



Republic of the Philippines
PHILIPPINE HEALTH INSURANCE CORPORATION
Citystate Centre, 709 Shaw Boulevard, Pasig City
(02) 8662-2588 www.philhealth.gov.ph
PhilHealthOfficial teamphilhealth

CY 2025 REPORT ON THE PHILHEALTH BOARD'S ORIENTATION, CONTINUING EDUCATION, AND TRAINING PROGRAM

In 2025, the PhilHealth Board Members actively participated in various training and capacity-building programs. This is part of their commitment to good governance and professional growth as required by the Universal Health Care Law (UHC Law). These initiatives aimed to improve their governance skills, enhance their ability to make policies, and ensure they follow best practices in the corporate and health sectors.

I. Corporate Governance Orientation Program (CGOP)

To reinforce their competencies in good governance, the following PhilHealth Board Member attended the Corporate Governance Orientation Program (CGOP) on May 6-7, 2025:

1. Dr. Edwin M. Mercado

The Institute of Corporate Directors (ICD) conducted the CGOP. This program is designed to give participants a clear understanding of corporate governance principles and how to apply them. It highlights the importance of governance in maintaining institutional integrity, following local reforms, and addressing new global trends.

Key topics included updates on regulations, best practices, risk oversight, audit functions, and the duties of board committees. The session also introduced the Professional Directors Program (PDP), which is the main training course of the ICD. The PDP consists of five modules starting with the CGOP, followed by Strategy, Policy, Board Oversight, and Accountability. These modules provide board members with the tools they need to add value and drive positive changes in their organization.

Attending the CGOP ensures that PhilHealth Board Members understand governance rules well. This enables them to make informed decisions, ensure accountability, and contribute to the overall efficiency and integrity of the corporation.

II. Orientation and Trainings on Health Care Financing, Health Systems, Costing Health Services, and Health Technology Assessment

In compliance with the Universal Health Care Law and as a mandatory requirement for newly appointed directors, the Board Members completed the following orientation and training programs. These sessions focused on the technical aspects of social health insurance:

- **Training on Health Technology Assessment (June 18, 2025)**

1. Dr. Edwin M. Mercado



- **Training on Health Care Financing; NHIP under the UHC Law (General Provision; Population Coverage; Service Coverage; Enterprise Architecture; Financial Coverage; and Legal Processes), and Operations (July 8-9, 2025)**

1. Dr. Edwin M. Mercado

These training sessions, attended by the Board Members, provided a crucial platform for aligning governance practices with technical health policy expertise. By equipping Board Members with a deeper understanding of healthcare financing, legal processes, and health technology assessment, these programs enable them to make well-informed decisions that support the sustainability and effectiveness of PhilHealth's operations under the UHC framework.

III. Board Director's Guide for Audit Committees

To better understand the roles and responsibilities of the audit committee, the following Board Members attended the "Board Director's Guide for Audit Committees" on July 9, 2025:

1. BGen. Marlene R. Padua, AFP (Ret.)
2. Dr. Ma. Graciela Garayblas-Gonzaga
3. Robert Francis F. Maronilla
4. Usec. Wilford Will L. Wong

This program was conducted by the Center for Global Best Practices. It is designed for board chairmen, directors, and members of management who wish to fully understand what an audit committee does and does not do.

The course covered the top 10 best practices for audit committees and taught participants how to create a working program and agenda that aligns with the audit committee charter. The training also focused on how the committee should relate to the board and maintain a constructive relationship with management.

Key topics included reading and spotting key issues in audit reports, handling special investigations, financial reporting, and risk assessment protocols. Participants also received templates and practical reference materials to simplify their work and help improve the effectiveness of the board and audit committee performance.

IV. Motivational Intelligence for Effective Leadership

To cultivate advanced leadership skills and self-awareness, the following Board Member participated in the "Motivational Intelligence for Effective Leadership" course on July 24-25, 2025:

1. Atty. Gioan Fernand A. Legaspi

Facilitated by the Ateneo de Manila University Graduate School of Business, this program is designed for senior leaders to enhance their effectiveness by mastering motivational intelligence.

The course provided a modern framework for leadership and utilized psychometric assessments, such as the Reiss Motivation Profile®, to give participants insight into their intrinsic values and natural behaviors. The training emphasized the link between personal nature and professional conduct, allowing the Board Members to understand what drives their decision-making and interaction styles.

Through this program, the attendees evaluated how their natural traits align with the qualities of an effective leader. They identified specific behaviors to manage or leverage and concluded the session by developing strategic action plans to further their leadership growth and organizational impact.

