



LEVEL **UP** YOUR
**ORGANIZATION'S
CAPABILITY**

TRAININGS | CONSULTING | HEADHUNTING | FAMILY LIFE



www.lilolele.com





LIVING, LOVING, LEARNING AND LEAVING LEGACIES

is a training, consulting, headhunting and a family life effectiveness enabling organization. The training and consulting services suites focus on the areas of personal, team, organizational, strategy, execution and operational effectiveness. Its family life services suites focus on teenage, love relationship, marriage, and parenting effectiveness. Founded on July 24, 2011. Philippines.

MISSION

Enabling effectiveness
in persons, teams,
organizations and families in

**LIVING
LOVING
LEARNING &
LEAVING LEGACIES**

VISION

A world where everyone
finds and fulfills
one's purpose and
leaves lasting and inspiring
legacies

CORE VALUES

Humility
Empathy
Excellence
Discipline
Spirituality

SERVICES

Trainings
Consulting
Headhunting
Family Life



TRAINING BRANDS

INTRA- & INTER-PERSONAL EFFECTIVENESS

WAVE



WORK ATTITUDES & VALUES ENHANCEMENT

Through interactive activities, learn how your own set of core values and work attitudes impact your work, well-being and organizational results. 1 Day.

D.H.E.E.P



DEVELOPING HIGHLY EFFECTIVE AND EFFICIENT PERSONS

Level up on the fundamental principles, skills, habits and tools on intra-personal and inter-personal (and professional) leadership effectiveness. 2 Days.

CUSTOMER SERVICE PROGRAM



Improve (or recover) customer relationships that will help lead to great customer service, retention & advocacy. 1-Day or 2-Day options.

STRESS MANAGEMENT

Take control of your stress and manage personal and work stressors and improve on mental health. 1-Day or 2-Day options.

T↑ME

MANAGEMENT

Take control of your time with this workshop and gain the skills and strategies to increase productivity, reduce stress, and achieve your goals more effectively.

COMPLETED STAFF WORK

Learn to delegate effectively, build trust, and empower your team members to take ownership and deliver exceptional results. 1 Day.

FUTURE READY LEADERSHIP

Empowering leaders with the skills and knowledge to navigate the future of work.

CRITICAL THINKING WORKSHOP

Unlock your critical thinking potential with this and improve your ability to think more clearly, make better decisions, and navigate complex challenges with confidence.

conflict MANAGEMENT

Instead of avoiding necessary conflicts, learn how to effectively deal with it and to improve your approaches to conflict management. 1 Day.

HIGH IMPACT

PRESENTATION & PUBLIC SPEAKING

Command the stage and develop powerful communication skills, build confidence, and captivate your audience. 2 Days.

TRAINING BRANDS

INTRA- & INTER-PERSONAL EFFECTIVENESS



Learn practical strategies to manage stress, build resilience, and enhance your emotional intelligence for a happier and more fulfilling work-life.

Effective COMMUNICATION Skills in Business

Unlock your communication potential and achieve your business goals and the tools and techniques to communicate persuasively, build rapport, and navigate challenging communication situations with ease.

Business & Email Writing Etiquette

Master professional written communication and learn to write clear, concise, and impactful emails that lead to building strong professional relationships, and enhancing your professional image.

Retreats & Recollection

Find inner peace, enhance your well-being, and experience transformative moments of reflection, rejuvenation, and personal growth through immersive experiences. 4 hours.

STRENGTHS MANAGEMENT

Using strengths-based psychology, apply learning and insights from this workshop, into becoming effective in areas of leadership, management, partnership, coaching, mentoring and team dynamics. 2 Days.

PSDM PROBLEM SOLVING DECISION MAKING

Develop essential skills to analyze complex situations, make informed decisions, and find effective solutions to challenges. 2 Days.

ORGANIZATIONAL EFFECTIVENESS

BUSINESS OPERATIONS BOOTCAMP



In a full, realistic and simulated experiential learning, enjoy the experience of learning how to start up and operate a real business from registering your new business, borrowing from the bank, planning R & D, production, sales, & other aspects. Level up your operational skills with our intensive bootcamp. Learn best practices in whole business, operations cycle. 2 Days.



TRAINING BRANDS

TEAM & MANAGERIAL EFFECTIVENESS

LAMP

LEADING AND MANAGING PEOPLE PROGRAM

Appropriate for first line team leaders, supervisors and managers, learn the fundamentals on handling, managing and leading subordinates via a mini-MBA designed program. 2 Days.

