlightened on the differences between Management and Leadership then develop the discipline of Managerial Leadership through tooling you with the right mix of key leadership and management skills to achieve positive results.	November 13-14, 2025 9:00AM-5:00PM 16 hours 8 hours/day Php 18,480.00 VAT Inclusive Training Venue: Astoria Plaza Hotel, Pasig City
Enhancing Service Delivery (CSC-Accredited) The quality of service an organization provides to its customers could spell the difference between success and failure. As competition increases among organizations, customers get preoccupied about the quality of service they receive in their everyday transactions especially with the new normal. To the customers, every person they deal within the organization IS THE COMPANY. On-the-spot performance by the frontliners determines the outcome of the transaction — do you keep or lose the customers?	November 20-21, 2025 9:00AM-5:00PM 16 hours 2 days Php 12,320.00 (VAT Inclusive) Astoria Plaza Hotel, Pasig City
Driving Execution (CESB Accredited) Learn the art of implementing plans despite the numerous challenges that may arise and be skilled in understanding and coping with the dynamics of change to help you achieve organizational success.	November 27-28, 2025 9:00AM-5:00PM 16 hours 8 hours/day Php 18,480.00 VAT Inclusive Training Venue: Astoria Plaza Hotel, Pasig City
Building Powerful Teams (CESB-Accredited) Develop your team's ability to better define objectives and goals, solve problems, resolve conflicts and trust one another's contributions using	December 4-5, 2025 9:00AM-5:00PM 16 hours 8 hours/day Php 18,480.00 VAT Inclusive

(032) 8661 - 5954
(032) 8748 - 2961

consult@hurs.com.ph

www.hurs.com.ph



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Your Partner towards Organization Effectiveness.

leadership and teamwork frameworks and best practices through a dynamic mix of available methodologies	Training Venue: Astoria Plaza Hotel, Pasig City
Achieving a Positive Turn-around in Employee and Organizational Performance thru Positive Discipline (CESB-Accredited) Equip yourself with the skill of positive discipline in correcting employee performance problems and help achieve a positive turn-around in performance. Learn and apply the basic concepts behind "due process", conducting a hearing and/or dialogue in the context of practicing positive discipline.	December 11-12, 2025 9:00AM-5:00PM 16 hours 8 hours/day Php 18,480.00 VAT Inclusive Training Venue: Astoria Plaza Hotel, Pasig City

We will be your partners, serving as catalysts for change within your organization. We also welcome non-CESO participants with supervisory functions who are interested in attending our CESB accredited training programs.

If you are interested, please access the link below or scan the QR Code to fill out the registration form or visit our website to register.

Registration Form: <https://huris.com.ph/huris-learning-development/>



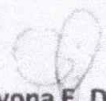
For further inquiries, you may contact us using the details below and reach out to Wyona Driz:

- Landline: (02) 8871-6519
- Mobile: 0917-5124519
- Email: cesb.training@huris.com.ph

We look forward to your participation and are confident that these programs will support your ongoing efforts to strengthen leadership and human capital development in your organization.

Important Note: Please refrain from booking hotel accommodations or flights until we have sent the confirmation of your attendance via email and SMS.

Best Regards,


Wyona E. Driz
Training Administration Specialist
Human Resource Innovations and Solutions, Inc. (HURIS)

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(532) 8746 - 2961

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