V. Project Finance

To acquire specialized knowledge in funding large-scale initiatives, the following Board Member attended the "Project Finance" course on September 8, 10, 11, 15, 17, and 18, 2025:

1. Atty. Gioan Fernand A. Legaspi

Conducted by the Ateneo de Manila University Graduate School of Business, this program focused on project finance as a critical alternative to conventional methods for capital-intensive projects, particularly within Public-Private Partnerships (PPPs) and infrastructure development.

The course was designed to simplify the complexities of project finance to prevent viability erosion and cost overruns. It covered the entire financing process, from the initial exploration of data to the preparation of financial packages and the design of financing mixes.

Key topics included comprehensive risk assessment, strategies for raising capital, and the challenges associated with large-scale funding. The session also provided insights into the necessary legal documentation and security support required for successful project finance transactions.

VI. Strategic Thinking for Board Directors and Leaders

To develop essential skills for long-term organizational success, the following Board Members attended the training on "Strategic Thinking for Board Directors and Leaders" on September 10, 2025:

1. Dr. Thea Arcely R. Gimenez
2. Asec. Paul D. Ledesma
3. Usec. Wilford Will L. Wong

Conducted by the Center for Global Best Practices, this SEC-accredited program is designed for board members and executive leaders responsible for shaping their organization's future direction.

The course emphasized that strategic thinking is a fundamental skill needed to navigate today's fast-paced business environment. It aimed to equip participants with

the knowledge, tools, and mindset required to lead with foresight, resilience, and adaptability.

The session focused on how to effectively navigate challenges and capitalize on opportunities for innovation. Board Members learned strategies to pivot and scale the organization, ensuring sustainable growth and success in the government sector.

VII. Leading and Managing Change

To develop essential skills for long-term organizational success, the following Board Member attended the training on "Leading and Managing Change" on September 22, 23, 29, and 30, 2025:

1. Asec. Atty. Ana Maria Paz B. Rafael

Conducted by the Ateneo Graduate School of Business - Center for Continuing Education, this program was designed for leaders who must guide their teams through transitions. It addressed the need to cope with external changes in the business environment while implementing internal strategies.

The course offered a solution to the high failure rate of change initiatives. It introduced a scientifically validated model that combines leadership skills and management processes. This approach ensures that leaders can effectively manage resistance and drive sustainable growth for the organization.

VIII. Roles, Responsibilities and Liabilities of Board of Directors

To uphold the highest standards of corporate governance, the following Board Members attended the training on "Roles, Responsibilities and Liabilities of Board Directors" on October 3, 2025:

1. Dr. Thea Arcely R. Gimenez
2. Asec. Paul D. Ledesma
3. Usec. Wilford Will L. Wong

Conducted by the Center for Global Best Practices, this program is accredited by the Securities and Exchange Commission as a corporate governance topic. It is designed to ensure that directors fully understand their duties and the legal requirements of their positions.

The course emphasized the critical roles, responsibilities, and liabilities of board members and the committees they lead. It focused on the practice of good governance and compliance with SEC rules. The session provided the necessary tools for participants to benchmark best practices and refine their organization's Manual of Good Governance.

IX. Masterclass in Critical thinking, Problem solving and Decision-Making

To develop essential skills for organizational success, the following Board Members attended the "Masterclass in Critical Thinking, Problem Solving and Decision-Making" on November 13, 14, 20, and 21, 2025:

1. Robert Francis F. Maronilla
2. Usec. Wilford Will L. Wong

Conducted by the Center for Global Best Practices, this four-day online program was designed to improve strategic thinking. It focused on mutually reinforcing skill sets using the proprietary RISE framework and world-class learning tools.

The course emphasized practical application and encouraged participants to bring actual workplace problems to the sessions. Board Members learned to identify root causes and arrive at the best possible solutions. The training also included a unique module on how to effectively present and implement these solutions to ensure success for the organization.

X. Best Practices in Business and Government Protocol

To develop essential skills for effective representation, the following Board Members attended the training on "Best Practices in Business and Government Protocol" on November 26, 2025:

1. Dr. Carmencita D. Padilla, National Scientist

Conducted by the Center for Global Best Practices, this program focused on protocol as the universal standard for diplomacy. It was designed to teach the rules that govern professional behavior in business and government settings.

The course emphasized how to handle interactions with government and corporate officials. Board Members learned to manage various events, such as business meetings and official ceremonies. The session aimed to equip participants with the skills to represent the organization with distinction in both local and international contexts.

Mr. Emmanuel R. Ledesma, Jr., former PhilHealth President and Chief Executive Officer and Expert Panel Member of the Board, concluded his term of office on February 06, 2025. Given the brief duration of his incumbency within the fiscal year, no training programs were undertaken during the reporting period.

Certified by


ATTY. LORA L. MANGASAR
Acting Corporate Secretary 