B.H.E.S.T

BUILDING HIGHLY EFFECTIVE & SYNERGISTIC TEAMS

Learn how to build, nurture and lead high performing teams and master the 5-factor Lilolele Model in Managing Teams. 1-Day or 2-Day option.

BHEST BREAK

A TEAM BUILDING SUSTAINABILITY PROGRAM

Sustain the momentum of the BHEST team building program gains and practice a weekly team habit to provide continuity of the team effectiveness practices. 2 Hours.

MISSION IMPOSSIBLE TEAM BUILDING SERIES

Experience the thrill and learning in this kind of team building that immerses participants into a high-energy experience that fosters teamwork, communication, problem-solving, and creativity. 1 Day.



EFFECTIVE DELEGATION

Unlock your team's potential by delegating effectively, providing clear direction, and empowering ownership for exceptional results. 1 Day.

VUCA

LEADERSHIP

Navigate volatile, uncertain, complex, and ambiguous times with confidence and leadership by going through a fully simulated learning experience. 2 Days.

BEI

BEHAVIORAL EVENT
INTERVIEWING

Master the right way of selecting and deciding on your talent candidates by learning how to ask evidenced-based, targeted selections questions. 1 Day.

TRAINING BRANDS

TEAM & MANAGERIAL EFFECTIVENESS

MANAGING GEN Z

MANAGING GENERATION Z IN THE WORKPLACE

Understand and effectively lead Gen Z employees by learning how to connect, communicate, and motivate this tech-savvy, digital native, purpose-driven generation. 1 Day.

executive COACHING

Fast track your learning on leveling up on managing the business and organization in your current or your future roles via one-on-one sessions with one of our Executive/Management Coaches. Multiple sessions over a minimum period of 6 months.

TRAIN THE TRAINERS

Master instructional design, adult learning methodologies, creative delivery and get to practice live in a TEDx-like simulation. 1-Day or 2-Day options.

•POLC•

Planning, Organizing, Leading and Controlling

Build up your supervisors', managers', and executives' toolbox by learning how to Plan, Organize, Lead and Control. 2 Days.

GAME OF THE GENERALS TEAM BUILDING

Level up your strategy setting and execution capability with this special version of a team building that simulates the popular board game with the same name. 4 hours.

PERFORMANCE MANAGEMENT

Learn the basics of Performance Management from expectations setting, feedback giving, coaching and appraising performance. 2 Days.

COACHING & MENTORING

Leverage the experience of our seasoned trainers, coaches and mentors by learning how to coach, mentor and counsel your subordinates in ways that motivates them to deliver high performance and develop to their full potential. 2 Days.

Leading Change & Managing Transition

Survive and even thrive in a world of fast-paced changes by learning how to Lead Change and Manage Transition which provides life's skills, so to speak, in surviving both personal/individual and professional worlds. 1 Day.

CONSULTING BRANDS

HUMAN RESOURCES EFFECTIVENESS

COMPETENCIES PROFILING



Discover and document competency profiles of each of your jobs as a way to develop talents and provide a framework for succession planning.

JQB EVALUATION



Job Evaluation and Levelling Consulting

Analyze, evaluate, rank, and level each in-scope job as an input to ensuring internal jobs equity.

Compensation Design

Attract, retain, and motivate top talent with a tailored compensation plan.

CODE OF CONDUCT WRITING

Build a strong ethical foundation by creating a tailored code of conduct aligned with your values, culture, and legal compliance requirements.

JOB DESCRIPTION



Job Description Design & Documentation

Level up how you document the design of your jobs and the ideal job holders' specificities with Lilolele's best in class Job Description documentation.

Compensation BENCHMARKING

Update yourselves with how your various jobs' salaries compare and compete in the market to ensure your compensation packages are fair, equitable, and aligned with your business goals and market dynamics.

HRSYS

HR Systems Design, Write up & Setup

Design (or Redesign), write-up or set-up HR or People Systems (ISO-Ready design and formats) for your organizations.

HRAUDIT & DUE DILIGENCE

Ensure your HR practices are compliant and efficient by availing of our comprehensive audit and due diligence services and identify potential risks, optimize HR processes, and mitigate legal liabilities.

CONSULTING BRANDS

ORGANIZATIONAL DEVELOPMENT EFFECTIVENESS

M.V.V

MISSION, VISION, CORE VALUES CRAFTING

Distill, craft, and document (or renew) your organization's Mission, Vision and Core Values. 2 Days.

