



JAYCIE LOTA

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CONTACT



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EDUCATION



Diploma In Organizational Development

Ateneo CORD



BSBA - Marketing Management

Manila Business College



CORE VALUES

- Guided by the belief that we become what we focus on
- Value clarity, determination, and purpose in achieving success
- Strong advocate of sustainability and long-term positive impact



BACKGROUND

Seasoned HR leader with 14+ years of experience across FMCG, manufacturing, retail, food service, and fintech banking, spanning Learning & Development, Organizational Development, Talent Management, Employee Experience, and Employer Branding. Known for building end-to-end talent and succession programs – from enterprise successor development pipelines to board-level talent reporting – and for translating HR strategy into measurable business outcomes through strong cross-functional partnerships and hands-on HR analytics and tooling.



WORK EXPERIENCE



Senior Section Manager - Talent Management

Century Pacific Foods Incorporated (Mar 2025 - Current)

Serve as SME for Talent Management across corporate and manufacturing business units, owning the design and execution of Talent Profiling, Talent Assessment, Succession Planning, and Career Management strategy – including sole ownership of Launchpad 2.0, the enterprise successor development program for high-potential and critical talent.

Achievements:

- Achieved 100% coverage of Critical Talent profiles and 100% tagging of Flight Risk levels; assessed 96% (457) of talents for the 2025 cycle CPG-wide, with 96% IDP creation and 90% IDP progress achievement. Introduced and institutionalized changes to the Talent Review & Succession approach, including the Stay Interview Initiative (Green Zone talents) and a Talent Management Dashboard built in the absence of a dedicated system.
- Led a large-scale Talent Review consolidation analyzing Potential Drivers competency data for 252 talents across 20 business segments; built a reusable Excel reporting pipeline and presented findings in a 21-slide executive deck.
- Directed the Executive Development Gap Study across 43 CPG executives, identifying a consistent gap.
- Authored and presented a 19-slide Talent & Succession update to the Board of Directors, structured around three pillars: Building Future Leaders, Protecting Capability and Continuity, and Strengthening the Pipeline.
- Consolidated succession data into a master map spanning 202 incumbents (57 executives, 145 department managers) and built a five-sheet CPG Talent Position Databank covering 1,498 roles and 570 leadership incumbents – the foundation for a CFO-facing critical talent identification framework using a weighted five-dimension scoring model and four-tier classification (Emerging, Key, Successor, Critical Talent).
- Prototyped a Talent Review Portal for CPFI performance/potential assessment, 9-box placement, succession planning, IDP management, and calibration.
- Conducted a 70-competency gap analysis across the Learning, Leadership & Culture team, directly informing the design of a new HR Academy initiative.



Career Break (September - March 2025)

- Took an intentional pause to recharge, while remaining active through select consultancy engagements.
- Designed and facilitated team-strengthening and team-building programs for Antel Global and BPI, enhancing collaboration and employee engagement.



CORE COMPETENCIES

- Talent Management & Succession Planning
- Learning & Development Strategy
- Employee Experience & Engagement
- HR Data Analytics & Digital Tools
- Organizational Development
- Executive & Leadership Development
- Employer Branding & Culture



DISC PROFILE

Conscientiousness

Influence
Dominance
Steadiness



MBTI PROFILE

E - Extraverted
N - Intuitive
F - Feeling
J - Judging



**Diversity,
Equity & Inclusion Ally**



HOBBIES



Fishing



Hiking



Camping



Motorcycle



Watching Movies



Project Manager (Office of the General Manager)

Fonterra Brands Philippines (May - Sep 2024)

Partnered directly with the General Manager and Leadership Team as a trusted internal advisor, acting as Mini-GM to drive the organization's people agenda and serve as the connective bridge between senior leadership and the broader employee base.

Achievements:

- Spearheaded the Data Roadmap Initiative, unifying data mapping and integration across Sales, Supply Chain, and Consumer Sales to enable more informed, business-wide decision-making at the leadership level.
- Co-led the Fonterra National Conference, aligning cross-functional teams around company-wide strategic priorities.
- Served as Advisor to the Fonterra Culture Club, shaping employee culture and engagement initiatives with direct visibility to senior leadership.



Head - Talent Management & Learning & Development

SeaBank Philippines Incorporated (2022 - 2024)

Held full ownership of the Talent Management and Learning & Development function, setting strategy and building end-to-end infrastructure for leadership development, statutory training, and enterprise-wide succession planning.

Achievements:

- Authored the Performance Management & Talent Succession Policy and built the organization's full-cycle talent review, succession planning, and career mapping architecture from the ground up.
- Directed the design and rollout of Bank Mandatory Programs and the organization's overall training calendar, later leading their full transition to e-learning to scale delivery.
- Delivered 100% coverage in talent profiling and assessment, 100% identification of key talents, and 100% development plan completion for emerging and key talent segments.
- Redesigned the New Hire Orientation Program and launched the SeaBank Buddy Program, strengthening onboarding and early retention.
- Partnered with Internal Audit and BSP regulators through a full audit cycle, achieving a clean pass and remediating all committed action items – reinforcing governance rigor across the talent function.



Learning & Development Lead - South East Asia, Engagement Lead Philippines

Fonterra Center of Excellence (2021 - 2022)

Responsible in the development & execution of Fonterra strategy for leadership, functional and other capability building initiative for South East Asia pool of emerging talents and leaders. Alongside, leading the I&D and engagement programs for the local Philippines.

Achievements:

- Developed Leadership Curriculum for Fonterra SEA Key Talents.
- Facilitated Leader's Connect sessions and other L&D events for SEA.
- Developed and Facilitated Emotional Intelligence Training for Thailand Leaders.
- Lead the deployment of LinkedIn Learning as a development platform
- Developed and Defined Competency Matrices for Key Talents across the region.
- Deployed High-Performing Team Module for Fonterra Philippines
- Collaborated with "A Great Place To Work" for Fonterra PH Certification
- Achieved Highest Engagement Score for Fonterra PH Employee Experience



Character Reference

Contact details available on request.

- Former Manager
- Former Colleague
- Former Direct Report

➤ **HR Advisor - Learning & Development**

Fonterra Brands Philippines (2017 - 2019)

- Managed core HR functions for the Philippines operating country, spanning Recruitment, Employer Branding, Learning & Development, and Internal Communications.
- Led needs analyses to identify individual and team development requirements, partnering with managers to design and deliver targeted learning programs that drove employee growth and organizational effectiveness.

➤ **HR Officer - Learning Design & Technology**

Shakey's Philippines (2016 - 2017)

- Led the creation and management of Learning & Development initiatives across restaurant and head office operations.
- Decentralized Key Result Area (KRA) modules for restaurant operations and developed competency-based training programs to strengthen operational excellence.

➤ **HR Associate > Supervisor - Learning & Development** **Asia Brewery Incorporated (2012 - 2015)**

Sales Distribution & Manufacturing

- Led corporate learning initiatives and talent development strategy across Sales, Distribution, and Manufacturing business units.
- Spearheaded learning and talent management programs with a focus on optimizing sales and supply chain operations to enhance business performance.