Access to Experts

J.P. Orbeta , Managing Director , Ayala Corporation

For 25 years, John Philip Singson Orbeta has built a solid career in corporate human resources (HR), HR consulting and managing businesses across geographies. As managing director of Ayala Corporation and member of its senior management committees, Mr. Orbeta has transformed human resource systems and processes not only at the holding company but also throughout the Ayala group. He introduced restructuring and change management initiatives at Ayala Land. He founded and established HRMall, the conglomerate's HR shared services center and now a fully fledged business process outsourcing company. He created and has led the Ayala Group HR Council, composed of key HR decision makers and policy makers, to harness and foster synergy among Ayala companies to realize cost efficiencies, improve overall quality of HR services, and create innovative programs that add value to business. Mr. Orbeta also directs the Ayala Business Club, a conduit for capturing business opportunities and exchanging ideas in the different geographic regions around the country, as well as manages the Ayala Young Leaders Congress, a program which aims to hone college students' leadership potential in the service of community and nation. Prior to joining Ayala in 2005, Mr. Orbeta led Watson Wyatt's Human Capital Consulting Group, one of the firm's three global consulting businesses, overseeing operations in the United States and Canada, United Kingdom and Europe, Asia Pacific, and Latin America. He transformed Watson Wyatt Philippines into one of its most successful country offices during his nine-year tenure as managing director. Mr. Orbeta was made a Vice President of the firm in 1999 and continued on these concurrent roles until his retirement in May 2005. Mr. Orbeta also served as a member of the main Board of Directors of Watson Wyatt & Company, the NYSE-listed parent company from 2000 - 2003. In 2009, Mr. Orbeta was awarded the People Manager of the Year by the People Management Association of the Philippines (PMAP). He also received the Global HR Excellence Award for HR Leadership in the Philippines from the World HRD Congress. His program, "Reinventing HR at Ayala," was awarded People Program of the Year by the PMAP in 2008.

Contact Carol Courter, Manager, Corporate Communications, +1 212 339 0232, courter@conferenceboard.org

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