STRATPLAN

STRATEGY PLANNING SESSION

Convert Insights into Strategic Intents, into Systems and into a Designed Culture made possible by the facilitation of Lilolele Consultants. 1-Day or 2-Day options.

SUCCESSION PLANNING>>>

Ensure continuity by preparing high-potential leaders to fill critical roles and drive growth.

ORGANIZATION STRUCTURE AND JOB DESIGN

Design jobs and organize them into structures that serve the strategic intents of the organization.

CORE VALUE

Behavioralization

Translate your organizational values into observable behaviors which helps drive alignment, accountability, and a stronger, more values-driven culture.

STRATEX

STRATEGY EXECUTION PROGRAM

Following through Strategy Planning, learn how to set up your Strategies and Initiatives and Action Plans into an execution-ready deliverables. 2 Days.

OPM

ORGANIZATION PERFORMANCE MANAGEMENT

Assess your organization using Organization Performance Model (OPM) and find out its strengths and weaknesses and know how to design (or redesign) to become competitive.

CULTURE ASSESSMENT AND DESIGN

Assess your culture to identify strengths and areas for growth, and to foster a more engaged and high-performing organization.

FAMILY LIFE EFFECTIVENESS

BEYOND» INFATUATION

Spice up your love relationship by attending this program for single men and women who are into boyfriend-girlfriend romantic love relationship and who either want to deepen it or want to decide on current or future relationship. 1 Day.

CANA & BEYOND

MARRIED COUPLE RELATIONSHIP
EFFECTIVENESS

Deepen or renew your marital relationship by attending this program for married couples who intend to level up on their marital relationship or who want to resolve recurring unresolved issues affecting their marriage. 1-Day or 2-Day options.

BHEST FAMILY TEAM BUILDING

Strengthen your family bonds by joining this program for families with children (of all sizes) who want to level-up and improve on their family team dynamics. 2 Days.

CONSULTING PROGRAMS

MARRIED COUPLE EFFECTIVENESS PROGRAM

Consult with family relationship facilitators 1:1 to strengthen marital relationships through skill-building, communication techniques, and conflict resolution strategies.

TRAINING PROGRAMS



BOW & ARROW

A PARENT & CHILD RELATIONSHIP LEVELING-UP WORKSHOP

Level up on your relationship with your child by participating in this one-day workshop where Parent and Child Pairs talk about their relationship and bring it to the next level in a fun, safe, non-threatening yet intimate life changing sessions. 1 Day.

Christmas Party

FAMILY TEAM BUILDING PROGRAM

Celebrate the holiday season with games, food, and good company, while strengthening team bonds and creating lasting memories. 6 Hours

NOTE: WE CAN CUSTOMIZE ANY PROGRAM ACCORDING TO YOUR NEEDS IF YOU DIDN'T FIND WHAT YOU WERE LOOKING FOR HERE.



HEADHUNTING SERVICES

OUR SEARCH CONTRACTING PROCESS

- 1 REQUIREMENTS UNDERSTANDING VIA JOB DESCRIPTIONS
- 2 MATCHING VIA RESUME & COMPENSATION WORKSHEETS
- 3 INITIAL INTERVIEW & SUMMARY PROFILING
- 4 ASSISTANCE AT CLIENT INTERVIEWS



OUR SCOPE OF SERVICES

REQUIREMENTS UNDERSTANDING VIA JOB DESCRIPTIONS

We encouraged clients to provide us with specific job descriptions of the open positions. This helps us immensely in a faster and more accurate matching of the applicants to the jobs.

MATCHING VIA RESUME & COMPENSATION WORKSHEETS

To increase the likelihood of a perfect match. We compare not just resume but also the compensation and benefits compatibility of the applicants and what the company can offer.

INITIAL INTERVIEW & SUMMARY PROFILING

We conduct an initial interview of the short-listed applicants and come up with a summary profile for your convenience.

ASSISTANCE AT CLIENT INTERVIEWS

We help you organize and coordinate your interview events with the short-listed applicants.

WHO SHOULD AVAIL

For those business which are having difficulties and challenges in hiring their top executives or hard to find talents.

HEADHUNTING FEES

15% = Staff to Officers/Sups
18% = Middle Manager
20% = Top Executives

of the Gross Annual (first year) Cash Compensation (incl. allowances) of the successful candidates

SERVICES/PROGRAMS BY LILOLELE

Team buildings | Trainings |
HR & OD Consulting |
Executive | Search | Center
for family life | Family team
buildings | Homeschooling

FOR MORE INFORMATION

VISIT THE FOLLOWING LINKS:

FOR EMPLOYEES: <https://lilolele.com/headhunting#vacancies-section>

FOR REFERRERS: <https://lilolele.com/headhunting#for-referrers>

FOR EMPLOYERS: <https://lilolele.com/headhunting#executivesearch>

FOR EMPLOYEES



FOR REFERRERS:



FOR EMPLOYERS:

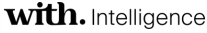


A FEW OF OUR CLIENTS

★ REPEAT CUSTOMER

 ★	 ★	 ★	 ★	 ★
 ★	 ★	 ★	 ★	 ★
 ★	 ★	 ★	 ★	 ★
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 ★	 ★	 ★	 ★	 ★
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A FEW OF OUR CLIENTS

 ALFA All Food Asia, Inc.	 Philippine Technological Institute Cebu, Philippines	 CEBU COUNTRY CLUB SINCE 1948	 UNILAB	 KONE
 GOTHONG SOUTHERN Shipping • Logistics • Ports • Properties	 LEAR CORPORATION	 HEIDELBERGCEMENT	 Willis Towers Watson	 Philippine National Police - Cebu Office
 BRITISH AMERICAN TOBACCO	 SM	 Maria Montessori International School	 QUEST HOTEL CONFERENCE CENTER - CEBU	 Philippine National Police - Cebu Office
 FASTAUTOWORLD PHILIPPINES CORPORATION	 EVER CONSUMER	 Philippine Business School	 GOLDEN PEAK HOTEL & SUITES CEBU	 SYKES®
 LANDTRADERS WORLD PROPERTIES CORP.	 pjm®	 INNOLAND	 Lexmark™	 GAISANO GRAND MALL
 DEVLYN VENTURES & DEVELOPMENT CORPORATION	 CEBU WATER DISTRICT FEB. 12, 1980 CEBU, PHILIPPINES	 globalpayments	 SCS global SERVICES Setting the standard for sustainability	 AKAO FARMS
 AquariusSystems.ph PEOPLE. TECHNOLOGY. INNOVATION	 ARBEE'S Bakery	 vienovo FEED for LIFE	 HSI Helpmate Services, Inc.	 bai HOTEL CEBU
 Katipunan Bank	 Majesty PHARMA	 Manulife	 QBE	 REAL MOTORS
 Ruflo DENTAL CLINIC	 SOUTH CENTRAL HARDWARE DISTRIBUTORS INC.	 with. Intelligence	 egg celsior	 jndc

THE LILOLELE TEAM

With over **75 years** of combined experience, we've seen it all, done it all, and we're ready for more.



Neil M.
ANTIQUINA
Trainer & Consultant

- Trainer, Consultant, Executive Coach
- Experienced Corporate Senior HR & OD Practitioner
- Employment: Lilolele Inc. | Lexmark | Sykes | P&G
- Academic BG: BS Chemical Engineering, Magna cum Laude

Neil Antiquina is a seasoned HR and OD professional with over 30 years of experience in multinational corporations like P&G, Sykes, and Lexmark. He is the co-founder of Lilolele Incorporated, an HR & OD consulting firm, and the Lilolele Institute of Family Effectiveness (or L.I.F.E.). A devoted Catholic, husband, and father of five, Neil is passionate about empowering individuals and families.



Joanne F.
ANTIQUINA
Trainer & Consultant

- Trainer, Consultant, Family Life Coach
- Employment: Lilolele Inc. | Dominican Int'l School | The Learning Child | MI Int'l School | CIE British School
- Academic BG: Master in Family Life & Child Development | BS Psychology, cum Laude

Joanne, a devoted Catholic wife and mother, is a seasoned educator with 21+ years of experience in family life and child development. She's a cum laude graduate of USC and holds a Master's degree from UP Diliman. Having taught in the Philippines and Taiwan, she's currently a dedicated homeschooling parent and community member in Cebu.



Jingle C.
PESTIN
Trainer & Consultant

- Consultant, Executive Search Lead, HR | Finance | Operations Lead
- Employment: Lilolele Inc.
- Academic BG: BS Psychology

Jingle is a versatile professional with a strong track record at Lilolele. Starting as a Training, Headhunting, and Events Administrator, she quickly advanced to roles as a co-facilitator, Operations Lead, Consulting Assistant, and Associate Consultant. Currently, she serves as a Supervisor, overseeing HR, Accounting, and Headhunting Services.



Charies Ann A.
ALDE
Sales

- Sales Associate
- Employment: Lilolele Inc.
- Academic BG: BS Graphics and Design



Leslie B.
INOC
Headhunting

- Executive Search (Headhunting) Associate
- Employment: Lilolele Inc. | EQUICOREM
- Academic BG: BS Education (2nd year Level)



Shiera C.
ARECIER
Headhunting

- Executive Search (Headhunting) Lead
- Employment: Lilolele Inc.
- Academic BG: BS Hospitality Management

THE LILOLELE TEAM

With over **75 years** of combined experience, we've seen it all, done it all,
and we're ready for more.



Lucellie B.
BANGOT
Operations and Support

- Operations and Support Lead
- Employment: Lilolele Inc. | SB Gold
- Academic BG: BS Business Administration



Klee Ann D.
CARLUBOS
Graphics & Marketing

- OJT Graphics Designer
- Employment: Lilolele Inc.
- Academic BG: BS Graphics and Design



Kamille Jed S.
ONGCO
Graphics & Marketing

- OJT Graphics Designer
- Employment: Lilolele Inc.
- Academic BG: BS Graphics and Design



John Henry R.
ODIM
Graphics & Marketing

- OJT Graphics Designer
- Employment: Lilolele Inc.
- Academic BG: BS Graphics and Design

Neil M. ANTIQUINA

Trainer | Consultant | Coach
CEO & President, Lilolele Inc.



Contact Me

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About Me

Neil Antiquina is a Catholic, a husband, a father, and a highly experienced Human Resources (HR) & Organization Development (OD) practitioner and entrepreneur with over 30 years of experience in this field. In 1994, he started his professional career in Procter & Gamble for 13 years, then continued in Sykes Asia, Inc. for almost a year and finally in Lexmark Research and Development Corporation for almost 3 years. In 2011, he and his wife, Joanne, started a company, Lilolele Incorporated, an HR & OD training and consulting firm. Born and raised in Dipolog City, Philippines as an only child of retired public school teachers, Neolito and Corazon Antiquina, Neil graduated valedictorian in elementary and high school and Magna cum Laude in Chemical Engineering from the University of San Carlos. He now lives in Mandaue City, Cebu, with his wife, Joanne, and their four children.

Performance & Achievements

CEO & President of Lilolele Incorporated



Lilolele Incorporated

14 years

Helped and served more than 400 clients both locally and internationally in their organization's capability needs via offering more than 500 HR & OD solutions to date, achieving a 71% repeat engagement rate, which highlights exceptional service quality. Demonstrated deep knowledge in leadership development, strategic planning and execution, performance management, culture building, executive coaching, and headhunting, to name a few.

Senior Manager of Human Resources



Lexmark Research & Dev't Corporation

~3 years

Led HR for nearly three years, becoming the first local successor to an expatriate in the top HR role within a year. Redefined HR Business Partner roles to include strategic responsibilities, managed the complex transition of medical benefit plans, and aligned them for both Lexmark entities in the Philippines. Co-developed the Shared Services organization's Mission, Vision, and Strategy, and directed the design of the company's culture transformation program.

Director, Performance Management & General Administrative Services

SYKES[®] Sykes Asia Inc.
~1 year

In just six months in this role, made a substantial impact. Successfully led leadership team chartering, aligned support group metrics with bottom-line results, conducted organizational assessments and redesigns, repaired strained real estate partnerships, implemented culture-enhancing initiatives (including systems thinking and open office concepts), strengthened company branding, aligned salary benchmarking data, and improved inter-team relationships.

Human Resources Manager



Procter & Gamble

13 years

Demonstrated versatile leadership across multiple roles and countries. Performed the role of a Manufacturing Plant Utilities Department Line Manager in Tondo, Manila, before progressing to Plant Human Resources Associate Manager in Cabuyao, Laguna. Moved on to become the GBS (Shared Business Services Regional Center) HR Lead in Makati, Philippines, and ultimately served as Senior Human Resources Manager for the CBD (Sales) Department in Taipei, Taiwan P&G. His key achievements and lasting impact include, among others: enhanced leadership team effectiveness; strengthened business strategy; seamless integration of acquired companies; implemented pay & progression system; co-led Asia outsourcing project; developed performance-based trainings; and delivered various Leadership and Management trainings.



LIVING, LOVING, LEARNING AND LEAVING LEGACIES

FULFILLING PURPOSE, LEAVING LEGACIES.

CONTACT US



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www.lilolele.com

SCAN ME!



VISIT US



Lilolele Incorporated

